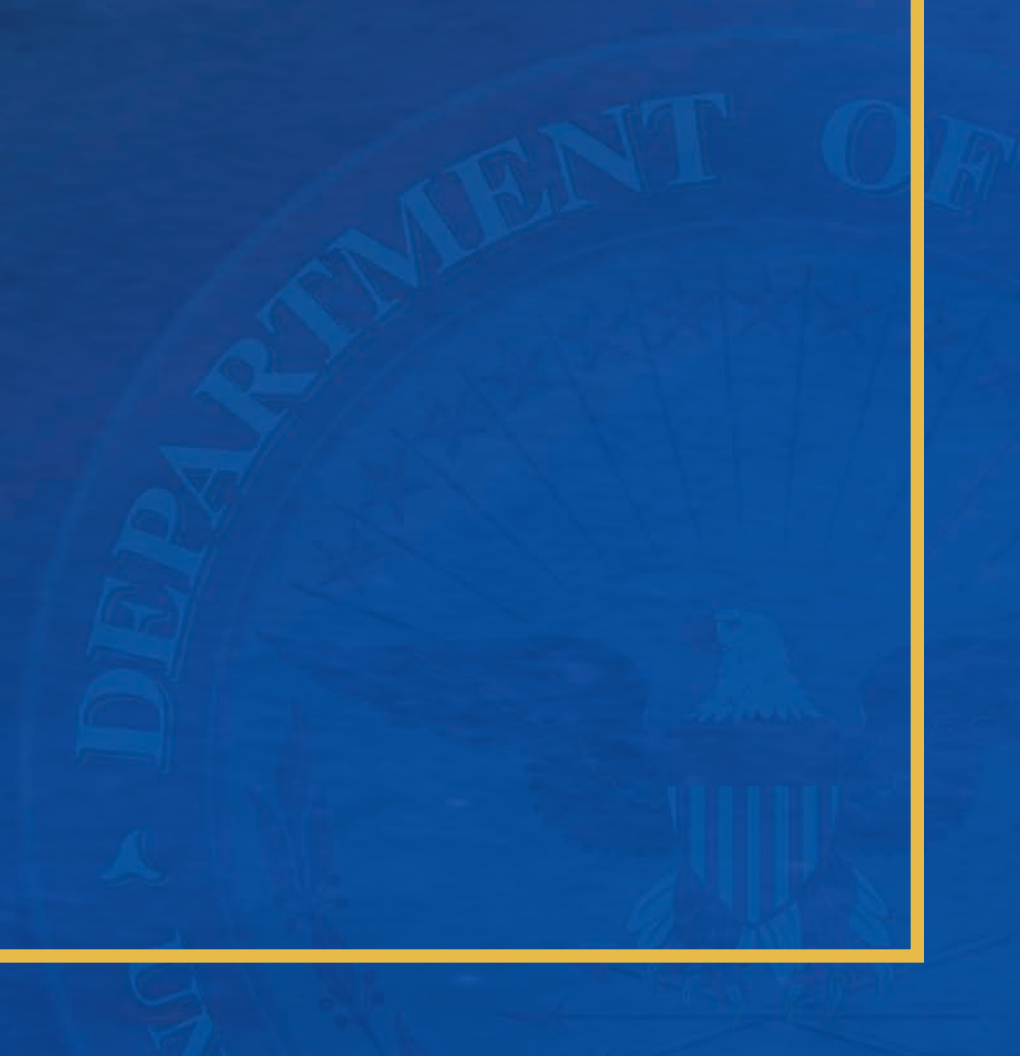




Information and Technology for Better Decision Making

2004 Sexual Harassment Survey of Reserve Component Members



Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by ADA 433 368

DMDC Report No. 2005-010
June 2005

2004 Sexual Harassment Survey of Reserve Component Members

**Rachel N. Lipari and Anita R. Lancaster
Defense Manpower Data Center**

**Alan M. Jones
SRA International, Inc.**



**Defense Manpower Data Center
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2004 Workplace and Gender Relations Survey of Reserve Component Members (2004 WGRR)*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Anita Lancaster, Assistant Director for Program Management, and Timothy Elig, Chief of the Survey and Program Evaluation Division.

DMDC's Program Evaluation Branch, under the guidance of Eric Wetzel, Branch Chief, is responsible for the development of questionnaires used in DMDC's survey program. The lead developer of this survey was Rachel Lipari. Policy officials contributing to the development of this survey include: John Winkler, Wayne Spruell, Tom Bush, Col Rebecca Ritchey (USAFR), COL James Scott (ARNG), and Lt Col Ian Ferguson (USMCR), from OASD(RA), and James Love, ODUSD(EO). Other contributors to survey development include researchers from the University of Illinois at Urbana-Champaign, Louise Fitzgerald, Fritz Drasgow, and Alayne Ormerod.

DMDC's Survey Technology Branch, under the guidance of James Caplan, Branch Chief, is responsible for monitoring survey administration. Lindsay Rock, from his staff, developed the dataset and

wrote programs to code survey responses. She was supported by Nicole Brigandi, Consortium Research Assistant, in these efforts. Data Recognition Corporation (DRC) staff performed data collection and editing.

DMDC's Personnel Survey Branch, under the guidance of Richard Riemer, Branch Chief, is responsible for sampling and weighting methods used in the *2004 WGRR*. The lead statistician on this survey was Kent Kroeger. Bob Hamilton, Chief of DMDC's Programming Branch, and Carole Massey and Susan Reinhold, from his staff, provided programming support for the sampling and weighting tasks. WESTAT, Inc. created the final weights for the survey data.

The authors are especially grateful for the invaluable services of Karen Wessels and Lee Howell, Consortium Research Fellows, Donna St. Onge-Walls, SRA International, Inc., and Velma Seward-Burton, Survey Technology Branch, whose unfailing perseverance and patience ensured this report would be completed. In addition, the authors would like to thank Jerry Anderson, ODUSD(EO), Virginia Hyland and Dan Kohner, OASD(RA), and representatives of the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies and the Joint Task Force for Sexual Assault Prevention and Response for their careful scrutiny of the report's literature review.

Executive Summary

This report provides results for the *2004 Workplace and Gender Relations Survey of Reserve Component Members (2004 WGRR)*, a survey of gender-related issues. The overall purpose of the *2004 WGRR* was to document the extent to which Reserve component members reported experiencing unprofessional, gender-related behavior, the details surrounding those events (e.g., where they occur), and Reserve component members' perceptions of the effectiveness of sexual harassment policies, training, and programs.

The Department of Defense (DoD) conducted three sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force, and Coast Guard—in 1988, 1995, and 2002. The *2004 WGRR* was the first sexual harassment survey of Reserve component members. Data were collected by postal mail and Web, March 19 through June 21, 2004. The sample consisted of a single-stage, stratified random sample of 76,031 Reserve component members.

Background

The *2004 Workplace and Gender Relations Survey of Reserve Component Members* is the first DoD-wide survey of Reserve component members' experiences of unwanted, gender-related behaviors. Respondents were provided a list of 19 behaviorally based questions, and they were asked to indicate how often they had been in situations involving one or more of the 19 behaviors. Responses were grouped into five broad categories of unprofessional, gender-related behavior:

- Crude/Offensive Behavior
 - Unwanted Sexual Attention
 - Sexual Coercion
 - Sexist Behavior
 - Sexual Assault
- } Sexual Harassment

The behaviorally based items represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment. Three categories, Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion, contain survey items that represent sexual harassment behaviors. Sexist

Behavior includes verbal or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member. As used in the survey, Sexual Assault is a category that represents attempted and/or actual rape. Since the survey was prepared, DoD has instituted a new, Department-wide definition of sexual assault that encompasses any “intentional sexual contact, characterized by use of force, physical threat or abuse of authority, or when the victim does not or cannot consent.” Future surveys will incorporate this broader definition. In addition to measuring a continuum of unprofessional, gender-related behaviors, this survey also measured Sex Discrimination among Reserve component members.

Population

The Reserve components include the Ready Reserve, the Standby Reserve, and the Retired Reserve. The majority of immediately available Reserve manpower resides in the Ready Reserve, which consists of the Selected Reserve and the Individual Ready Reserve/Inactive National Guard. The *2004 WGRR* was administered to a sample of Selected Reservists.

The Selected Reserve consists of six Reserve components: the Army National Guard, the Army Reserve, the Naval Reserve, the Marine Corps Reserve, the Air National Guard, and the Air Force Reserve. As of September 30, 2004, the Selected Reserve was composed of 859,406 personnel. The Army National Guard and Army Reserve comprised nearly two-thirds (64%) of the Selected Reserve. The Air National Guard and Air Force Reserve made up another 21%. The Naval Reserve (9%) and the Marine Corps Reserve (5%) were the smallest elements of the Selected Reserve. (The Coast Guard Reserve, which this report does not address, accounted for the remaining 1%.)

Also, as of September 30, 2004, the Selected Reserve was about 60% as large as the U.S. active component (1,451,144). Unlike the Selected Reserve, the Army comprised about one-third (34%) of the active component, with the Navy and the Air Force each accounting for about one-quarter (Navy 25%; Air

Executive Summary

Force 26%). The Marine Corps constituted 12% of the active-duty forces. (The Coast Guard made up the remaining 3% of active-duty forces.)

By most demographic measures, the active and Reserve components are similar. The Reserves have an almost identical proportion of enlisted personnel (86% vs. 85% for the active component) and officers (14% vs. 15%). Compared to the active component, there are higher percentages of senior enlisted members (52% vs. 47%) and senior officers (59% vs. 40%) in the Reserve components. Women are somewhat more represented in the Reserves (17%) than in the active component (15%), and they constitute a slightly larger percentage of Reserve than active officers (19% vs. 16%). Members of most Selected Reserve components are older than their active-duty counterparts, with higher proportions in the over-35 age groups. The age difference is largest in the Navy, where 75% of active-duty members, but only 39% of Selected Reservists, are under age 35. Despite these differences, the Reserve components closely resemble their active-duty counterparts.

Major Findings

To what extent are Reserve component members experiencing sexual harassment?

Nearly one-fifth of women (19%) and 3% of men indicated the behaviors they experienced constituted sexual harassment. For women, sexual harassment rates were higher for the Army National Guard (23%), Army Reserve (22%), and Marine Corps Reserve (25%) than the other Reserve components (12-15%). Sexual harassment rates were also higher for women in paygrades other than senior officers (17-23% vs. 11%), and for women activated in the 24 months prior to taking the survey (27% vs. 15% for non-activated women).

What other unprofessional, gender-related behaviors did Reserve component members report experiencing?

About two in five women (40%), and less than half as many men (14%), in the Reserve components reported experiencing sexist behavior. Nearly as many women (38%) and 21% of men said they had experienced crude/offensive behavior. One in five

women (22%) and a small percentage (4%) of men reported unwanted sexual attention. For women, sexual coercion was 7% overall; except for women in the Naval Reserve (3%) and Air Force Reserve components (3-4%), and women senior officers (2%). Sexual assault for women was 2%, overall, and 3% for the Army National Guard, Army Reserve, and Marine Corps Reserve components and for junior enlisted members. For men, both sexual coercion and sexual assault were 2% or less.

How prevalent is sex discrimination in the Reserve components?

Roughly 10% of women and 2% of men reported experiencing sex discrimination in the 12 months prior to taking the survey. There were no differences in sex discrimination rates for women and men across Reserve components, by paygrade, or by Reserve Program. However, sex discrimination rates were higher for women who had been activated in the 24 months prior to filling out the survey (17% vs. 8%).

Do Reserve component members think sexual harassment in the military is declining?

Reserve component members were asked to evaluate whether sexual harassment was occurring more or less frequently than it was a few years ago. Nearly half (46%) of women and a majority of men (60%) reported that sexual harassment occurred less often in the military than a few years ago. Roughly a third of women (38%) and men (30%) said the frequency of incidents was about the same. Those with more positive perceptions were men, members of the Naval Reserve, and senior officers.

Do Reserve component members think sexual harassment occurs more often in military workplaces than civilian workplaces?

More women indicated that the rate of sexual harassment was the same in military and civilian workplaces (44%) than those who thought it occurred less at military workplaces (33%). Most men (53%) said it occurred less frequently in military workplaces. Women in the Marine Corps Reserve (36%), Army National Guard (27%), and

Army Reserve (25%) were more likely than those in the other Reserve components (14-17%) to report that sexual harassment occurred more frequently in the military than in civilian workplaces.

Other Findings

Who are the offenders?

About half of women (49%) and men (58%) reported the unprofessional, gender-related behaviors were perpetrated by groups, and 11% of women and 24% of men reported the offenders included both males and females. The majority of women (87%) and men (56%) reported the gender of the offender as male. When asked who the offenders were, the majority of women (80%) and men (75%) indicated that all offenders were other military members—typically, one of their coworkers (62% and 67%, respectively). Most women and men (both 85%) knew the offenders to at least some extent. About one fifth of women (18%) and a quarter of men (24%) reported knowing the offender very well.

Where and when do the uninvited, unwanted sex/gender-related behaviors occur?

Most women and men reported some or all of the behavior occurred at a military installation (Females 82%; Males 79%) and/or at their military workplace (78% vs. 77%). Substantial percentages of women and men reported that all the behaviors occurred at a military installation (Females 45%; Males 38%) and/or at their military workplace (Females 38%; Males 32%). About a third of both women (33%) and men (29%) stated that all the behaviors occurred while they were in a compensated status. Some or all of the behaviors occurred occasionally (Females and Males both 58%) and, for one-third (Females 35%; Males 30%), the behaviors lasted for more than six months. Reserve component women and men also reported experiencing unprofessional, gender-related behaviors from military personnel and DoD civilians/contractors while at their civilian job (17-24%) or school (5-8%).

Do Reserve component members report their experiences and, if so, to whom?

The majority of women (67%) and men (78%) did not report their experiences. Of those who

indicated they sought help, most women and men talked to their immediate military supervisor, someone else in their chain-of-command, or the offender's military supervisor. Roughly five percent went to a special military office or a civilian supervisor. Reserve component members also indicated they reported their experiences to civilian individuals and authorities (Females 9%; Males 6%). Most indicated that they reported to their civilian supervisor or someone at their civilian work (5-7%).

What reasons do Reserve component members give for not reporting these experiences?

For those Reserve component members who did not report, the majority of women (63%) and men (75%) indicated that they did not feel the behavior was important enough to report. Many women (66%) and men (62%) indicated that they handled the problem themselves. Nearly half of women (45%) and one-third of men (34%) reported they felt uncomfortable making a report. Members also cited fear of being labeled a troublemaker (Females 37%; Males 30%), fear of retaliation from the offender (27% vs. 18%), fear of retaliation from friends of the offender (21% vs. 14%), and fear of retaliation from their chain-of-command (18% vs. 4%) as reasons for not reporting.

To what extent are members satisfied with the outcome of the complaint process?

Of those who said they reported their experiences, 33% of women and 28% of men were satisfied with the complaint outcome. About a third of women and men were dissatisfied, and about a third were neither satisfied nor dissatisfied. Reserve component members who were satisfied with the outcome of their complaint indicated the situation was corrected (Females 90%; Males 91%), the outcome of complaint was explained to them (Females 70%; Males 66%), and/or some action was taken against the offender (Females 53%; Males 48%). Women (45%) and men (50%) who were dissatisfied with the outcome of their complaint indicated that nothing was done about the complaint. A minority of women (23%) and men (15%) reported that action was taken against them because of the complaint.

Executive Summary

Do Reserve component members experience problems at work because of their experiences?

Overall, 28% of women and 20% of men reported experiencing some type of problem at work as a result of their handling of unprofessional, gender-related behavior. The problems experienced tended to be social reprisals, such as being gossiped about by people in an unkind way (18% of women and 13% of men), rather than professional reprisals, such as being denied a promotion (4% for both women and men).

Are Reserve component members receiving sexual harassment training and, if so, what is their opinion of the effectiveness of the training?

Most women (72%) and men (73%) reported receiving sexual harassment training at least once in the 12 months prior to the survey. More women (88%) and men (86%) in the Naval Reserve received such training than in the other Reserve components (Females 61-77%; Males 64-78%). On average, Reserve component members received sexual harassment training approximately twice in the 12 months prior to taking the survey.

When asked to assess the effectiveness of training, about 80% of women and men agreed that their training provided a good understanding of what words and actions are considered sexual harassment. Similarly, most women (85%) and men (86%) agreed that their training identified sexual behaviors that are offensive to others and should not be tolerated. Most women indicated the training gave them useful tools for dealing with sexual harassment (74%) and created a safe reporting climate (72%). About 40% of women and men indicated the training was very effective; about 5% said it was not effective.

Do Reserve component members know how to report sexual harassment? Do they know their formal complaint channels?

Roughly 85%-90% of women and men reported that DoD and Service policies and complaint procedures related to sexual harassment were publicized in their unit/work group and installation/ship. Most women and men (roughly 85%) indicated they had

a formal office charged with investigating sexual harassment complaints. About 70% of women and 80% of men stated there was an advice/hotline for complaint reporting.

What do Reserve component members think of their leadership's efforts to make honest and reasonable efforts to stop sexual harassment?

The majority of Reserve component members agreed that their immediate leaders (Females 62%; Males 70%), their installation/ship leaders (Females 56%; Males 66%), and their senior Reserve component leadership (Females 59%; Males 69%) were making honest and reasonable efforts to stop sexual harassment. However, about 10% of women and 6-7% of men indicated their leaders at each of these levels were not making honest and reasonable efforts to stop sexual harassment, and about a third of women and a quarter of men said they did not know. For every level of leadership assessed, women were less positive than men. Women in the Army National Guard (53%) and Army Reserve (51%) were least likely to report their installation/ship leaders were making honest and reasonable efforts to stop sexual harassment. More than 90% of both women and men reported that their leaders modeled respectful behavior to at least some extent, with majorities (Females 55-56%; Males 60-62%) stating they did so to a large extent.

Summary

The 2004 *Workplace and Gender Relations Survey of Reserve Component Members* is the first DoD-wide survey of Reserve component members' experiences of unwanted, gender-related behaviors. In addition to measuring sexual harassment experiences, the survey also assessed the extent to which Reserve component members experienced behaviors that would constitute sexual assault, sexist behavior, and sex discrimination.

The primary purpose of the survey was to determine the extent to which sexual harassment is occurring among Reserve component members. Nearly one-fifth of women (19%) and 3% of men indicated they experienced behaviors that they considered sexual harassment in the 12 months prior to filling out the survey. The sexual harassment rate

was higher for women in the Marine Corps Reserve, Army Reserve, and Army National Guard than for women in other Reserve components (22-25% vs. 12-15%). The sexual harassment rate also was higher for women activated in the 24 months prior to filling out the survey than for those women not activated (27% vs. 15%).

The survey provided Reserve component members an opportunity to provide details related to their unwanted, gender-related experiences. The majority of women (87%) and men (56%) reported the gender of the offender was male. Unwanted, gender-related experiences can occur in group settings (e.g., crude language and jokes in an office setting); 11% of the women and 24% of the men indicated there was more than one offender for the situation they discussed in the survey. The majority of women (80%) and men (75%) said the offenders were other military members, with most women (62%) and men (67%) indicating the offenders were military coworkers.

The survey results indicated that some or all of these behaviors occurred at a military installation (Females 82%; Males 79%) and/or at a military workplace (78% vs. 77%). The majority of women (67%) and men (78%) indicated they did not report their experiences. About two-thirds said they did not feel the situation was important enough to report or they handled the problem themselves, and about half of women and one-third of men said they felt uncomfortable making a report. Roughly a quarter of women and one-fifth of men indicated reprisal was a factor in not reporting (e.g., retaliation from offender, friends of offender, or from their chain-of-command).

Almost three-quarters of Reserve component members indicated they had received sexual harassment training at least once in the 12 months prior to filling out the survey, and over 90% of women and men thought the training was effective. More than 85% of women and men said sexual harassment policies and complaint procedures were publicized in their unit/work group and on installations/ships. Most knew of a formal office charged with investigating sexual harassment complaints on their installations/ships.

On the survey, Reserve component members were asked to what extent their leaders at three levels (immediate supervisor, installation/ship leader, senior component leader) were making honest and reasonable efforts to stop sexual harassment. About 60% of women and about 70% of men thought their leaders at these levels were doing so. However, almost a third of women and a quarter of men said they did not know if their leaders were making these efforts. Women in the Army National Guard (53%) and Army Reserve (51%) were least likely to indicate that their installation leaders were making honest and reasonable efforts to stop sexual harassment (vs. 62-63%).

Finally, to estimate if progress was being made, the survey asked several questions regarding Reserve component members' perceptions of sexual harassment. When asked about sexual harassment in the military now, compared to a few years ago, 54% of women reported sexual harassment was occurring at the same levels or more often. On another question that asked members if sexual harassment occurs less in military workplaces vs. civilian workplaces, about one-third of women agreed, 44% said there was no difference, and 23% said it occurred more often in military workplaces.

With regard to sex discrimination, the vast majority of women (89%) and men (98%) indicated behaviors they experienced in the 12 months prior to filling out the survey would not constitute sex discrimination (i.e., gender-related discriminatory behaviors that would have a negative impact on their military assignments, evaluations, or career development). With regard to sexist behavior, 40% of women and 14% of men indicated they had experienced verbal/nonverbal behaviors that conveyed insulting, offensive, and condescending attitudes based on their gender.

In summary, the findings from this first survey suggest actions are underway across the Reserve components to address gender issues. For example, Reserve members have indicated that sexual harassment policies and procedures were promulgated and large majorities said they were receiving effective sexual harassment training. However, despite these and other positive actions, almost one-fifth of Reserve component women indicated they

Executive Summary

were sexually harassed, 40% experienced sexist behavior, 11% reported sex discrimination, and 2% said they were sexually assaulted in the 12 months prior to filling out the survey. Given the Department of Defense's commitment to eliminate sexual harassment and sexual assault and to maintain a workplace free of unlawful discriminatory practices, the Reserve components must remain ever vigilant in combating these issues.

Because the *2004 Workplace and Gender Relations Survey of Reserve Component Members* is the first survey of Reserve component members' experiences of unwanted, gender-related behaviors, it provides initial benchmark data against which comparisons can be made when the next survey is fielded. This survey is yet another important step in the Department's considerable efforts to research, track, and better understand gender issues such as sexual harassment.

Table of Contents

	Page
Chapter 1: Introduction	1
DoD Sexual Harassment and Gender Issues Overview	1
The Early Years: 1970s and 1980s	1
Watershed Events and New Initiatives: The 1990s.....	3
Naval Training Center, Orlando, Florida	3
DoD Service Academies	3
Tailhook Association Convention.....	4
Initiatives in Mid-1990s.....	4
Army’s Aberdeen Proving Ground, Maryland	6
Other DoD-wide Initiatives	7
Progress and Setbacks: The 2000s	7
Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys	8
Preventing Domestic Violence	8
Initiatives on Sexual Harassment and Sexual Assault	9
Sexual Assault at Service Academies	10
Air Force Academy	10
Additional Academy Initiatives.....	14
Service-specific Initiatives	15
DoD-wide Initiatives	17
New DoD Sexual Harassment and Sexual Assault Policy	18
National Defense Authorization Act for Fiscal Year 2005	18
DoD Policy on Sexual Assault Prevention and Response	19
Overview of the Reserve Components	22
The Changing Role of the Reserves	22
Redefining the Reserves	24
Active and Reserve Component Populations	25
Distribution of Active and Reserve Component Populations	26
By Gender.....	26
By Paygrade.....	26
By Age.....	28
Organization of the Report.....	30
Chapter 2: Survey Methodology	31
Survey Design and Administration	31
Sample Design.....	31
Survey Administration.....	31
Data Weighting.....	31
Questionnaire Design.....	31
Unprofessional Gender-Related Behaviors.....	33
Characteristics of Unprofessional, Gender-Related Behaviors	35

Table of Contents

Sex Discrimination Behaviors	35
Personnel Policies, Practices, and Training	36
Assessment of Progress	36
Analytic Procedures	36
Subgroups	36
Special Topic Subgroup	37
Estimation Procedures	37
Presentation of Results	37
Chapter 3: Unprofessional, Gender-Related Behaviors and Sexual Harassment	39
Unprofessional, Gender-Related Behavior	39
By Gender	40
By Reserve Component	41
Crude/Offensive Behavior	41
Unwanted Sexual Attention	41
Sexual Coercion	41
Sexist Behavior	41
Sexual Assault	42
By Paygrade	42
Crude/Offensive Behavior	42
Unwanted Sexual Attention	42
Sexual Coercion	42
Sexist Behavior	42
Sexual Assault	42
By Reserve Program	43
By Activation Status	43
Sexual Harassment	44
By Gender	44
By Reserve Component	45
By Paygrade	45
By Reserve Program	45
By Activation Status	45
Summary	47
Chapter 4: One Situation	49
Behaviors Experienced in One Situation	49
Types of Behaviors in One Situation	50
Frequency of Behaviors in One Situation	50
By Gender	51
By Reserve Component	51
By Paygrade	51
By Reserve Program	52
By Occurrence During Activation or Deployment	52
Frequency of Behaviors in One Situation	54

By Occurrence During Activation or Deployment.....	54
Duration of One Situation.....	55
By Occurrence During Activation or Deployment.....	55
Characteristics of Offenders.....	56
Gender of Offenders.....	56
Number of Offenders.....	56
Familiarity of the Offender.....	57
Organizational Affiliation of Offenders.....	59
Military Status of Offenders in One Situation.....	61
Civilian Status of the Offenders in One Situation.....	61
Characteristics of One Situation.....	61
Place and Time One Situation Occurred.....	62
By Gender.....	62
By Reserve Component.....	63
By Paygrade.....	63
By Reserve Program.....	64
By Occurrence During Activation or Deployment.....	64
Interacting With Offender at Civilian Location.....	64
Reporting and Satisfaction With Reporting Process.....	66
To Whom Behaviors Are Reported.....	66
Military Authorities.....	66
Civilian Authorities.....	68
Reasons For Not Reporting Behaviors.....	69
Reasons For Reporting None or Some of Behaviors.....	70
Complaint Determination.....	72
Satisfaction With Complaint Outcome.....	72
Complaint Outcome.....	73
Description of Complaint Outcome by Satisfaction With Complaint Outcome.....	73
Problems at Work.....	74
By Gender.....	75
By Reserve Component.....	76
By Paygrade and Reserve Program.....	76
By Occurrence During Activation or Deployment.....	77
Was One Situation Sexual Harassment?.....	78
By Gender.....	79
By Reserve Component.....	79
By Paygrade.....	80
By Reserve Program.....	80
By Occurrence During Activation or Deployment.....	80
Summary.....	81
Chapter 5: Sex Discrimination.....	85
Discriminatory Behaviors.....	85
Categories of Discriminatory Behaviors.....	85

Table of Contents

By Gender.....	85
By Reserve Component.....	86
By Paygrade.....	86
By Reserve Program.....	86
By Activation Status.....	87
Sex Discrimination.....	87
By Gender.....	87
By Reserve Component.....	87
By Paygrade and Reserve Program.....	87
By Activation Status.....	87
Summary.....	89
Chapter 6: Sexual Harassment Personnel Policies, Practices, and Training.....	91
Sexual Harassment Policies and Practices.....	91
Policies Publicized.....	92
By Reserve Component.....	92
By Paygrade.....	92
By Reserve Program.....	92
By Activation Status.....	92
Complaint Procedures.....	93
By Reserve Component.....	93
By Paygrade.....	93
By Reserve Program.....	94
By Activation Status.....	94
Complaints Taken Seriously.....	94
By Reserve Component.....	94
By Paygrade.....	94
By Reserve Program.....	95
By Activation Status.....	95
Sexual Harassment Support and Resources.....	96
Complaint Office.....	96
Advice/Hotline Availability.....	96
Extent of Sexual Harassment Training.....	97
By Reserve Component.....	97
By Paygrade.....	98
By Reserve Program.....	98
By Activation Status.....	98
Organizational Training Requirements.....	99
Enlisted Training Required.....	99
By Reserve Component.....	99
By Paygrade.....	99
By Reserve Program.....	99
By Activation Status.....	99
Officer Training Required.....	100

By Reserve Component.....	100
By Paygrade.....	100
By Reserve Program.....	100
By Activation Status.....	100
Aspects of Sexual Harassment Training.....	101
Intent of Training.....	101
Training and Military Effectiveness.....	102
By Reserve Component.....	102
By Paygrade.....	102
By Reserve Program.....	102
By Activation Status.....	102
Policies and Tools Necessary for Managing Sexual Harassment.....	102
By Reserve Component.....	102
By Paygrade.....	103
By Reserve Program.....	103
By Activation Status.....	103
Safe Complaint Climate.....	103
Effectiveness of Sexual Harassment Training.....	104
Proactive Leadership.....	104
By Gender.....	105
By Reserve Component.....	105
By Paygrade.....	106
By Reserve Program.....	106
By Activation Status.....	106
Leadership Commitment.....	108
Modeling Respectful Behavior.....	108
By Reserve Component.....	108
By Paygrade.....	109
By Reserve Program.....	109
By Activation Status.....	109
“Dealing with” Female Subordinates.....	109
Summary.....	110
Chapter 7: Assessment of Progress.....	113
Prevalence of Sexual Harassment in the Military.....	113
By Gender.....	114
By Reserve Component.....	114
By Paygrade.....	114
By Reserve Program.....	115
By Activation Status.....	116
Sexual Harassment as a Problem in the Military.....	116
By Gender.....	117
By Reserve Component.....	117
By Paygrade.....	118

Table of Contents

By Reserve Program	118
By Activation Status	119
Sexual Harassment as a Problem in the Nation.....	119
By Gender.....	119
By Reserve Component.....	119
By Paygrade.....	120
By Reserve Program	121
By Activation Status	121
Military/Civilian Comparisons.....	122
By Gender	122
By Reserve Component	122
By Paygrade.....	123
By Reserve Program	124
By Activation Status	124
Summary.....	125
References	127
Appendix A 2004 Workplace and Gender Relations Survey of Reserve Component Members.....	133

List of Tables

	Page
Table 1. Initiatives on DoD Sexual Harassment and Sexual Assault.....	11
Table 2. Selected Reserve Contributions to the Total Force.....	23
Table 3. Comparison of Active Component (AC) and Selected Reserve (Sel Res) Populations as of September 2004.....	25
Table 4. Active Component Population by Gender and Component as of September 2004.....	26
Table 5. Selected Reserve Population by Gender and Component as of September 2004.....	26
Table 6. Number (in Thousands) and Percentage of Active Component Population by Paygrade, Component, and Gender as of September 2004.....	27
Table 7. Number (in Thousands) and Percentage of Selected Reserve Members by Paygrade, Component, and Gender as of September 2004.....	27
Table 8. Number (in Thousands) and Percentage of Active Component Members by Age, Gender, and Component as of September 2004.....	28
Table 9. Number (in Thousands) and Percentage of Selected Reserve Members by Age, Gender, and Component as of September 2004.....	28
Table 10. Percentage of Active Component Members Within Each Age Group by Gender and Component as of September 2004.....	29
Table 11. Percentage of Selected Reserve Members Within Each Age Group by Gender and Component as of September 2004.....	29
Table 12. Questions Regarding Unprofessional, Gender-Related Behaviors and Corresponding Behavior Categories.....	34
Table 13. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender- Related Behaviors, by Reserve Component.....	41
Table 14. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender- Related Behaviors, by Paygrade.....	42
Table 15. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Program.....	46
Table 16. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Activation Status During the Past 24 Months.....	46
Table 17. Percentage of Females and Males Filling out One Situation.....	50
Table 18. Percentage of Females and Males Who Experienced Behaviors in One Situation, by Reserve Component.....	52
Table 19. Percentage of Females and Males Who Experienced Behaviors in One Situation, by Paygrade.....	52
Table 20. Percentage of Females and Males Who Experienced Behaviors in One Situation, by Reserve Program.....	53
Table 21. Percentage of Females and Males Who Reported Experiencing Each Type of Behavior in One Situation, by Whether Any of the Behavior Occurred During Activation or Deployment.....	53

List of Tables

Table 22. Percentage of Females and Males Who Reported Frequency of Behaviors in One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed	54
Table 23. Percentage of Females and Males Reporting Duration of One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed	55
Table 24. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Paygrade	57
Table 25. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Whether Behavior Occurred While Activated/Deployed	58
Table 26. Percentage of Females and Males Indicating How Well They Knew Offenders in One Situation, by Reserve Program.....	59
Table 27. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Component	60
Table 28. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Program	60
Table 29. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Component	63
Table 30. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Paygrade	64
Table 31. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Program.....	65
Table 32. Percentage of Females and Males Reporting Where All the Behaviors in One Situation Occurred, by Whether Any of the Behavior Occurred While Activated or Deployed	65
Table 33. Percentage of Men and Women Indicating They Worked With Offenders in One Situation at Civilian Job or Were in School With Offenders, by Reserve Component	66
Table 34. Percentage of Females and Males Reporting to Military or Civilian Authorities, by Whether Any of the Behavior Occurred While Activated or Deployed	68
Table 35. Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation	70
Table 36. Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation, by Those Reporting No Behaviors or Some Behaviors.....	71
Table 37. Percentage of Females and Males Reporting Satisfaction With Outcome of Complaint.....	72
Table 38. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction With Outcome of Complaint, by Whether Behavior Occurred While Activated/Deployed	73
Table 39. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction With the Outcome of the Complaint, by Determination of Complaint	73
Table 40. Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome	74
Table 41. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Reserve Component.....	76
Table 42. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Paygrade	77

Table 43. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Whether Any Behavior Occurred While Activated or Deployed78

Table 44. Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Reserve Component.....79

Table 45. Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Paygrade.....80

Table 46. Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Reserve Program80

Table 47. Percentage of Females and Males Considering One Situation as Sexual Harassment, by Whether Any of the Behavior Occurred While Activated or Deployed.....80

Table 48. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Component.....86

Table 49. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Paygrade86

Table 50. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Program.....87

Table 51. Percentage of Females and Males Experiencing Discriminatory Behaviors, by Activation Status During the Past 24 Months.....87

Table 52. Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Reserve Component.....88

Table 53. Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Activation Status During the Past 24 Months88

Table 54. Percentage of Females and Males Indicating Sexual Harassment Policies Were Publicized in Units and Installations92

Table 55. Percentage of Females and Males Indicating Sexual Harassment Policies Were Publicized in Units and Installations, by Activation Status93

Table 56. Percentage of Females and Males Indicating Sexual Harassment Complaint Procedures Were Publicized in Units and Installations93

Table 57. Percentage of Females and Males Indicating Sexual Harassment Complaint Procedures Were Publicized in Units and Installations, by Activation Status94

Table 58. Percentage of Females and Males Indicating Sexual Harassment Complaints Were Taken Seriously in Units and Installations95

Table 59. Percentage of Females and Males Indicating Sexual Harassment Complaints Were Taken Seriously in Units and Installations, by Activation Status95

Table 60. Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist.....96

Table 61. Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist, by Activation Status.....97

Table 62. Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations99

Table 63. Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations, by Activation Status100

Table 64. Percentage of Females and Males Who Agree That Aspects of Their Reserve Component Training Are Effective.....101

List of Tables

Table 65. Percentage of Females and Males Indicating Their Reserve Component’s Training Teaches That Sexual Harassment Reduces the Cohesion and Effectiveness of Their Reserve Component, by Activation Status.....	103
Table 66. Percentage of Females and Males Indicating Their Reserve Component’s Training Gives Useful Tools For Dealing With Sexual Harassment, by Activation Status.....	103
Table 67. Percentage of Female and Male Training Recipients Who Rated Training as Effective, by Activation Status.....	105
Table 68. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Component	106
Table 69. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Paygrade.....	107
Table 70. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Program.....	107
Table 71. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Activation Status	107
Table 72. Percentages of Females and Males Indicating Leaders Model Respectful Behavior to Both Male and Female Personnel	108
Table 73. Percentages of Females and Males Indicating Leaders Model Respectful Behavior to a Large Extent to Both Male and Female Personnel, by Activation Status	109
Table 74. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Component.....	115
Table 75. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Paygrade	115
Table 76. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Program.....	116
Table 77. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Activation Status.....	116
Table 78. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Component.....	117
Table 79. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Paygrade	118
Table 80. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Program	118
Table 81. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Activation Status	119
Table 82. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Component.....	120
Table 83. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Paygrade.....	121
Table 84. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Program.....	121
Table 85. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Activation Status.....	122

Table 86. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Component	123
Table 87. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Paygrade	123
Table 88. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Program.....	124
Table 89. Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Activation Status.....	124

List of Figures

	Page
Figure 1. Survey Measures of Sexual Harassment and Unprofessional, Gender-Related Behaviors.....	35
Figure 2. Survey Measures of Sexual Harassment and Unprofessional, Gender-Related Behaviors.....	40
Figure 3. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors.....	40
Figure 4. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Reserve Program	43
Figure 5. Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Activation Status During the Past 24 Months.....	44
Figure 6. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Component	45
Figure 7. Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Paygrade.....	46
Figure 8. Percentage of Females and Males Who Experienced Behaviors in One or a Combination of Categories in One Situation.....	50
Figure 9. Percentage of Females and Males Who Experienced Behaviors in One Situation	51
Figure 10. Percentage of Females and Males Reporting Frequency of Behaviors in One Situation.....	54
Figure 11. Percentage of Females and Males Who Reported Duration of One Situation	55
Figure 12. Percentage of Females and Males Reporting Offenders in One Situation as Males, Females, or Both.....	56
Figure 13. Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation.....	57
Figure 14. Percentage of Females and Males Indicating How Well They Knew Offenders in One Situation.....	58
Figure 15. Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both.....	59
Figure 16. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Military	62
Figure 17. Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Civilian.....	62
Figure 18. Percentage of Females and Males Reporting to Any Military or Civilian Individuals or Organizations.....	67
Figure 19. Percentage of Females and Males Reporting to Military and/or Civilian Individuals or Organizations.....	67
Figure 20. Percentage of Females and Males Reporting to Military Authorities.....	68
Figure 21. Percentage of Females and Males Reporting to Civilian Authorities	69
Figure 22. Percentage of Females and Males Reporting on Determination of Their Complaint	72

Figure 23. Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation75

Figure 24. Percentage of Females and Males Considering One Situation To Be Sexual Harassment79

Figure 25. Percentage of Females and Males Who Reported Experiencing Sex Discrimination88

Figure 26. Percentage of Females and Males Who Received Sexual Harassment Training, by Reserve Component.....97

Figure 27. Percentage of Females and Males Trained and Average Times Trained98

Figure 28. Percentage of Female and Male Training Recipients Who Rated Training as Effective104

Figure 29. Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment105

Figure 30. Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago.....114

Figure 31. Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years117

Figure 32. Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years120

Figure 33. Percentage of Females and Males Indicating Level of Sexual Harassment More of a Problem Inside or Outside Military122

Chapter 1

Introduction

This report provides results for the *2004 Workplace and Gender Relations Survey of Reserve Component Members (WGRR)*. This is the Department of Defense's (DoD) first sexual harassment survey of Reserve members. The Department conducted three sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force and Coast Guard in 1988, 1995, and 2002. The 2004 Reserve sexual harassment survey was modeled after the active-duty surveys. The overall purpose of these surveys is to measure the extent to which Service members report experiencing unprofessional, gender-related behavior, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of their leadership, training programs, and sexual harassment policies.

This chapter provides an overview of DoD's historical and ongoing efforts to combat sexual harassment of active-duty and Reserve members, and civilian employees. This summary includes a review of early efforts that shaped the Department's responses to sexual harassment issues, the many challenges that ensued, and the Department's search for effective methods for eliminating sexual harassment. This chapter also provides information on recent DoD sexual harassment, sexual assault, and domestic violence initiatives. It concludes with background on the Reserve components, their roles, and selected demographics, since this is the population of study in this report.

DoD Sexual Harassment and Gender Issues Overview

The Early Years: 1970s and 1980s

Like those of other large public and private-sector organizations, DoD's knowledge of what constitutes sexual harassment and the most effective methods to combat it has evolved over time. Title VII of the Civil Rights Act of 1964 prohibited sex discrimination in private-sector employment and Executive

Order 11375, issued in 1967, prohibited sex discrimination in Federal-sector employment. Early implementing rules, issued in 1968 by the Equal Employment Opportunity Commission (EEOC) affecting the private sector and in 1968 by the Civil Service Commission for the Federal sector, did not mention sexual harassment. In fact, any form of harassment in the workplace was initially treated as discrimination and was not isolated in concept or treatment. It was not until 1969 that the EEOC issued its first decision specifically prohibiting racial harassment in the workplace.

In the early 1970s, the women's movement and women's magazines began discussing and labeling certain forms of workforce behavior as "sexual harassment." In 1975, Working Women United, an activist group, and *Redbook*, a mass circulation women's magazine, both conducted surveys and asked respondents specific questions about workplace behaviors that were labeled "sexual harassment." By 1979, the National Commission on Unemployment Compensation held hearings on workplace problems encountered by women. These hearings included the topic of sexual harassment, as well as the results of a sexual harassment survey by the Michigan Employment Security Commission.

In 1976, a District court in Washington, DC recognized *quid pro quo* sexual harassment as a form of sex discrimination in *Williams v. Saxbe*. During October-November 1979, the U.S. House of Representatives began its first investigation of sexual harassment in the Federal government. By December 1979, the first government-wide policy on sexual harassment was issued by the Office of Personnel Management (OPM). The OPM memorandum, "Policy Statement and Definition on Sexual Harassment," defined sexual harassment as "deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome." The OPM memorandum was promulgated to the Military Departments on

December 31, 1979, by the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics).

In January 1980, the Chairman of the House Post Office and Civil Service Committee sent Secretary of Defense Harold Brown a letter that urged him to adopt a policy on sexual harassment. Secretary Brown proceeded to ask the Military Departments to investigate the problem of sexual harassment and to provide him with information. In February 1980, more hearings were held by the U.S. House of Representatives—only this time, the Subcommittee on Military Personnel, Committee on Armed Services, requested them on allegations of sexual harassment of women in the military.

Following those hearings, a number of noteworthy events occurred. First, interim guidelines on sexual harassment were released to the Federal agencies by the EEOC. Second, the House Subcommittee on Investigations issued its report on sexual harassment in the Federal government. Third, preliminary results from the U.S. Merit Systems Protection Board's (USMSPB) first sexual harassment survey of Federal employees were released. From a list of about 10 behaviors on that survey, 42% of women and 15% of men indicated they had experienced one or more of the unwelcome sexual behaviors in the 24 months prior to filling out the survey (U.S. Merit Systems Protection Board, 1981).

By November 1980, the EEOC had issued its now-famous *Guidelines on Discrimination on the Basis of Sex*. The EEOC defined sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.” Building on this definition, a number of DoD policy documents that established and refined sexual harassment policies and programs were issued throughout the 1980s. For example, DoD's first “Department of Defense Policy on Sexual Harassment” was signed by the Secretary of Defense in July 1981. A December 24, 1986, memorandum, “Sexual Harassment and Discrimination,” acknowledged that problems still existed, urged everyone to help eliminate sexual harassment, and asked the chain-of-command to better address sexual harassment issues and complaints.

In 1986, the United States Supreme Court heard the case of *Meritor Savings Bank v. Vinson*. In this case, Mechelle Vinson, who had progressed from teller-trainee to assistant branch manager between 1974 and 1978, had taken an indefinite sick leave in September 1978. She was fired by the bank for using her leave excessively. She sued her supervisor and the bank, claiming she had been subjected to sexual harassment. The Supreme Court held that “a claim of hostile environment sexual harassment is a form of sex discrimination that is actionable under Title VII.” Although the bank had a grievance procedure and the respondent failed to use it, the Supreme Court ruled this did not protect the bank from liability in this case. The decision helped to provide a clearer definition of what constituted sexual harassment at a job and the circumstances under which employers could be held accountable for the actions of their subordinates.

In 1988, as part of DoD's continued efforts to combat sexual harassment, numerous sexual harassment policy documents, including the “DoD Definition of Sexual Harassment” (July 20, 1988) and “Responsibility for Maintaining a Work Force Free of Sexual Harassment” (September 2, 1988), were signed by the Secretary of Defense. In 1988, the USMSPB also released the results of its second sexual harassment survey of Federal employees. The survey report indicated that, although the Federal Departments and agencies had established sexual harassment policies and programs, the incidence of those who reported experiencing unwelcome sexual behaviors had not changed since the 1980 survey results. The report also indicated sexual harassment costs to the government over a two-year period were \$267 million (U.S. Merit Systems Protection Board, 1988).

By 1988, the Department of Defense had results from two sets of USMSPB sexual harassment surveys of its civilian workforce, but none for its active-duty or Reserve component members. Because surveys had become a widely accepted practice for gathering information on the incidence of sexual harassment of workers, DoD initiated its first sexual harassment survey of active-duty members in 1988. This survey was recommended by DoD's Task Force on Women in the Military, and it was developed and conducted by the Defense Manpower Data Center (DMDC). It was fielded November 1988 through

June 1989. Sixty-four percent of active-duty females and 17% of males indicated they had experienced unwanted sexual attention in the 12 months prior to filling out the survey. In response to the survey results, Secretary of Defense Dick Cheney issued a July 12, 1991 memorandum that outlined an eight-point program to eliminate sexual harassment titled, “Department of Defense Strategies to Eradicate Sexual Harassment in the Military and Civilian Environment.”

Watershed Events and New Initiatives: The 1990s

Throughout the 1990s, sexual harassment scandals and individual and class action lawsuits against businesses were reported in hometown newspapers across America. The nation’s single watershed event, however, was Anita Hill’s allegation that Clarence Thomas, nominee for Supreme Court Justice, had sexually harassed her from 1981 to 1983 (Fitzgerald, Swan, and Fischer, 1995). Senate hearings were held in October 1991, and the publicity associated with these hearings was widespread and increased the public’s awareness of what constituted sexual harassment. The year 1991 also saw the Ninth Circuit Court expand the hostile environment “reasonable person” concept to “reasonable woman” as a standard test to be applied in *Ellison v. Brady* (Gutek and O’Connor, 1995). In a groundbreaking, 1993 U.S. Supreme Court decision, *Harris v. Forklift Systems Inc.*, it was ruled that hostile environment harassment could exist without a plaintiff having to prove psychological injury (Schultz, 1998). Numerous studies of the private sector workplace reported widespread sexual harassment of women, both employees and managers (Murrell, Olson, and Frieze, 1995), as well as consensual relationships (Williams, Giuffre, and Dellinger, 1999).

Sexual harassment scandals throughout the 1990s were not limited to the private sector. The Department of Defense reeled from several watershed events that led to an increased scrutiny of the DoD-wide zero tolerance sexual harassment policy and a serious search for solutions to eradicate sexual harassment.

Naval Training Center, Orlando, Florida. In May of 1990, a Recruit Training Command (RTC) former

company commander lodged a complaint that senior noncommissioned officers received lesser punishments for sexual harassment than lower-ranking noncommissioned officers. A Navy investigation was conducted from July 9-12, 1990. Its three-member team concluded that sexual harassment and fraternization problems were occurring at Naval Training Center (NTC) and that none of 13 NTC indecent assault cases from January 1989 to June 1990 had been referred for prosecution. In October 1990, a DoD Inspector General (DoD IG) investigation was undertaken at the request of the Subcommittee on Manpower and Personnel, Senate Committee on Armed Services, and the Subcommittee on Military Personnel and Compensation, House Committee on Armed Services. The DoD IG team surveyed approximately 2,000 women at the training center; interviewed 168 randomly selected women and men assigned to NTC; interviewed others involved in treating victims and resolving allegations; and reviewed NTC policies and procedures related to sexual harassment, fraternization, etc.

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

DoD Service Academies. At the request of the Senate Committee on Armed Services, the General Accounting Office (GAO) conducted a review of sexual harassment of cadets/midshipmen at the

three DoD Service Academies during academic year 1990-91 (U.S. General Accounting Office, 1994a). The 1990-91 GAO review was undertaken due to incidents of sexual harassment that had received considerable media attention. For example, in the spring of 1990, a female midshipman at the U.S. Naval Academy (USNA) was handcuffed to a urinal in a men's restroom while other midshipmen took photos of her.

In its survey, which contained an edited version of USMSPB's 10-item behavioral list, GAO found that 93-97% of women at the Academies reported experiencing one or more forms of unwanted sexual behaviors (the most common forms were gender-related verbal comments or visually offensive displays, not sexual advances) during academic year 1990-91. In addition, between half and three-quarters of women at the Academies reported having these experiences at least twice a month. GAO's report found: (1) the Academies had not successfully met the DoD Human Goals Charter first issued in 1969, nor the DoD zero tolerance policy for sexual harassment set forth in July 1991; and (2) none of the Academies had developed systems to track and assess the effectiveness of their sexual harassment zero tolerance programs (U.S. General Accounting Office, 1994a). During academic year 1993-94, at the request of the Senate Committee on Armed Services, GAO conducted another review of sexual harassment at the Academies. GAO concluded that not only had levels of sexual harassment at the Academies not diminished from the 1990-91 level, but the percentages for the Naval and Air Force Academies were significantly higher in 1993-94 than in 1990-91. GAO noted that sexual harassment continued despite efforts taken by the Academies to heighten awareness of sexual harassment and to prevent its occurrence (U.S. General Accounting Office, 1995).

Tailhook Association Convention. In September 1991, following the 35th annual Tailhook Association Convention, Lieutenant Paula Coughlin and others complained of being sexually assaulted at the convention. Throughout 1991 and 1992, the Navy pursued a review of the Tailhook Convention and those who attended it. The DoD IG released reports on the Tailhook situation in September 1992 and April 1993. Among other things, the first report

cited failures by Navy leaders to perform adequate investigations (Department of Defense Inspector General, 1992). The second report documented misconduct by those attending the Convention, including the indecent assault of 90 victims; this report also concluded a breakdown in leadership occurred at the Tailhook Convention (Department of Defense Inspector General, 1993). As a result of the Tailhook investigations, the Navy undertook a sweeping review of its Equal Opportunity (EO) programs and instituted major changes to its EO policies and programs.

Initiatives in Mid-1990s. Concern about violence against women—including sexual assault—that occurs in domestic settings, has grown during recent decades. Since the 1980s, DoD and the Services have included domestic violence in their family advocacy and assistance services programs and conducted research on domestic violence in the military. In the early 1990s, DoD issued policy guidance to prevent and respond to incidents of domestic abuse (Department of Defense, 1992). In 1994, Congress passed the Violence Against Women Act (Violence Against Women Act, Title IV of the Violent Crime Control and Law Enforcement Act of 1994), and, in subsequent years, DoD and the Services expanded their family support programs.

DoD's efforts to address sexual assault in the military also expanded during the mid-1990s. In 1993, for example, the Navy established its Sexual Assault Victim Intervention (SAVI) program, where volunteers provide initial emotional support to sexual assault victims. Through SAVI, the Navy conducts an aggressive program of sexual assault awareness and prevention education, victim advocacy, and collection of reliable data on sexual assault incidents. SAVI was the first Service-level program of its kind (Department of the Navy, 2000).

By 1994, new information was available that signaled even more need for increased rigor in eliminating sexual harassment in the military. First, the DoD IG reviewed internal Equal Opportunity processes and released a report, "Review of Military Department Investigations of Allegations of Discrimination by Military Personnel" (Department of Defense Inspector General, 1994). The report yielded mixed findings. For example, the DoD IG

team found that the majority of EO investigations were thorough enough to substantiate or refute the allegations. However, flaws in the process were noted (e.g., lack of feedback or follow-up after completion of an action). Second, the House Committee on Armed Services held hearings on “Sexual Harassment of Military Women and Improving the Military Complaint System,” and testimony from these hearings was widely promulgated in the media.

Shortly after the hearings, Deputy Secretary of Defense John Deutch asked the Secretary of the Air Force, Sheila Widnall, and the Under Secretary of Defense for Personnel and Readiness, Edwin Dorn, to formulate a plan of action to eliminate sexual harassment in the Department. A month later, a plan was provided to the Deputy Secretary. It included: (1) establishing the Defense Equal Opportunity Committee (DEOC) Task Force on Discrimination and Sexual Harassment; (2) fielding a new, DoD-wide, active-duty military sexual harassment survey; (3) mandating the training of senior military and civilian leadership on discrimination and sexual harassment; and (4) issuing a new policy statement prohibiting sexual harassment. That policy statement was issued August 22, 1994, by Secretary of Defense William Perry. His “Prohibition of Sexual Harassment in the Department of Defense” revised the definition of sexual harassment and expanded former Secretary Cheney’s 1991 program elements.

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

During 1994-1995, DMDC supported the DEOC Task Force on Discrimination and Sexual Harassment by developing and conducting the second DoD-wide sexual harassment survey of active-duty members. Three surveys were actually fielded—one

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

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

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

Also in 1994, a survey of Army personnel addressed multiple issues related to the integration of women, including physical aptitude, cohesion of gender-integrated units, career development, and combat roles for women. The survey was fielded after promulgation of DoD policy changes that opened more occupational specialties to women, especially in the Navy and Air Force, but continued to bar women from direct participation in ground combat units. The survey found that more male officers (O1-O3: 44%; O4-O6: 33%) than male enlisted personnel (E1-E4: 25%; E5-E8: 27%) agreed that mixing males and females in the same unit would negatively affect group cohesion. Regardless of rank, Army women strongly disagreed with the statement

(72-83%). The survey also found that more women than men indicated that women could not advance as quickly as men due to the combat restriction (Females 36-51%; Males 18-27%). Few women, but substantial percentages of men, also reported that women were not required to work as hard as male soldiers (Females 3-14%; Males 27-45%) (Steihm, 1998).

In nonrandom sampling of about 4,100 active-duty Army personnel conducted from early 1992 to late 1994, another study found that some male soldiers indicated there were “too many women in the Armed Forces.” Percentages of men holding this view ranged from 11% of junior enlisted personnel and 16% of senior enlisted personnel to 24% of officers. No more than 2% of women (junior enlisted) agreed. On the role of women in the military, about two-thirds of men (66%) and 78-94% of women indicated that women should be eligible for more assignments. Most junior enlisted women (64%) and women officers (68%) indicated that women should have the opportunity to fill all roles, including combat. Somewhat less than half of men in all ranks (44%) and women senior enlisted personnel (48%) favored this position. In interviews and written comments, some male soldiers stated that women serving in mixed units in isolated situations, including combat, might undergo extreme sexual harassment and/or sexual assault (Miller, 1997).

In another survey of 1,316 active-duty Army personnel from 34 combat support and combat service support units in the U.S., researchers found that women in units with higher percentages of female soldiers were more likely to report greater acceptance of women as equals and were less likely to report sexual harassment (Rosen and Martin, 1997). However, male soldiers were more likely to indicate higher percentages of women increased the problem of sexual harassment in a unit. Units with higher percentages of female soldiers also reported spending more days per month in field training, and more training time was associated with increased male perceptions that sexual harassment was a problem in the unit.

Army's Aberdeen Proving Ground, Maryland.

Shortly after the report on the Department of Defense 1995 sexual harassment survey was released in July 1996, an allegation of sexual impropriety was reported by a recruit at the Aberdeen

Proving Ground, an Army Initial Entry Training (IET) installation. More allegations at Aberdeen and other Army recruit training bases followed. In an October 1996 press conference, Togo D. West, Jr., Secretary of the Army, formally announced the Army was investigating the allegations. The magnitude of the assault and rape allegations led the Army to acknowledge a breakdown in discipline and good order, and the Secretary of the Army commissioned both a “Senior Review on Sexual Harassment” and a Special Investigation Team. The Senior Review assessed the Army’s human relations environment, with an emphasis on climate and sexual harassment issues. The Special Investigation Team, from the Army Inspector General’s office, focused on these same issues for Initial Entry Training.

The report of the Senior Review contained four major findings (Department of the Army Inspector General, 1997). First, the report indicated the Army’s equal opportunity program was flawed and soldiers distrusted it. Second, although the review found sexual harassment was an Army-wide problem, it found sex discrimination to be an even greater problem. Third, because trust is the basis for an environment of dignity and respect and the problem of sexual harassment and discrimination was so pervasive, the review concluded that Army leaders had failed to establish relationships of trust with their soldiers. The final finding was that the Army core value of “respect” was not institutionalized across the IET process.

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

Other DoD-wide Initiatives. After the Army's Aberdeen training situation surfaced, a number of initiatives were undertaken at the DoD-wide level. For example, victim assistance programs were developed and implemented. Secretary William Perry met with representatives of the Defense Advisory Committee on Women in the Services (DACOWITS) and tasked them to visit Defense training installations and report their observations regarding sexual harassment. On November 13, 1996, Deputy Secretary John White directed the Military Services to explain how they were assessing the effectiveness of their programs to combat sexual harassment and unprofessional relationships (e.g., training programs, promulgation of policies). Finally, the DEOC Task Force on Discrimination and Sexual Harassment was reconvened and the Task Force established a Sexual Harassment and Unprofessional Relationships Process Action Team (SHURPAT) to establish a framework for the Services to use in responding to Deputy Secretary White's requirement. The SHURPAT, composed of representatives from the Military Services, Joint Chiefs of Staff, the Reserve components, DMDC, and the Coast Guard, developed a common methodology for the Services to respond to the Deputy Secretary and a model for tracking future actions. Over a two-year time period, the SHURPAT also evaluated the Services' programs, policies, oversight offices, and monitoring systems.

In 1997, First Lieutenant Kelly Flinn, U.S. Air Force, was court-martialed for, among other charges, her relationship with the husband of an Air Force enlisted member. As a result of this incident, in July 1998, Defense Secretary Cohen directed the Services to "adopt uniform, clear, and readily understandable" fraternization policies to establish and enforce common standards with regard to personal and business relationships between officers and enlisted personnel, recruiters and potential recruits, and trainers and trainees. The Secretary approved revised Service policies in February 1999. Fraternization policies cover relationships such as dating, sharing living accommodations, engaging in intimate relations, business enterprises, commercial solicitations, gambling, and borrowing (Department of Defense, 1998; Department of the Army, 1999; Department of the Navy, 1999a, 1999b; Department of the Air Force, 1999).

Responding to concerns about gender relationships and training incidents, Congress established the Congressional Commission on Military Training and Gender-Related Issues (known as the Blair Commission after Chairman Anita K. Blair) in November 1997. The commission reviewed and made recommendations to improve requirements and restrictions regarding cross-gender relationships of members of the Armed Forces and the Services' IET programs (U.S. Congress, 1999).

As part of its research, the Blair Commission sampled opinions of military leaders, including 10,000 senior enlisted personnel (E6/E7, Recruit Trainers, and command NCOs) and officers (O-3 and above). In all Services, about 40% of senior enlisted personnel indicated that fraternization standards favored officers, while 42-53% of officers reported that the standards favored enlisted personnel. Many female leaders (49-65%) indicated that fraternization rules were no different for women and men, while some male leaders reported they favored women (26-44%). Asked about sexual harassment in the military, somewhat more officers (42-50%) than senior enlisted personnel (27-32%; command NCOs: 43%) indicated that females were harassed by males. Somewhat more senior enlisted members (44-45%; command NCOs: 39%) than officers (35-39%) said that sexual harassment of females by males and false accusations by females of male sexual harassment happened equally. Most senior enlisted members (55-60%) and many officers (44-57%) indicated that fraternization and adultery rules were applied differently by different commands within Services, although others did not know (19-26%). By large majorities, both senior enlisted personnel (84-90%) and officers (87%) supported the development of DoD-wide policies on these issues (U.S. Congress, 1999, Volume III).

Progress and Setbacks: The 2000s

During 2000-2005, the Department continued to make significant progress on sexual harassment initiatives. DoD standardized data collection on sexual harassment and issued a new policy on sexual assault prevention and response. At the same time, the Department faced continuing problems regarding sexual harassment and assault, and a number of DoD-wide and Service task forces were established to respond to new evidence of domestic violence at

military bases, sexual assault problems at the Service Academies, and sexual assault in the Armed Forces.

Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys. In 2002, the Department standardized its survey method for tracking sexual harassment incidence rates. Work to achieve this milestone began in 1998, when the Deputy Assistant Secretary of Defense for Equal Opportunity asked DMDC to host a Joint-Service working group to develop a standardized approach for measuring sexual harassment on personnel surveys. The need for standardized research approaches surfaced when the Department released findings from its 1995 sexual harassment survey and senior DoD officials and members of Congress became aware that sexual harassment rates on DoD-wide surveys were considerably higher than rates reported from Service-specific surveys. Standardization of survey research measures also was a recommendation of the SHURPAT, a group convened in the mid-to-late 1990s to review Service EO efforts.

Work on this project began in November 1998, and culminated in the issuance of DoD policy guidance in 2002 (Department of Defense, 2002b, 2002c). These two memoranda require the use of (1) a specific sexual harassment measurement approach (i.e., a core measure) and (2) a specific method of counting those who report having experiences.

The standardized or “core measure” consists of 19 behaviorally based items that represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—and an open item for write-in responses of “other gender-related behaviors.” The continuum of behaviors includes items that comprise sexual harassment, sexist behavior (e.g., treated you differently because of your sex?), and sexual assault (e.g., attempted and actual rape). Since the survey was prepared, DoD has instituted a new, Department-wide definition of sexual assault that includes such behaviors as actual or attempted rape, nonconsensual sodomy (oral or anal sex), or indecent assault (unwanted, inappropriate sexual contact or fondling) and is not limited by gender or spousal relationships (Department of Defense, 2004r).

The sexual harassment items are divided into three types and are consistent with what the legal system has defined as sexual harassment. The three types are *crude and offensive behaviors* (e.g., repeatedly told sexual stories or jokes that were offensive to you?), *unwanted sexual attention* (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said ‘No?’), and *sexual coercion* (e.g., implied faster promotions or better treatment if you were sexually cooperative?). In addition to marking items on the behavioral list, survey respondents are asked if they considered the behaviors they checked to have been sexual harassment or not. To be “counted” as sexually harassed, a respondent must check one or more behavioral items in the three sexual harassment categories described above, and they must indicate that some or all of what they checked constituted sexual harassment. (For more information, see Department of Defense, 2002c.)

Paralleling trends in research on sexual harassment in the civilian workplace, the Department’s use of surveys to track sexual harassment, discrimination, and assault rates became more systematic and widely accepted during this time period (see also Welsh, 1999). The survey requirement was codified in Section 561 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2003. It required the Secretary of Defense to conduct quadrennial surveys on sexual and race/ethnic harassment, discrimination and related issues. In 2002, the Department fielded its third DoD-wide active-duty sexual harassment survey and, from March–June 2004, DoD also fielded its first Reserve component sexual harassment survey, the subject of this report.

The 2002 active-duty sexual harassment survey results showed that improved policies, programs and leadership efforts aimed at eradicating sexual harassment among active-duty members had yielded results. For example, self-reported sexual harassment rates of active-duty women declined 22 percentage points, from 46% in 1995 to 24% in 2002. Reports of sexual assault by active-duty military women also declined from 6% in 1995 to 3% in 2002 (Lipari and Lancaster, 2002).

Preventing Domestic Violence. In the 2000–2005 timeframe, the Department also initiated a number

of efforts to better understand other gender-related issues such as domestic violence and sexual assault. In October 1999, in response to reports of spousal murder at Fort Bragg, NC, Congress directed Secretary of Defense Cohen to establish the Defense Task Force on Domestic Violence (DTFDV) to review existing military domestic violence prevention and response programs and to suggest new approaches to military domestic violence prevention and response (National Defense Authorization Act for Fiscal Year 2000).¹ During its three-year term in 2000-2003, the DTFDV made 200 recommendations on DoD policies and programs related to victim safety, offender accountability, community collaboration, and education and training. DoD agreed to the vast majority of proposed changes and established a team to help implement them. The DTFDV also developed a Domestic Violence Strategic Plan to bring about a “culture shift” within DoD to emphasize a no-tolerance approach for domestic violence, DoD responsibility for holding offenders accountable, and punishment of criminal behavior (Department of Defense, 2000-2003, Third Year Report).

In the same law that established the DTFDV, Congress directed DoD to develop an incentive program for installation commanders to enhance victims’ services and promote agreements with neighboring civilian authorities on domestic violence prevention and response. Congress also required DoD to establish a central database of information on incidents of domestic violence (NDAA for FY 2000).

Deputy Secretary of Defense Paul Wolfowitz also issued a November 19, 2001 memorandum that stated, “Domestic violence will not be tolerated in the Department of Defense.” Declaring domestic violence “an offense against the institutional values of the Military Services,” Dr. Wolfowitz called upon leaders at all levels in DoD to make every effort to: (1) provide timely information to military families on local military and civilian resources and response procedures; (2) improve coordination among military-civilian first-response agencies through negotiated agreements; (3) protect victims through coordinated enforcement of civilian and military protective orders; and (4) update and standardize

education and training programs for commanders, senior noncommissioned officers, and personnel with law enforcement, health care, and legal responsibilities.

The DTFDV’s recommendations were incorporated in reissued DoD directives (DoDDs), and the Services issued implementing regulations (Department of Defense, 2001a; Department of the Army, 2001; Department of the Navy, 2002a, 2002b; Department of the Air Force, 2002). DoDD 1030.1, Victim and Witness Assistance, required DoD components to “do all that is possible” within available resources to assist victims and witnesses, especially those of child abuse, domestic violence, and sexual misconduct. It required law enforcement and legal personnel to respect victims’ dignity and privacy, protect them from accused offenders, notify them of court proceedings, and provide them with information on the status of confined offenders (Victim and Witness Assistance, DoDD 1030.1, 2004).

DoDD 6400.1, Family Advocacy Program (FAP), provided revised guidance on child and domestic abuse prevention and response. The directive required the development of standardized and expanded public awareness, education, and family support programs, information about community resources, treatment of offenders, and cooperation with civilian authorities and organizations. It directed the USD(P&R) to develop a coordinated approach to family advocacy issues, develop criteria and standards for FAP staff and services, assist the Services’ FAP programs, and monitor compliance with DoD FAP policy. Each Service was required to establish policies on FAP development, identify resources, designate Service-level and local FAP officers, provide training, encourage cooperative agreements with civilian organizations, and submit quarterly reports on child maltreatment and domestic abuse incidents to DMDC. The revised DoDD 6400.1 left unchanged the definition of spouse abuse as assault or other violence, threats, or emotional maltreatment inflicted on a partner in a lawful marriage by a military member or DoD employee (Family Advocacy Program, DoDD 6400.1, 2004).

Initiatives on Sexual Harassment and Sexual Assault. The remainder of this section summarizes

¹Congress later extended the DTFDV’s mandate through April 24, 2003 (National Defense Authorization Act for Fiscal Year 2002, Sec. 575).

the major DoD sexual harassment, sexual assault, and gender-related efforts in 2003-2005. For convenience, the initiatives are discussed by topic rather than chronologically, in part because task forces and working groups overlapped. Table 1 summarizes information on the initiatives described in this section.

Sexual Assault at Service Academies. Over the years, there had been occasional reports of sexual harassment and assault problems at the Service Academies (see, for example, U.S. General Accounting Office, 1993a, 1993b, 1994a, 1994b, 1995). Earlier GAO reports had shown that Academy policies were in place, but those reports indicated behaviors associated with sexual harassment were occurring at the Academies (U.S. General Accounting Office, 1994a). In the early 2000s, it became increasingly apparent that the Department was not making significant progress in eliminating sexual harassment and assault at the Service Academies. Much of the attention initially focused on the U.S. Air Force Academy (USAFA), but concern about these issues broadened to include the other Academies and the military as a whole.

Air Force Academy. During 2002, female USAFA cadets reported experiencing sexual assault by male cadets, sparking similar revelations from other current and former cadets. In early January 2003, the Secretary of the Air Force and other Air Force senior leaders received an e-mail under the pseudonym Renee Trindle, asserting that a serious sexual assault problem existed at the USAFA and that it had been ignored by the Academy's leadership (Department of the Air Force Inspector General, 2004).

Walker Working Group. The Air Force Secretary directed Mary L. Walker, the General Counsel (GC) of the Air Force, to establish the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy (Walker Working Group) to review cadet complaints (Department of the Air Force General Counsel, 2003). The Air Force Secretary also directed the Air Force Inspector General (IG) to review individual cases of alleged sexual assault at the Academy (Department of the Air Force Inspector General, 2004).

Based on the Walker Working Group's preliminary report, the Secretary of the Air Force and the Air Force Chief of Staff issued an *Agenda for Change* in March 2003 that made changes in cadet and Academy practices to reinforce Air Force concepts of no tolerance for sexual assault, emphasis on character development, and leadership oversight (Department of the Air Force, 2003c). Also in March 2003, the Air Force IG established a phone line for USAFA cadet victims of sexual assault to report their assault to the IG (Department of the Air Force, 2003d). In April, the Secretary of the Air Force demoted retiring USAFA Superintendent Lieutenant General John Dallager by one rank, stating, "General Dallager did not exercise the degree of leadership in this situation that we expect of our commanders. Consequently, we could not support his retirement in the grade of lieutenant general" (Department of the Air Force, 2003a).

The Walker Working Group's final report in June 2003 found that, from 1976, when women were first admitted to the USAFA, until 1993, there was one reported incident of sexual assault at the Academy. In contrast, the working group identified 142 allegations of sexual assault during 1993-2002, an average of 14 per year. During that time, 61 incidents led to investigations, including 19 that involved charges of rape or attempted rape by male cadets. The majority of investigated incidents involved first-year female cadet victims (53%) and occurred in cadet dormitories (55%). Many incidents (40%) involved the use of alcohol.

The Walker Working Group's report cited annual Social Climate Surveys at the Academy in 1998-2002 that indicated that many female cadets experienced sexual harassment (36-41%), derogatory comments (63-81%), and gender-based discrimination (57-66%). Most (63-75%) indicated a fear of reprisal, mainly from other cadets, for reporting sexual harassment.

In its report, the Walker Working Group found no systematic tolerance of sexual assault, systematic maltreatment of cadets who reported sexual assault, or institutional avoidance of responsibility. The working group concluded that implementation of the *Agenda for Change* addressed many of the group's recommendations. It also found that the

Date of Report	Sponsor	Formal Title	Short Title*
Air Force Academy			
June 2003	Secretary of the Air Force; Air Force General Counsel	Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy	Walker Working Group
September 2003	DoD Inspector General	Interim Report on the United States Air Force Academy Sexual Assault Survey	DoD IG 2003 survey
September 2003	U.S. Congress	Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy	Fowler Panel
September 2004	U.S. Air Force Academy	Fall 2004 Cadet Climate Survey	USAFA 2004 survey
September 2004	Air Force Inspector General	Air Force Inspector General Summary Report Concerning the Handling of Sexual Assault Cases at the United States Air Force Academy	Air Force IG report
December 2004	DoD Inspector General	Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy	DoD IG 2004 USAFA report
Service Academies			
September 2003	Government Accountability Office	Military Education: Student and Faculty Perceptions of Student Life at the Military Academies	GAO 2003 survey
November 2003	U.S. Congress	Defense Task Force on Sexual Harassment and Violence at the Military Service Academies	Hoewing-Rumburg Task Force
November 2003	Defense Advisory Committee on Women in the Services (DACOWITS)	2003 DACOWITS Annual Report	2003 DACOWITS report
April 2004	DoD Inspector General	Report on the Service Academy Sexual Assault and Leadership Survey	DoD IG 2004 survey of the Service Academies
Service-specific Initiatives			
March 2004	U.S. Air Force, Air Combat Command (ACC)	Sexual Assault Assessment Team Report	ACC report
May 2004	Acting Secretary of the Army; Army Chief of Staff	The Acting Secretary of the Army's Task Force on Sexual Assault Policies	Army Task Force
August 2004	Assistant Secretary of the Air Force (Manpower and Reserve Affairs)	Report Concerning the Assessment of USAF Sexual Assault Prevention and Response	SAF/MR-AF/DP team
DoD-wide Initiatives			
April 2004	Under Secretary of Defense for Personnel and Readiness	Task Force Report on Care for Victims of Sexual Assault	Embrey report
December 2004	Defense Advisory Committee on Women in the Services	2004 DACOWITS Annual Report	2004 DACOWITS report
2004-2005	Under Secretary of Defense for Personnel and Readiness	Joint Task Force for Sexual Assault Prevention and Response	JTF-SAPR

*As used in this report.

Table 1
Initiatives on DoD Sexual Harassment and Sexual Assault

USAFA's confidential sexual assault reporting system, which the USAFA informally adopted in 1993 and formalized in 1997, increased the number of reported incidents, but hampered criminal investigations and concealed the extent of sexual assault from USAFA and Air Force leaders (Department of the Air Force General Counsel, 2003).

In response, the Air Force directed the Academy to adhere to DoD regulations requiring mandatory reporting of alleged sexual assaults without confidentiality (Zubeck, 2004). However, sexual assault remained a problem at the USAFA. From April 2003 through September 2004, 30 alleged sexual assaults were reported at the Academy (Emery, 2004).

DoD IG 2003 Survey. In February 2003, Congress asked the DoD Inspector General (IG) to investigate the Air Force Academy allegations and to determine the magnitude of the problem (Department of Defense Inspector General, 2003). Also, Congress enacted a law that required DoD to establish an oversight panel to review the issue of sexual misconduct at the USAFA and to make recommendations (Emergency Wartime Supplemental Appropriations Act, 2003).

In its May 2003 survey of 88% of 659 female USAFA cadets, the DoD IG found that 7% of respondents (including nearly 12% of senior class female cadets) said they had experienced at least one rape or attempted rape while at the Academy. Another 11% reported they had experienced at least one instance of other sexual assault at the Academy. More than two-thirds (69%) of respondents reported experiencing sexual harassment, including 39% who said they received unwanted sexual attention. The DoD IG survey found that 81% of 177 incidents were not reported, mainly due to concern about embarrassment (54%), fear of ostracism by other cadets (46%), reprisal (43%), or lack of action against the offender (41%). Male fellow cadets accounted for 86% of the offenders. Most of the incidents (64%) occurred on the USAFA campus. Nearly all (96%) of respondents believed the newly appointed USAFA command was making honest and reasonable efforts to prevent or stop unwanted sexual attention, but more than half (54%) indicated the previous command's efforts were insufficient. The DoD IG issued

an interim report to make survey results available to other groups investigating the Academy (Department of Defense Inspector General, 2003). The survey became a basis for the report on the Academy that the DoD IG issued in December 2004.

Fowler Panel. In April 2003, Congress established the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy (U.S. Congress, 2003). Led by former Congresswoman Tillie K. Fowler, and drawing on the Walker Working Group's findings and the DoD IG survey, the panel issued its report in September 2003. The panel concluded that a "chasm in leadership" existed at the Academy due, in part, to turnover of Air Force and Academy leadership, inconsistent command supervision, and lack of effective external oversight by its Board of Visitors, which reports to the President and the Air Force leadership. The panel stated that the *Agenda for Change* that the Secretary of the Air Force and the Air Force Chief of Staff issued in March 2003 established positive changes, but did not go far enough to institutionalize permanent changes in the Academy's culture, climate, and future governance. The panel also criticized the Walker Working Group's report for avoiding any reference to the responsibility of Air Force Headquarters for leadership failures at the Academy.

The Fowler Panel made 21 recommendations, including: (1) a review of the accountability of Academy and Air Force leadership for the problems at the Academy; (2) creation of new policies, plans, and legislative proposals to improve command supervision and oversight at the Academy; (3) improvement in efforts that focus on organizational culture and character development; and (4) improvement in interventions and responses to sexual assault. In September 2004, the Senate confirmed Brigadier General Dana Born, the head of the Academy's Behavioral Science and Leadership Department, as its first female Dean of the Faculty. As such, she is responsible for the Cadet Counseling Center that provides support to victims of sexual assault and related incidents (U.S. Congress, 2004). The NDAA for FY 2005 adopted one of the task force recommendations, making the Superintendent of the Academy eligible for further assignment rather than requiring mandatory retirement (Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005).

USAFA 2004 Survey. In the Air Force Academy's Fall 2004 Cadet Climate Survey, 33% of female cadets indicated that they would report a sexual assault, an increase from 22% in 2003. About 40% of female cadets cited self-incrimination on infractions of Academy rules (e.g., alcohol violations) as the reason for not reporting sexual assaults. Other reasons included fear of reprisal (e.g., social isolation) (slightly over 30%), fear of revictimization by the investigation (roughly 30%), and lack of confidentiality (about 25%). More than 90% of female cadets reported that they knew how to report a sexual assault, had confidence that Academy authorities would investigate the incident and provide victim care, and agreed that the current Academy leadership was making efforts to prevent or stop unwanted sexual attention. The 2004 survey also found that about 20% of female cadets had been victims of sexual assault before they attended the Academy (Department of the Air Force, 2004b).

DoD IG 2004 USAFA Report. In December 2004, the DoD IG issued its report on sexual assault at the USAFA in response to the 2003 Congressional direction and based on its 2003 survey. The report stated that the root cause of sexual assault problems at the USAFA was "the failure of successive chains of command over the last ten years" to acknowledge the problems' severity and to "initiate and monitor adequate corrective measures to change the culture until very recently" (Department of Defense Inspector General, 2004). The DoD IG found no evidence that the Air Force Walker Working Group report intentionally shielded Air Force management from responsibility for the problems, but it concluded that Air Force senior leaders were aware of the USAFA's confidential sexual assault reporting system without requiring sufficient external oversight of the system's implementation.

The DoD IG report criticized the confidential reporting system for delaying and potentially impeding investigations of alleged sexual assaults and actions against offenders. The report also concluded that inconsistent application of the system's amnesty procedures for infractions by alleged sexual assault victims and witnesses reduced incident reporting. The report cited a "problematic cadet subculture" that created a climate unfavorable to women and lax in order and discipline. The DoD IG report assigned responsibility to eight Air Force senior

officers and two legal counsels for creating, contributing to, or tolerating the program and resulting problems. The report praised the Secretary of the Air Force and the Chief of Staff for their actions since January 2003 to correct the problems. The DoD IG made 14 recommendations including: (1) requiring the Commander, Air Force Office of Special Investigations, to report directly to the Secretary of the Air Force; (2) modifying USAFA policies regarding sexual assault reporting and investigation; (3) eliminating sexual harassment and negative attitudes toward women at the Academy; and (4) ensuring cadet orientation training defines standards for sexual interaction and exemplary leadership behavior.

Air Force IG Report. The Air Force IG report, submitted in September 2004 and released with the DoD IG report in December 2004, addressed 56 investigations of sexual assault allegations at the USAFA in 1993 through 2002 and concluded that minor errors in evidence handling and failure to follow established procedures or instructions did not affect the final disposition of cases or the Superintendent's ability to take action. The Air Force IG found no evidence of intentional mishandling or willful neglect by any USAFA official (Department of the Air Force Inspector General, 2004).

In releasing the DoD and Air Force IG reports, Air Force Vice Chief of Staff General T. Michael Moseley indicated the Air Force had implemented the *Agenda for Change* and replaced the entire senior leadership at the USAFA. To better integrate headquarters' oversight and assistance to the Academy, the Air Force established in August 2003 a management structure consisting of a General Officer Steering Committee, Executive Steering Group, and Project Manager. The Executive Steering Group consisted of the Vice Chief of Staff of the Air Force, the Deputy Assistant Secretary of the Air Force, Force Management & Personnel (SAF/MR), the Air Force General Counsel, and the Academy Superintendent (Department of the Air Force, 2003b). In addition, the Air Staff maintains the USAFA and Commissioning Programs (DPDO) office within the Office of Deputy Chief of Staff for Personnel. Cautioning that "true cultural change takes time," General Moseley pledged to "fix our response to sexual assault throughout the Air Force," protecting sexual assault victims and providing continual care

through permanent change of station or transition to civilian life (Department of Defense, 2004I).

Additional Academy Initiatives. Throughout the 2002-2004 timeframe, all three Service Academies eventually came under scrutiny on the issues of sexual assault, sexual harassment, and gender-based discrimination. Both Congress and DoD initiated studies to determine the extent to which these issues were problems at the U.S. Military Academy (USMA) and the USNA, as well as at the USAFA.

GAO 2003 Survey. In a GAO survey of cadets at all Service Academies conducted at Congressional request in February 2003, women cadets at the USAFA were about evenly divided on whether the Academy greatly or generally underemphasized (47%) or gave about the right emphasis (46%) to the prevention of gender-based discrimination. More than one-third (37%) said the Academy greatly or generally underemphasized the prevention of sexual harassment, while nearly half (47%) thought the emphasis about right. Both perceptions of underemphasis were higher than comparable rates for the USMA and the USNA. Female USAFA cadets were about evenly divided over whether the overall atmosphere for women at the Academy was poor (36%), average (29%), or good to excellent (36%). About half as many female as male USAFA cadets reported that women received preferential treatment during the admissions process (Females 24%; Males 53%). About half of USAFA male cadets believed women received preferential treatment while at the Air Force Academy (Females 8%; Males 49%) (U.S. General Accounting Office, 2003).

Most female cadets at the USMA and the USNA reported that the emphases on prevention of gender-based discrimination and sexual harassment were about right, but sizeable percentages disagreed. About one-third (34-35%) of female cadets at both Academies indicated the prevention of gender-based discrimination was underemphasized, and one-fifth of female cadets (21-25%) said there was too little emphasis on the prevention of sexual harassment. About 40% of female USMA and USNA cadets said the overall atmosphere for women at their Academy was poor or below average. About two-fifths (42%) of female USMA and

USNA cadets reported perceiving adverse discriminatory treatment of women at their Academy.

Hoewing-Rumburg Task Force. In November 2003, the NDAA for FY 2004 directed the Secretary of Defense to establish the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies (National Defense Authorization Act for Fiscal Year 2004).² The task force, composed of military, DoD civilian, and non-DoD members that Secretary Rumsfeld appointed in September 2004, was asked to assess and recommend measures to improve policies to prevent sexual harassment and assault at the USMA and the USNA. Vice Admiral Gerald L. Hoewing, Chief of Naval Personnel, and Delilah Rumburg, Executive Director of the Pennsylvania Coalition Against Rape, were named as co-chairs (Department of Defense, 2004e). The Hoewing-Rumburg Task Force was required to report to Secretary Rumsfeld within 12 months of its appointment on activities at the Academies related to responses to alleged incidents, identification of any barriers to the implementation of improvements, examination of previously unaddressed areas of concern, and recommendations for policy and legislative changes. The Hoewing-Rumburg Task Force was also asked to address issues related to including sexual assault cases in DoD's Defense Incident-Based Reporting System (DIBRS).

2003 DACOWITS Report. Also in November 2003, DACOWITS submitted its 2003 annual report. DACOWITS activities included meetings of Lieutenant General Carol A. Mutter, U.S. Marine Corps (Retired), chair, with the Superintendent of each Academy in the spring of 2003, following allegations of sexual misconduct at the USAFA, to discuss sexual harassment and sexual assault. The DACOWITS report recommended changes in the Military Departments' oversight of the Academies, including visits by the Service Inspector Generals and required participation in Service-wide command climate surveys. The report also recommended ensuring that all Academy faculty and staff constantly reinforce the Academy's Honor Code and cited the U.S. Coast Guard Academy's "Think Before You Act" campaign of peer counseling for possible application to the other Academies (Department of Defense, 2003).

²Congress later extended the task force for at least 18 months after its original termination date (Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Section 576).

DoD IG 2004 Survey of the Service Academies. In March-April 2004, the DoD IG conducted a survey of gender-related issues at the Service Academies (Department of Defense Inspector General, 2005). All female cadets/midshipmen and one-third of the male cadets/midshipmen at each Academy were surveyed. Response rates were 95% or higher. The survey found that, overall, more than half of female and 11% of male cadets/midshipmen indicated experiencing some form of sexual harassment since they began attending the Academies.

A total of 262 female cadets/midshipmen (14% of women who took the survey) and 54 male cadets/midshipmen (less than 2% of men who took the survey) reported experiencing 302 incidents and 55 incidents, respectively, of sexual assault. Most of the incidents (Females 58%; Males 73%) involved inappropriate touching. More than half (Females 57%; Males 58%) occurred in dormitories. The vast majority of offenders were fellow cadets/midshipmen (Females 92%; Males 87%).

Most of the incidents (Females 67%; Males 76%) were not reported. Of those filing reports, more women than men (Females 13%; Males 4%) reported the incidents to the cadet/midshipman chain-of-command. About 6% of women and 4% of men reported to clergy. About 2% of men and 6-8% of women reported to military criminal investigators, counselors, or others. Of those who did not report, about two-thirds of both women and men said they dealt with the incident themselves. Between 25-44% of men did not regard the incident as serious enough to report. About one-third of women indicated not reporting due to feelings of shame or embarrassment. Most cadets/midshipmen (Females 65-78%; Males 60-81%) considered fraudulent reporting of sexual assault incidents to be a problem at their Academy.

Service-specific Initiatives. In response to allegations of continued sexual harassment and assault at the Service Academies and other training facilities, the Air Force and Army initiated task forces to examine the extent of sexual assault throughout their Services.

Air Staff Initiatives. In February 2004, allegations of multiple sexual assaults during the pilot training program at Sheppard AFB, Texas, led the

Commander of the Air Training and Education Command to order an investigation of the charges. The resulting report found that 45 sexual assault cases at the base between 1993 and 2003 had been handled appropriately, another 69 investigations had not resulted in punishment, and 10 cases were pending. In a survey, 90% of respondents at the base reported that the wing leadership effectively handled sexual assault allegations when reported and encouraged reporting; 95% of female respondents indicated they felt safe on the base (Department of the Air Force, 2004a).

Following the investigation, the Secretary of the Air Force and the Air Force Chief of Staff directed all Air Force major commands (MAJCOMs) to review their sexual assault prevention and response capabilities and recommend improvements. They directed an Air Staff team, led by the Assistant Secretary of the Air Force for Manpower & Reserve Affairs (SAF/MR) and the Deputy Chief of Staff for Personnel (AF/DP), to review the recommendations and designated the SAF/MR as the Office of Primary Responsibility (OPR) to develop an Air Force sexual assault prevention and response policy and to oversee its implementation (Department of the Air Force Manpower and Reserve Affairs, 2004).

The SAF/MR-AF/DP team recommended Air Force-wide policies and standard procedures, a communications strategy, a comprehensive education and training baseline and multi-tiered program for all personnel, and support for DIBRS as an integrated database of assault-related information. The team also recommended working with the other Services and the Office of the Secretary of Defense (OSD) to develop DoD guidance for an improved sexual assault reporting system that would balance the victim's desire for confidentiality, the commander's responsibility to maintain good order and discipline, and military law enforcement agencies' statutory mandate to investigate crimes. The team concluded that concerns about lack of confidentiality were a major reason for the estimated substantial underreporting of assault incidents.

At MAJCOM and base levels, the SAF/MR-AF/DP team recommended naming an OPR for prevention and response activities with additional resources and manpower, expanded first-responder training, and partnerships with community service

providers. Pending further action, the Secretary and Chief of Staff recommended in April 2004 that the Vice Wing Commander at each MAJCOM establish a Victim Support Liaison program to provide continuity of care throughout a victim's recovery. This liaison, with direct access to commanders, supplemented the existing Victim and Witness Assistance Program (VWAP) focused on the investigation and legal aspects of sexual assaults (Department of the Air Force, 2004e).

Air Force Combat Command Initiatives. In response to the February 2004 directive from the Secretary of the Air Force and the Air Force Chief of Staff, the Air Force Air Combat Command (ACC), for example, formed four sexual assault assessment teams that visited ACC bases, sent an online Personal Safety Survey to nearly 90,000 ACC airmen, and received 26,000 survey responses (including 4,800 from women in the ACC). The teams concluded that sexual assaults were substantially underreported in the ACC. There were 103 formal allegations of sexual assault in FY 2003, but 228 women (about 5% of female respondents) and 84 men answering the survey reported being assaulted during that time. Of the incidents, about 75% were indecent acts or sexual assaults; 12% were described as rapes. The most common reason for not reporting sexual assault was the perceived lack of victim privacy. Other reasons included fear of disciplinary action or ostracism, concern about career implications, confusion as to what constituted sexual assault, and the length and uncertainty of the investigative and legal processes.

The ACC assessment teams found great variance among bases in sexual assault prevention and response programs due to the absence of standard Air Force training and reporting requirements. Victim support services were available upon request but not well publicized, and there was no single point of integration for sexual assault programs. The teams called for an expanded sexual assault awareness campaign, additional training for commanders and other authorities, agreements with local communities to provide services, and formal procedures to protect a victim's privacy. The teams also recommended a single database for ACC-level reporting (Department of the Air Force, 2004c). Based on ACC and other MAJCOM inputs, the Air Education and Training Command is developing an

Air Force-wide program to inform personnel about sexual assault, appropriate preventive measures, and reporting processes. The ACC also implemented measures to increase safety in base dormitories (Department of the Air Force, 2004d).

Army Initiatives. In response to allegations of sexual assaults during Operation Enduring Freedom (OEF) in Afghanistan and Operation Iraqi Freedom (OIF), the Acting Secretary of the Army in February 2004 established the Task Force on Sexual Assault Policies to conduct a 90-day detailed review of the effectiveness of current Army policies and programs for sexual assault prevention and response (Department of the Army, 2004a).

In April, the Acting Army Secretary and the Army Chief of Staff issued a memorandum stating, "Sexual assault is a crime that cannot and will not be tolerated in the United States Army." The memorandum described Army policy as promoting awareness, victim care, investigation, and accountability. It required leaders at every level to create and promote a positive command climate in which victims have the confidence to report sexual assault incidents (Department of the Army, 2004b).

In its May 2004 report, the Army Task Force on Sexual Assault Policies concluded that, although individual organizations had effective sexual assault programs, the Army lacked an overarching policy and integrated approach to prevention and response. It recommended assigning a single Army staff organization with responsibility for ensuring a coordinated Army-wide effort and establishing a victim advocacy program to provide information and ongoing support to victims during response and recovery. The task force recommended developing a comprehensive training program for all personnel and specialized training for first responders and unit commanders. Finding that reporting of actions in response to sexual assault allegations varied by commander, the task force recommended changes to Army policies to ensure complete reporting to Army-level organizations and a comprehensive assessment program with standard metrics and a central sexual assault database to facilitate ongoing evaluations of the effectiveness of the Army's programs (Department of the Army, 2004c).

DoD-wide Initiatives. In parallel with these Service inquiries, DoD addressed the issue of sexual harassment and sexual assault on a Department-wide basis through the establishment of a task force focused on sexual assault issues and the care of sexual assault victims.

Embrey Task Force. In February 2004, Secretary of Defense Donald Rumsfeld directed the USD(P&R) to review DoD responses to incidents of sexual assault. Dr. David S. C. Chu, the Under Secretary, formed the DoD Task Force on Care of Victims of Sexual Assaults and named Ellen Embrey, Deputy Assistant Secretary of Defense for Force Health Protection and Readiness, as its director (Department of Defense, 2004b). The Embrey Task Force focused on five areas: prevention, reporting, response structure and effectiveness, command disposition, and accountability for the coordination of response efforts. Conducting multiple focus group sessions at each of 21 DoD locations in the U.S. and overseas, the Task Force had personal contact with more than 1,300 individuals. The Embrey Task Force's 35 findings included: (1) DoD policies and programs mainly address sexual harassment rather than assault; (2) response experts do not function as a team in supporting victims; (3) commanders are concerned but often insufficiently sensitive to victims' needs; (4) the use of Navy and Marine Corps victim advocates to support sexual assault victims increases the quality of responses in those Services; and (5) commanders are often frustrated by their inability to take effective action against offenders (Department of Defense, 2004m).

Based on the 35 findings, the Embrey Task Force made nine recommendations. For immediate action, it proposed establishing a single DoD-wide point of accountability for sexual assault within the Office of the USD(P&R), reporting the Task Force's views at a combatant commanders' conference, increasing awareness of sexual assault issues through DoD-wide communication networks, and holding a summit on sexual assault. Four additional near-term (3-6 month) actions included: (1) developing DoD-wide policies on sexual assault; (2) establishing an Armed Forces Advisory Council of DoD, Justice, Veterans Affairs, and Health and Human Services senior representatives; (3) ensuring the availability of fiscal and personnel resources to support improvements; and (4) improving data

collection on sexual assaults through accelerated implementation of DIBRS. The final, longer-term recommendation was to develop a framework for institutionalizing processes to ensure that new policies and programs remain effective and efficient (Department of Defense, 2004m).

Upon receipt of the Embrey report, the Secretary of Defense sent a memorandum to each combatant commander requesting that the commander institute a series of meetings of subordinate leaders and senior enlisted advisors to address: (1) whether victims felt confident that reporting incidents of sexual assault would not have adverse consequences for them; (2) whether appropriate support, care, and protection mechanisms for victims were in place and effective; and (3) what actions each leader was taking to identify, reassign, and encourage the prosecution of offenders (Department of Defense, 2004c).

DoD Sexual Assault Conference and Summit. In response to the Embrey Task Force report, DoD convened a Care for Victims of Sexual Assault Conference in September 2004. The conference addressed five foundational issues: (1) development of a standard DoD-wide definition of sexual assault; (2) improved reporting of sexual assault incidents; (3) greater visibility of the resolution of reported cases while addressing victims' needs for privacy and confidentiality; (4) development of a sexual assault response capability for deployment to remote locations; and (5) development of templates and sample agreements to hold non-U.S. citizens accountable for assaults on U.S. Service members (Department of Defense, 2004c, 2005a).

In early October 2004, a DoD Leadership Summit convened to consider the conference recommendations. The USD(P&R) chaired the summit, which included the three Service secretaries and the four Service chiefs of staff. At the summit, these leaders reached consensus on the recommendations and directed their implementation (Department of Defense, 2004k). This consensus served as the framework for the creation of DoD policy on improved support for sexual assault victims (Department of Defense, 2005a).

Joint Task Force for Sexual Assault Prevention and Response. The USD(P&R) also established the Joint

Task Force for Sexual Assault Prevention and Response (JTF-SAPR) in response to the Care for Victims Task Force's recommendations. JTF-SAPR serves as the Department's single point of accountability for sexual assault policy. In addition, the office supports the USD(P&R) in advising the Secretary of Defense on all policy and program development, budget, and program oversight matters relating to sexual assault prevention and response within DoD (Department of Defense, 2004d).

Under the leadership of its commander, Air Force Brigadier General K.C. McClain (Department of Defense, 2004d), JTF-SAPR quickly provided direction, a centralized approach, and overarching guidance to sexual assault prevention and response programs throughout the Department. The office's first priority was to develop a comprehensive sexual assault policy throughout DoD. JTF-SAPR is also focusing on education and training, building on the military's team concept to train enlisted personnel and officers in acceptable behavior, and emphasizing the importance of mutual trust in all aspects of military life. A major part of the educational program is to encourage victims to report sexual assaults and to create a culture that rejects sexual assault and attitudes that promote such behaviors (White, 2004). As part of its program, the task force established its own Web site (www.sapr.mil) to serve as a single, consolidated source of information on DoD and Service sexual assault prevention and response programs. Through the Web site, Service members can learn how to report sexual assaults and ask questions regarding related policies and programs. The task force is an interim organization, and USD(P&R) intends to establish a permanent office by October 2005 that will provide on-going direction of DoD's sexual assault program.

2004 DACOWITS Report. In its 2004 report, the Defense Department Advisory Committee on Women in the Services (DACOWITS) once again addressed the issue of sexual assault in the military (Department of Defense, 2004a, 2005d). During April through September 2004, DACOWITS conducted 70 focus groups at 14 DoD installations, including both active-duty and National Guard and Reserve members. The focus groups permitted candid discussions of the views and experiences of military personnel and family members.

In preparing its report and recommendations, DACOWITS drew on the focus group results, the work of previous DoD task forces, and recent changes in DoD's sexual assault prevention and response policies. In its conclusions, the DACOWITS report endorsed the Embrey Task Force's recommendations, including a uniform standard and definition of sexual assault. Regardless of Service or paygrade, the large majority of active-duty focus groups contained personnel who said they were aware of sexual assaults at the unit, on the installation, or during deployment. Fewer (70%) Guard and Reserve groups included members who reported knowing of such incidents. Most focus group members did not clearly understand what constituted sexual assault and expressed confusion about the differences between sexual harassment, sexual misconduct, and sexual assault.

New DoD Sexual Harassment and Sexual Assault Policy. In 2004-2005, Congressional and DoD initiatives were underway to increase Service members' understanding of sexual assault and to support the development and implementation of standardized DoD-wide policies and guidelines to ensure comparable prevention and response programs throughout the Department. These policies expand existing victim assistance programs and ensure that help is available for all DoD personnel who need it.

National Defense Authorization Act for Fiscal Year 2005. In the Ronald W. Reagan National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2005, Congress extended the life of the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies (Hoewing-Rumburg Task Force) by at least 18 months, directing that, after completing its report on the Academies, it be renamed the Defense Task Force on Sexual Assault in the Military Services (Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Sec. 576). In its new role, the Task Force will examine sexual assaults in which members of the Armed Forces were either victims or offenders, addressing 12 areas, including prevention and victim advocacy, reporting, oversight, resources, training, coordination with civilian authorities and resources, military justice, and actions against offenders who are foreign nationals.

One year after it begins this examination, the Hoewing-Rumburg Task Force will report its assessment and recommendations in each area to the Secretary of Defense. The report will address any barrier to implementation of improvements as a result of previous efforts to address sexual assault, any areas of concern not addressed in earlier reports on sexual assault prevention and response, and the Task Force's findings and conclusions. The Secretary of Defense will submit the Task Force's report with comments to Congress 90 days after receiving it, and the Task Force will terminate 90 days after the submission to Congress.

The NDAA for FY 2005 also directed DoD to take a series of initiatives related to sexual assault, which it defined as including rape, acquaintance rape, sexual assault, and other criminal sexual offenses (Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Sec. 577). It required the Secretary of Defense to establish a comprehensive policy by January 1, 2005 on the prevention of and response to sexual assaults involving members of the Armed Forces, based on the report of the Task Force on Care for Victims of Sexual Assault. Congress required the new policy to address prevention measures, education and training, investigation of complaints, medical treatment of victims, confidential reporting of incidents, victim advocacy and intervention, oversight by commanders, disposition of victims (including review of administrative separation actions), disposition of members accused of sexual assault, collaboration with civilian agencies in providing services to victims, and uniform collection of data on incidents and disciplinary actions. By March 1, 2005, the Secretary was required to propose legislation to enhance DoD's capability to address matters relating to sexual assaults. The Secretary must also ensure uniform implementation of the new policy across the Services.

Also by March 1, 2005, the Secretaries of the Military Departments were required to prescribe new or modify existing regulations to conform to the new DoD policy guidance. They were also directed to institute programs to promote awareness of the incidence of sexual assault and provide victim advocacy and intervention for victims by trained victim advocates. They were required to adopt procedures that specify the persons to whom an

incident should be reported and others who should be contacted. The procedures were to address the preservation of evidence, confidential reporting and contacting victim advocates, disciplinary actions and other sanctions, training on sexual assault procedures, including for members who process allegations, and other matters that the Secretary of Defense considers appropriate.

The law requires the Secretaries of the Military Departments to conduct annual assessments of the implementation of sexual assault policies and procedures in their departments, beginning in January 15, 2006, and to submit annual reports to the Secretary of Defense on sexual assault incidents by April 1, 2005, and January 15th of subsequent years. The reports must describe the number of assaults against and by members of the Armed Forces, a synopsis of each incident and resulting disciplinary action, policies and procedures undertaken in the reporting year, and a plan for actions to be taken in the following year. Reports in 2006-2008 must include the results of the Secretary's annual assessment. The Secretary of Defense must transmit the reports, together with comments on each, to the Senate and House Committees on the Armed Services by May 1, 2005 (for the 2004 reports) and, for subsequent reports, by March 15th of the following year.

DoD Policy on Sexual Assault Prevention and Response. In response to recommendations from the Care for Victims Task Force and to comply with a congressional requirement, the USD(P&R) issued a series of directive-type memoranda in November and December 2004 that established the framework for a comprehensive DoD policy on sexual assault matters. The policy includes a standard training definition of sexual assault, as well as standards for training, reporting, and response capability and actions. The JTF-SAPR will consolidate the memoranda into a new DoD directive and instruction during the following six months. The memoranda require the Services to issue implementing guidance, and the JTF-SAPR will work with the Services to implement the program. On January 4, 2005, the USD(P&R) announced the new sexual assault policy, which provides a foundation through which DoD will improve prevention of sexual assault, significantly enhance support to victims, and increase

accountability. Dr. Chu stated: “Sexual assault is a crime, and is not tolerated” (Department of Defense, 2005c). The purpose of the policy is to significantly reduce sexual assaults through education and training and significantly improve treatment and support of victims.

Definition. Previous reports identified considerable in-Service confusion about the difference between sexual assault and sexual harassment. The new policy provides a clear Department-wide definition of sexual assault that encompasses “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 includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender or spousal relationship or age of victim” (Department of Defense, 2004r). This definition will eliminate confusion and uncertainty about which actions constitute sexual assault.

Confidentiality. The policy establishes a confidential disclosure option for victims of sexual assault. Under this option, victims may elect to receive medical treatment and support without triggering the investigative process. Providing victims of sexual assault with a confidential (also called restricted) reporting option gives them greater control over how their personal information is released and managed. It also gives the victim access to accurate legal and judicial information to assist him or her in determining whether or not to pursue an investigation. A victim who receives appropriate care and treatment, and is provided an opportunity to make an informed decision about a criminal investigation, is more likely to develop increased trust that his or her needs are of primary concern to the command and may eventually decide to pursue an investigation. Even if the victim chooses not to pursue an investigation, this additional reporting avenue gives commanders a clearer picture of the sexual violence within their command through aggregate, non-personal identifying information, and enhances their ability to provide an environment that is safe and contributes to the well-being and mission-readiness of all its members (Department of Defense, 2005c).

Evidence Collection and Preservation Under Restricted Reporting. A sexual assault victim who chooses restricted reporting will have the opportunity to have a sexual assault forensic exam. The evidence from the exam will be stored and controlled, using a restricted report case number that contains no personally-identifying information, for a period of one year from the date of the report. The evidence may be used to support a criminal investigation if the victim changes his/her reporting option during that time. Otherwise, authorities will destroy the evidence after one year. The victim will be notified 30 days before such action to provide him/her with a final opportunity to reconsider initiating an investigation.

Training Service Members. The policy directs a sexual assault prevention and response training baseline for DoD personnel. All Services have education programs aimed at the prevention of and response to sexual assault; however, the breadth and depth varies from Service to Service. The Department needs consistent sexual assault prevention education across the Services to create a greater understanding of what constitutes a sexual assault, risk factors, and preventive measures. DoD believes this training will create the consistency needed to enhance Service members’ understanding of sexual assault, how individuals can protect themselves, and what actions to take if they do fall victim to a sexual assault (Department of Defense, 2004v).

Pre-Deployment Training. The policy ensures that all Service members deploying to specific regions receive the appropriate information regarding the cultural differences of the host country and the Department’s coalition partners. This type of pre-deployment training will help prevent sexual assaults while also ensuring that if a sexual assault does occur, victims have advance information on the support system available for their protection and care outside of the United States. Knowledge of the environment and mores of the host country and coalition partners is a key component of the Department’s efforts to prevent sexual assaults of deployed personnel (Department of Defense, 2004w).

Increased Victim Support. The policy provides expanded care and support of sexual assault victims and a better accounting of sexual assault cases by mandating monthly status reports to the victim,

immediate referral of “unrestricted” reported sexual assault cases to investigators, and a designated command level for disposition of those cases. DoD believes the actions it takes to enhance victim support and improve the manner in which it accounts for those actions will encourage more victims to come forward and report these incidents (Department of Defense, 2004s).

Collateral Misconduct. The policy provides critical prioritization of the level of offense the victim may have committed, allowing a victim of sexual assault to access care without fear of repercussions for collateral misconduct at the time of disclosure. A victim’s fear of punishment is a significant barrier to reporting sexual assault. Many sexual assaults involve circumstances where the victim may have participated or engaged in some form of misconduct, (i.e., underage drinking or other alcohol-related offenses, adultery, fraternization or other violations). To the extent possible, commanders should delay the determination of disciplinary actions for a victim’s collateral misconduct related to the circumstances of an alleged sexual assault until the investigation and final disposition of the sexual assault case is completed (Department of Defense, 2004o).

Administrative Separation. The new policy directs all Military Services to designate a level of command, commensurate with the maturity and experience needed, to review all administrative separation actions involving victims of sexual assault and to exercise the responsibilities involved. Circumstances associated with a reported sexual assault incident may ultimately result in a determination that the administrative separation of the victim is in the best interests of either the victim or the Armed Forces, or both. Regardless of the reason for initiating the separation action, each victim is entitled to a full and fair consideration of the victim’s Military Service and particular situation. It is vital that all such separation actions and ultimate determinations be consistent and appropriate, and be viewed as such (Department of Defense, 2004u).

Calendar Year 2004 (CY04) Data Call. The policy requires the completion of a data call that will be the basis for quarterly and annual sexual assault reports until DIBRS is fully implemented. This

reporting system will enable the Department to track sexual assaults from date of initiation to completion (Department of Defense, 2004q).

Commander Checklist. The policy provides a checklist that will help guide the commander’s actions when addressing the needs of a sexual assault victim, actions with respect to the accused, and actions that assist the unit at large. Since a commander may handle only one or two sexual assaults during their two-year command tour, DoD created a commander’s checklist—a response protocol—that clearly outlines the steps one must take and consider when handling a case. It will reinforce what was taught in pre-command training and will provide commanders with a comprehensive set of guidelines they must follow to ensure all action is taken (Department of Defense, 2004p).

Collaboration. The policy directs local commanders to establish Memoranda of Understanding (MOU) between their installation and local community service organizations and other Military Services to facilitate enhanced, optimum responses to sexual assault victims. At many locations, military treatment facilities have limited resources to provide specialized, expert medical and supportive care for victims of sexual assault. MOUs between military and civilian service providers and other Military Services offer a wide-range of support that include victim advocacy services, sexual assault examiner services, local hospitals and/or rape crisis centers, law enforcement services, and counseling services (Department of Defense, 2004n).

Training Response Groups. The policy directs the Military Services to develop and implement baseline training standards for sexual assault first responder groups so that members of the Armed Forces who are assaulted receive the same level of response regardless of Military Service or environment. Baseline training standards will also enhance investigative sufficiency and the ability of the commander to take actions (Department of Defense, 2004x).

Response Capability. The policy establishes immediate response capability for each report of sexual assault in all locations, including deployed locations, to ensure victims have timely access to appropriate services and that there is system

accountability. This includes designation of specific response personnel, such as the Sexual Assault Response Coordinator and Victim Advocate (Department of Defense, 2004t).

Essential Training Tasks for a Sexual Assault Response Capability. Finally, the policy establishes a DoD-wide requirement for mandatory training on tasks deemed essential for sexual assault responders. These essential training tasks were developed in coordination with Service and civilian subject matter experts and provide a baseline for all responder training. This baseline will ensure that any Service member who is assaulted will receive the same level of response regardless of his or her Military Service. Each Military Service is responsible for establishing the curricula that incorporate these essential training tasks. Compliance with and achievement of the mandated essential training tasks shall be made the subject of command inspections (Department of Defense, 2005g).

In a May 3, 2005 memorandum, Secretary of Defense Rumsfeld declared that DoD had completed the first phase in establishing a comprehensive sexual assault prevention and response policy. Secretary Rumsfeld stated: “The Department does not tolerate sexual assault of any kind. Such acts are an affront to the institutional values of the Armed Forces of the United States of America. Sexual assault harms individuals, undermines military readiness, and weakens communities.” Secretary Rumsfeld called on all leaders at every level to “maintain a workplace environment that rejects sexual assault and attitudes that promote such behaviors. Leaders will ensure that each and every individual understands their role in combating this crime.” The new policy will become “a permanent and integral component of military standards of conduct” (Department of Defense, 2005f).

Overview of the Reserve Components

As this report demonstrates, the issue of sexual harassment affects the Reserve components as well

as active-duty military personnel. The following section presents a brief background on the Reserve components, their roles, and selected demographics.

The Changing Role of the Reserves

The role and use of the Reserve components has changed over the past three decades in response to several major events—the advent of the All-Volunteer Force, the Total Force Policy (for the Army, the Abrams Doctrine³) that integrates active and Reserve component capabilities, and the reduction of total force manpower. Historically, the Reserve components (National Guard and Reserve) were regarded as the Nation’s standby military capability, responding to domestic emergencies and providing a strategic resource to support the active-duty forces in a major war. During the DoD drawdown, the Selected Reserve end strength fell from 1,170,560 in FY 1989 to 859,406 in FY 2004 (Department of Defense, 2004h), and the drawdown of active component forces transferred more modern combat equipment to the Reserves (mainly Army and Air National Guard), increasing their ability to augment active-duty combat units. Today the Reserve components are no longer a “force in reserve.” Today’s Reserve components are involved across the spectrum of military operations—from humanitarian and peacekeeping missions to homeland security and wartime operations.

The Reserve components are comprised of three major sub-elements: the Ready Reserve, the Standby Reserve, and the Retired Reserve. The majority of immediately available Reserve manpower resides in the Ready Reserve, which is comprised of the Selected Reserve and the Individual Ready Reserve/Inactive National Guard (IRR/ING). When considering the immediately available forces (active duty and Ready Reserve), the Ready Reserve constitutes about 45% of total military manpower. As of the end of FY 2004, Selected Reserve strength was 859,406, and IRR/ING strength was 285,629, producing a combined Ready Reserve strength of 1,145,035. Standby Reserve strength was 21,902

³The Abrams Doctrine, named for General Creighton Abrams, Army Chief of Staff in the 1970s, is the philosophy that the U.S. should never go to war without calling up the “spirit of the American people” through the participation of the Guard and Reserve. In the Vietnam War, the U.S. activated only a few Reserve component units.

(Department of Defense, 2004h).⁴ The Selected Reserve is that portion of the Ready Reserve considered the highest priority of all Reserve forces and is subject to recall to active duty for any level of mobilization. The survey discussed in this report was administered to Selected Reserve personnel. Thus, the section focuses on only the Selected Reserve. Table 2 summarizes the Selected Reserve's contribution to the Total Force as of September 30, 2004.

Prior to 1990, operational use of the Reserve components was limited. For example, during the years 1986, 1987, and 1988, Reserve component personnel

performed an average of 0.9 million duty days annually in support of DoD missions (Department of Defense, 2004g). Not only has operational tempo (the activation/deployment rate) increased, but also some capabilities traditionally resident in the Reserve components (e.g., civil affairs) have been in near-continuous use. This has resulted in the Reserve components becoming an integral part of the total force across the spectrum of operations. During Operation Desert Shield/Desert Storm in 1990-1991, Reserve contributions totaled 44.2 million duty days (Department of Defense, 2004g). Following that watershed event, daily reliance on Reserve operational contributions grew. Reserve members

served in small-scale contingency operations (e.g., peacekeeping, humanitarian assistance) in Haiti, Bosnia, Kosovo, and Southwest Asia. In Bosnia, for example, DoD activated nearly 8,200 Reservists in 1996 (Department of the Army, 2000).⁵ During 1996-2001, the Reserves' level of activation increased more than tenfold from the late 1980s level, averaging 12-13 million duty days per year (Department of Defense, 2002a, 2004i).

Component	FY 2004 End-Strength	Percentage of Component Total	Responsibilities
Army	547,049 (ARNG: 342,918; USAR: 204,131)	53% (ARNG: 33%; USAR: 20%)	56% of combat forces (ARNG: 36 brigades). 54% of combat support: 46% ARNG (including 28% attack helicopter, 67% field artillery), 18% USAR. 68% of combat services support: 32% ARNG (including 100% WMD Civil Support Teams), 36% USAR (including 29% logistics, 17% training, 16% medical).
Navy	82,558	19%	Ships: 9 Guided Missile Frigates, 5 Mine Countermine, 10 Mine Hunter Coastal; Aircraft: 7 Carrier Air Wings; 6 Maritime Patrol, 15 Logistics, and 5 Helicopter squadrons
Marine Corps	39,644	19%	1 Division with Air Wing and Logistics Support (25% of Marine Corps divisions), echelon above division support capability
Air Force	182,144 (ANG: 106,822; USAFR: 75,322)	34% (ANG: 20%; USAFR: 14%)	33% of Air Force fighters (ANG); 100% of Air Defense and J-STARS (ANG) and Weather (USAFR); 64% of Theater Airlift (42% ANG; 22% USAFR); 22% of Strategic Airlift (USAFR); 40% of Tankers (ANG); 48% of Combat Search and Rescue (20% ANG; 28% USAFR) capability
Coast Guard	8,011	19%	Port Security Units; Marine Safety and Security Teams; Harbor Defense Command augmentation
Total	859,406	38%	
<p>Note: ARNG: Army National Guard; USAR: Army Reserve; ANG: Air National Guard; USAFR: Air Force Reserve</p> <p>Sources: End-strengths: Department of Defense, 2004d; percentages of total end-strength: Department of Defense, 2004k; responsibilities: Department of Defense, 2004j; Department of the Army, 1998.</p>			

Table 2
Selected Reserve Contributions to the Total Force

⁴The Selected Reserve consists of paid personnel who serve part-time (drilling at least 39 days a year). IRR/ING members serve without pay or required drill. The President may activate up to 200,000 members (including 30,000 IRR) for up to 270 days upon notification of Congress and without declaring a national emergency. In a national emergency, the President may activate up to 1,000,000 Ready Reserve members for up to two years, reporting to Congress every six months. President George W. Bush declared such an emergency on September 14, 2001 after the September 11 terrorist attacks.

⁵The U.S. peacekeeping role in Bosnia formally ended on December 1, 2004. About 150 of the 700 U.S. troops there remain to help local authorities implement defense reforms and hunt war criminals (Washington Post, 2004).

The Global War on Terror has greatly accelerated the Reserves' operational tempo. Reserve contributions grew to more than 62 million days in 2004, or about five times the 1996-2001 average. As of September 30, 2004, DoD had 154,555 Reserve component members mobilized (i.e., activated). Of these, the Army National Guard mobilized 82,602 members (about 24% of FY04 end-strength), and the Army Reserve 41,789 members (about 20%). The Navy mobilized 4,390 Reservists (about 5%) and the Marine Corps 11,585 Reserve members (about 29%). The Air National Guard activated 6,552 members (about 6%), and the Air Force Reserve 6,110 members (about 8%). The Coast Guard Reserve activated 1,527 members (about 19%). The average length of Reserve component members' mobilization increased from 156 days during Operation Desert Shield/Desert Storm to 301 days as of September 30, 2004 (Department of Defense, 2005e).

Fewer Reservists were deployed outside the U.S. than were mobilized. As of September 30, 2004, Army and Air Force Reserve components had deployed somewhat less than half (41-47%) of those mobilized. The Army National Guard deployed 36,158 members, the Army Reserve 20,999 members, the Air National Guard 3,901 members, and the Air Force Reserve 3,271 members. In contrast, the Marine Corps Reserve deployed 6,733 members, more than half (56%) of its mobilized personnel. The Naval Reserve deployed 3,469 members, nearly three-quarters (74%) of those mobilized. The Coast Guard Reserve deployed less than 1% of its mobilized personnel overseas (DMDC, 2005c).

Another measure of the Reserve components' increased role is the use of the Army and Air National Guard, especially personnel with high-demand skills. As of June 2004, about 95% of Guard military police units had deployed, as had at least 50% of transportation, aviation, medical, and special operations units. The percentage of Army National Guard personnel per state who were alerted, mobilized, or deployed for Federal missions as of June 2004 varied dramatically, ranging from less than 20% in three states to more than 80% in two others, with the largest states having rates of 30-

50%.⁶ Because the Guard performs both state and Federal missions, it faces potentially competing state and Federal requirements. Guard units performed nearly 433,000 duty days on state missions in FY 2003, more than double the level before the September 11, 2001 terrorist attacks. These missions included both homeland defense (e.g., protection of critical infrastructure) and traditional civil support (e.g., forest fire response) activities (U.S. Government Accountability Office, 2004b).

Although deployment rates have varied significantly, through September 30, 2004, as many as 225,000 Reserve personnel have been deployed during a single month in support of Operation Enduring Freedom (OEF) in Afghanistan and Operation Iraqi Freedom (OIF) (Department of Defense, 2004b). In September 2004, DoD projected that, over the next 3 to 5 years, it would continuously have 100,000 to about 150,000 Reserve component members mobilized (U.S. Government Accountability Office, 2004a).

The increase in Reserve activation in the past few years has put Reserve component capabilities under growing stress. Especially for those activated, the distinctions between active-duty and Reserve personnel are softening. For example, since July 2003, Army active-duty and Reserve members have served the same periods of duty in Iraq (Capaccio, 2004). As of June 2004, about 30,000 Reserve members had already been mobilized for 24 months (U.S. Government Accountability Office, 2004a).

Redefining the Reserves

The September 2001 Quadrennial Defense Review (QDR) defined a new defense strategy to transform the U.S. military from a threat-based force for countering a few pre-defined major attacks to a capabilities-based force able to respond to a wide range of unpredictable contingencies, deterring or defeating threats from diverse sources and regions. The QDR called for DoD to undertake a comprehensive review of the active and Reserve component mix, and Reserve organization, priority missions, and associated resources (Department of Defense, 2001b). In November 2001, Deputy Secretary of Defense Wolfowitz directed the USD(P&R) to

⁶By contrast, only two states had more than 20% of their Air National Guard personnel mobilized or deployed for Federal missions as of May 31, 2004 (U.S. Government Accountability Office, 2004a).

perform this review. The resulting study (issued in December 2002) addressed the Reserve components' missions, including their role in homeland security. The study recommended changes in the balance between active and Reserve forces and proposed management initiatives based on a continuum of service concept to replace the traditional division between full-time and part-time military personnel (Department of Defense, 2002a).

Acting on these recommendations, the Secretary of Defense issued a memorandum on July 9, 2003 directing the Services to promote the judicious and prudent use of the Reserve components. In the memorandum, the Secretary directed the Services to implement force rebalancing initiatives, combining efficient use of manpower with technological solutions to ease the strain on Guard and Reserve forces. The Secretary directed force restructuring to reduce dependence on involuntary mobilization of Reservists early (first 15 days) in a rapid response operation and to limit a Reservist's total involuntary mobilization (for planning purposes, one year in every six) (Department of Defense, 2004i).

In implementing the Secretary's guidance, DoD has taken a three-track approach: (1) reassigning

military spaces within the active component force and between active and Reserve component forces (10,000 in 2003 and 20,000 in 2004); (2) reducing stress in high use career specialties (e.g., military police, air crews); and (3) applying innovative management practices including the continuum of service concept and a new mobilization training approach. The continuum of service approach would both increase flexibility for individual Service members to support DoD missions and enhance DoD's access to a wide and changing range of skills to meet its evolving requirements. It would replace the separate active and Reserve component systems with a single system that gives individual Service members the ability to move between full-time and part-time status, including availability upon activation without other duties. The concept would group personnel into two classes of affiliation: active-status, including the active component and the Ready Reserve; and inactive-status, including military retirees and civilian volunteers. Implementation of the continuum of service concept would require legislative as well as policy changes. Redefinition of both the active and Reserve components as a single active-status force would emphasize their partnership in providing for the Nation's defense.

Category	AC Population	Percentage of Total AC	Sel Res Population	Percentage of Total Sel Res
Component	1,451,144	100%	859,406	100%
DoD Total	1,412,149	97%	851,395	99%
Army	494,291	34%	547,049	64%
Army National Guard			342,918	40%
Army Reserve			204,131	24%
Navy	368,217	25%	82,558	9%
Marine Corps	177,021	12%	39,644	5%
Air Force	372,620	26%	182,144	21%
Air National Guard			106,822	12%
Air Force Reserve			75,322	9%
Coast Guard	38,995	3%	8,011	1%
Source: Office of the Assistant Secretary of Defense (Reserve Affairs), <i>Official Guard and Reserve Manpower Strengths and Statistics, FY 2004 Summary</i> .				
Note: Percentages may not add to 100% due to rounding.				

Active and Reserve Component Populations

Table 3 compares the populations and percentages of DoD active and Reserve members in different categories as of September 30, 2004.

Table 3
Comparison of Active Component (AC) and Selected Reserve (Sel Res) Populations as of September 2004

Distribution of Active and Reserve Component Populations

This section compares data on active-duty and Reserve component members based on demographic categories such as gender, Reserve component, and paygrade. The analysis in this report presents data only on the DoD components of the Selected Reserve, excluding data on the U.S. Coast Guard Reserve.

By Gender. Table 4 shows the composition of active-duty military personnel by gender. As it shows, there are proportionately more women in the Air Force (20%) and fewer in the Marine Corps (6%) than in the other active components.

Table 5 presents comparable data for the Reserve components. In the Reserve components, women

form larger percentages of the Army Reserve (24%) and Air Force Reserve (23%), which have primarily combat support and combat support services missions, than of the Army National Guard (13%) and Air National Guard (18%), which are more oriented toward combat missions. These differences in part reflect current DoD policy that bars women from ground combat units and pre-1990s DoD policy limiting the role of women in air combat roles.

By Paygrade. Comparisons by gender and paygrade show the same differences in population distribution between active-duty and Reserve component members (Tables 6 and 7). Notably for this study, women make up a slightly higher proportion of Reserve than active component members among both enlisted personnel and officers.

Component	Female		Male	
	Population	Percentage	Population	Percentage
DoD Total	209,912	15%	1,202,237	85%
Army	72,683	15%	421,608	85%
Navy	53,438	15%	314,779	85%
Marine Corps	10,736	6%	166,285	94%
Air Force	73,055	20%	299,565	80%

Source: DMDC personnel data as of September 30, 2004.

Table 4
Active Component Population by Gender and Component as of September 2004

Component	Female		Male	
	Population	Percentage	Population	Percentage
DoD Total	147,497	17%	703,898	83%
ARNG	43,939	13%	298,979	87%
USAR	48,309	24%	155,822	76%
USNR	16,988	21%	65,570	79%
USMCR	1,876	5%	37,768	95%
ANG	18,869	18%	87,953	82%
USAFR	17,516	23%	57,806	77%

Source: DMDC personnel data as of September 30, 2004. Selected Reserve data include AGR/TAR/ARs and Military Technicians.

Table 5
Selected Reserve Population by Gender and Component as of September 2004

The tables also show the percentage of women and men in each paygrade for active-duty and Reserve component members. As they indicate, there are notable differences between active-duty and Reserve members and among the Reserve components. Among active-duty members, women form a lower percentage of senior officers (2-15%) than junior officers (9-21%) and smaller percentages of senior (6-17%) than junior (6-23%) enlisted personnel.

Similarly, in the Reserve components, women also form smaller percentages of senior than junior officers (5-25% vs. 9-27%) and of senior than junior enlisted personnel. In general, gender distribution reflects the overall population in each component, with more women at all comparable paygrades in the Army Reserve (21-27%) and the Air Force Reserve (19-31%) than in the other components.

Paygrade	DoD Total				Army				Navy				Marine Corps				Air Force			
	F		M		F		M		F		M		F		M		F		M	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
E00-E04	100	16	524	84	36	16	193	84	26	17	124	83	7	6	101	94	31	23	106	77
E05-E09	75	13	485	87	24	13	160	87	20	12	145	88	3	6	48	94	28	17	133	83
W01-W05	1	6	15	94	1	8	11	92	**	6	2	94	*	6	2	94	0	0	0	0
O00-O03	23	18	105	82	8	19	34	81	5	16	26	84	1	9	10	91	9	21	34	79
O04-O06	11	13	73	87	4	15	23	85	3	14	18	86	*	2	6	98	4	13	26	87
TOTAL	210	15	1,202	85	73	15	421	85	54	15	315	85	11	6	167	94	72	19	299	81

Source: Rounded from DMDC personnel data as of September 30, 2004.
*Less than 500; less than 0.5%. **Less than 100.

Table 6

Number (in Thousands) and Percentage of Active Component Population by Paygrade, Component, and Gender as of September 2004

Paygrade	DoD Total				ARNG				USAR				USNR				USMCR				ANG				USAFR			
	F		M		F		M		F		M		F		M		F		M		F		M		F		M	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
E00-E04	67	20	275	80	27	16	141	84	21	26	61	74	6	29	15	71	1	4	27	96	6	23	20	77	5	31	11	69
E05-E09	58	15	324	85	13	9	125	91	18	21	66	79	8	19	35	81	*	6	7	94	11	16	56	84	8	19	34	81
W01-W05	1	10	9	90	*	7	6	93	*	12	2	88	**	6	*	94	**	8	*	92	0	0	0	0	0	0	0	0
O00-O03	10	21	37	79	2	11	16	89	4	27	11	73	1	25	3	75	**	9	*	91	1	20	4	80	1	25	3	75
O04-O06	12	17	57	83	1	9	10	91	5	24	16	76	2	15	11	85	*	5	2	95	1	11	8	89	3	25	9	75
TOTAL	148	17	702	83	43	13	298	87	48	24	156	76	17	21	64	79	1	3	36	97	19	18	88	82	17	23	57	77

Source: Rounded from DMDC personnel data as of September 30, 2004. Selected Reserve includes AGR/TAR/ARs and Military Technicians.
*Less than 500; less than 0.5%. **Less than 100.

Table 7

Number (in Thousands) and Percentage of Selected Reserve Members by Paygrade, Component, and Gender as of September 2004

Introduction

By Age. Tables 8 and 9 show the distribution of active and Reserve component members by gender and age. Because age is closely related to paygrade, this report does not summarize survey responses by age in addition to paygrade. As the following tables indicate, ages tend to be higher in the Reserve components than in their active-duty counterparts. The tables also show age distribution by gender for the active and Reserve components.

Tables 10 and 11 present another view of the age distribution of active-duty and Reserve component

members. They show the percentages of all women and men within each component and DoD as a whole who fall into each age group. For active-duty members, the Marine Corps is the youngest component, with more than half of both women and men in the 16-24 age group (Females 65%; Males 61%) (Table 10). In the other components, this age group constitutes less than half (Females 43-49%; Males 36-40%) of the total populations. Conversely, relatively few women and men (less than 5 percent) in any active component are older than 44.

Age	DoD Total				Army				Navy				Marine Corps				Air Force			
	F		M		F		M		F		M		F		M		F		M	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
16-24	98	16	498	84	33	16	170	84	26	17	123	83	7	6	102	94	32	24	103	76
25-34	73	15	421	85	26	14	156	86	18	14	114	86	3	6	45	94	27	20	106	80
35-44	33	12	243	88	12	13	81	87	8	11	67	89	1	6	17	94	12	13	78	87
45-54	6	14	38	86	2	13	13	87	2	15	11	85	*	4	2	96	2	15	11	85
55+	*	12	2	88	*	13	1	87	**	10	1	90	**	3	**	97	**	14	*	86
TOTAL	210	15	1,202	85	73	15	422	85	54	15	316	85	11	6	166	94	73	20	298	80

Source: Rounded from DMDC personnel data as of September 30, 2004. Totals differ from Table 6 due to rounding.
*Less than 500; less than 0.5%. **Less than 100.

Table 8

Number (in Thousands) and Percentage of Active Component Members by Age, Gender, and Component as of September 2004

Age	DoD Total				ARNG				USAR				USNR				USMCR				ANG				USAFR			
	F		M		F		M		F		M		F		M		F		M		F		M		F		M	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
16-24	48	21	185	79	21	19	91	81	17	27	46	73	2	29	5	71	1	4	23	96	5	26	14	74	3	33	6	67
25-34	42	18	198	83	12	12	88	88	13	24	42	76	6	22	21	78	1	9	10	91	6	21	23	79	5	28	13	72
35-44	38	15	212	85	8	9	78	91	11	20	43	80	7	18	31	82	*	6	4	94	6	16	32	84	6	20	24	80
45-54	17	17	86	83	3	9	31	91	6	23	20	77	2	20	8	80	**	7	1	93	3	18	14	82	3	20	12	80
55+	3	12	23	88	*	3	10	96	1	17	5	23	*	26	1	74	**	2	**	98	*	6	4	94	*	12	3	88
TOTAL	148	17	704	83	44	13	298	87	48	24	156	76	17	20	66	80	2	5	38	95	20	19	87	81	17	23	58	77

Source: Rounded from DMDC personnel data as of September 30, 2004. Totals differ from Table 7 due to rounding. Selected Reserve includes AGR/TAR/ARs and Military Technicians.
*Less than 500; less than 0.5%. **Less than 100.

Table 9

Number (in Thousands) and Percentage of Selected Reserve Members by Age, Gender, and Component as of September 2004

Age	DoD Total		Army		Navy		Marine Corps		Air Force	
	F	M	F	M	F	M	F	M	F	M
16-24	46	41	45	40	49	39	65	61	43	36
25-34	35	35	36	37	33	36	26	27	37	36
35-44	16	20	16	19	14	21	8	10	17	26
45-54	3	3	3	3	3	4	1	1	3	4
55+	*	*	*	*	*	*	*	*	*	*

Source: DMDC personnel data as of September 30, 2004.
 * Less than 0.2%.
 Totals may not add to 100% due to rounding.

Table 10

Percentage of Active Component Members Within Each Age Group by Gender and Component as of September 2004

Age	DoD Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
16-24	33	26	47	30	36	30	11	7	54	60	24	30	18	11
25-34	18	29	27	29	26	27	35	32	30	26	31	27	29	23
35-44	25	30	18	26	23	28	39	47	13	11	30	36	33	41
45-54	11	12	7	10	12	13	13	13	4	2	13	16	18	20
55+	2	3	1	4	3	3	2	2	*	*	1	5	2	5

Source: DMDC personnel data as of September 30, 2004.
 *Less than 0.2%.
 Totals may not add to 100% due to rounding.

Table 11

Percentage of Selected Reserve Members Within Each Age Group by Gender and Component as of September 2004

Members of most Reserve components tend to be older than their active component counterparts, with higher portions of women and men in the over 35 age groups. The Marine Corps Reserve is by far the youngest Reserve component, with more than 80% of both women and men in the 16-34 age cohort (Table 11) and an age distribution for both genders comparable to active-duty Marine Corps members. Among the other Reserve components, women in the Army National Guard are youngest, with nearly half (47%) age 16-24 (about the same percentage as active-duty Army women). Women

in the Army National Guard are more likely than men to fall into this age group (47% vs. 30%). The Naval Reserve is the oldest, with 39% of women and 47% of men in the 35-44 age group, more than twice the percentages of active-duty Navy members. The Air Force Reserve components also have significant portions of their women and men in the 25-44 age groups (ANG: Females 61%; Males 63%; USAFR: Females 62%; Males 64%), but less are in the younger age groups than among active-duty Air Force personnel.

Organization of Report

The remainder of this report is divided into six chapters. Chapter 2 describes survey and sample design, survey administration, data weighting, survey scales, analytic subgroups, and estimation procedures. Chapter 3 provides results on Reserve component members' experiences with unprofessional, gender-related behavior in the 12 months prior to taking the survey. These experiences include sexual harassment, sexist behavior, and sexual assault. Following an explanation of these overall results, Chapter 4 provides details regarding the experiences (e.g., characteristics of the offender and the situation, use of and satisfaction with the reporting and complaint processes, and whether there were subsequent problems at work). Survey results on the incidence of sex discrimination in the Reserve components are described in Chapter 5.

Chapter 6 summarizes Reserve members' opinions of DoD policies on sexual harassment prevention and response, including the extent to which the policies were publicized, the availability of

complaint procedures, the delivery and effectiveness of training, and the extent to which leaders at different levels were proactive in attempting to eliminate sexual harassment. Finally, Chapter 7 presents findings on members' views of progress in eliminating sexual harassment in the military and the nation in recent years, and their perceptions of the frequency of sexual harassment in the military vs. the civilian workplace.

Each chapter examines survey results in terms of five major categories: gender, Reserve component, paygrade level, Reserve Program, and activation status. Readers of this report are encouraged to reference DMDC's companion report, which presents results for all items on the survey (DMDC, 2005b). Where appropriate, the report provides selected comments from respondents to the survey. These comments reflect only the views of the individual respondents and are included to provide readers a sampling of Reserve component members' opinions on gender-related matters.

Chapter 2

Survey Methodology

This chapter describes the methodology used for the 2004 WGRR and the analytic procedures used in preparing this report. The first section explains the survey and sample design, survey administration, and data weighting for the survey. The second section describes the scales, analytic subgroups, and estimation procedures.

Survey Design and Administration

Sample Design

DMDC designed, administered, and analyzed the 2004 WGRR survey. DMDC used a single-stage, stratified random sample of 76,031 Reserve component members for the 2004 WGRR. The population of interest for the survey consisted of Drilling Unit, Military Technician (MILTECH), Active Guard/Reserve (AGR/TAR/AR; Title 10 and Title 32), and Individual Mobilization Augmentee (IMA) members of the Selected Reserve from the U.S. Army National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Marine Corps Reserve, Air National Guard, U.S. Air Force Reserve, and U.S. Coast Guard Reserve, up to and including paygrade O-6, with at least 7 months of service as of March 2004.

The sampling frame was stratified by Reserve component, Reserve Program, gender, paygrade, race/ethnicity, and activation status. Further details of the sample design are reported by Kroeger (2005).

Survey Administration

DMDC performed survey administration between March and June 2004, using both mail and Web⁷ procedures designed to maximize response rates. These procedures involved a pre-notification of sample members (potential respondents), mailing and posting the survey instrument on the Web site,

and a series of follow-up messages to encourage additional responses. On March 5, 2004, a pre-survey notification letter explaining the survey and soliciting participation was sent to sample members. A package containing the questionnaire was sent on March 19, 2004, and was followed by three waves of letters thanking individuals who had returned the questionnaire and asking those who had not completed and returned the survey to do so. In addition to postal reminders, three e-mails, stressing the importance of the survey, were sent every two weeks following the three waves of mailings. The field closed on June 21, 2004. Details on survey administration are reported in the survey codebook (DMDC, 2005a).

Data Weighting

After the March 5-June 21, 2004 fielding of the survey, data were weighted to reflect the Reserve component population as of March 2004. A three-step process was used to produce final weights. The first step calculated base weights to compensate for variable probabilities of selection. The second step adjusted the base weights for nonresponse due to inability to determine the eligibility status of the sampled member and to the sampled member failing to complete a survey. Finally, the nonresponse-adjusted weights were raked to force estimates to known population totals as of the start of data collection (March 2004). The responses represent an adjusted weighted response rate of 42%. Complete details of weighting and response rates are reported by Flores-Cervantes, Jones, and Wilson (2005).

Questionnaire Design

The 2004 WGRR is the first Department of Defense (DoD) sexual harassment survey of Reserve component members. The survey design incorporated the best practices and survey measures developed over 15 years of DMDC survey research on sexual harassment in the active-duty military population.

⁷Except for the first notification letter, each follow-up letter included an invitation to the respondent to take the survey on the Web, rather than completing the paper version of the survey. About one-third of the respondents (31% of females and 36% of males) completed the Web version of the survey.

DMDC conducted the first Joint-Service, active-duty sexual harassment survey in 1988-89 (Martindale, 1990). The second survey effort occurred in 1995. At that time, DMDC fielded three surveys (*Forms A, B, and C*). The first survey instrument, *Form A*, replicated the 1988 DoD Survey of Sex Roles in the Active Duty Military. The second, *Form B*, represented a complete redesign of the sexual harassment measures (*Department of Defense 1995 Sexual Harassment Survey* [CD-ROM], 1997). The third, *Form C*, was fielded for research purposes. The 2002 Workplace and Gender Relations Survey (2002 WGR), the third Joint-Service, active-duty sexual harassment survey, was fielded between December 2001 and April 2002.

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

The *SEQ* is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995). Analysis of the *SEQ* supported a four factor structure: sexist behavior (e.g. sexist hostility), crude/offensive behavior (e.g. sexual hostility), unwanted sexual attention, and sexual coercion (Fitzgerald et al., 1999b). Sexual assault is also measured. For women, internal consistency for the factors ranged from .83 for sexist behavior to .95 for sexual coercion. For the WGR sample, Cronbach's alpha for the factors ranged from .83 to .89 for the total sample, .76 to .89 for women, and .80 to .94 for men.

A review of 72 journal articles containing quantitative research on sexual harassment experiences in the workplace and educational settings that were published between 2000-2005, found that nearly

two-thirds of the studies (63%) used the *SEQ*, which was ten times more than any other measure. The *SEQ* remains the best available measure of sexual harassment. It meets existing reliability and validity standards while minimizing respondent perceptual bias and enabling comparisons of incidence rates across studies and time.

The 2002 WGR survey of active-duty members was based on the 1995 *Form B* questionnaire. The 2002 survey incorporated further psychometric and theoretical advances in sexual harassment research. It also included measures of perceived sex discrimination.

A major concern during the development of the 2002 WGR was consistency in survey measures of sexual harassment across all DoD surveys. To ensure standard assessments of the incident rates of sexual harassment and other unprofessional, gender-related behaviors across DoD, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting in November 1998 of Service and Reserve component representatives to recommend a standardized method for use in Service-wide and DoD-wide surveys. Combining this input with extensive analyses of existing survey data, DMDC developed two survey questions, based on 19 behavioral items, that together represent the "DoD Sexual Harassment Core Measure" for use in future surveys to report Service, Reserve component, or overall DoD sexual harassment incident rates. On March 12, 2002, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) directed the use of the core measure in all Service-wide and DoD-wide surveys that include sexual harassment measurement.

The 2004 WGR was modeled on previous DMDC active-duty sexual harassment surveys, and the Department's Core Measure of Sexual Harassment was slightly adapted for use with the Reserve components (Appendix A). For example, in assessing the incident rates of sexual harassment among active-duty Service members, the survey asked Service members to report unprofessional, gender-related behaviors they experienced involving military personnel, on- or off-duty, on- or off-installation/ship and/or civilian employees or contractors in their workplace or on their installation/ship. The challenge in assessing the incident

rate of unprofessional, gender-related behaviors among Reserve component members was to ensure that Reserve component members understood they could report off-duty or non-duty behaviors that affected their military workplace.

DoD Directive 1350.2 (Department of Defense, 1995), “The Department of Defense Military Equal Opportunity (MEO) Program,” as modified by Change 1, May 7, 1997, states that sexual harassment prevention efforts extend to off- or non-duty status for situations involving Reserve component members, regardless of their compensation status. Therefore, unwanted sexual behaviors that occur between Reserve component members and other DoD personnel and contractors in a civilian workplace are covered by DoD Directive 1350.2 and had to be measured on the survey. To emphasize the principle of “full-time values—part-time careers,” the Department’s Core Measure of Sexual Harassment was modified to include behaviors involving military personnel off-duty in civilian workplaces or communities should also be reported.

The 2004 WGRR survey assessed several areas including: (1) types, frequency, and effects of unprofessional, gender-related behavior and sexual harassment; (2) circumstances under which experiences occurred; and (3) perceptions of discriminatory behaviors. In addition, the survey asked for demographics and information on several outcomes that might be affected by the military climate. These outcomes include physiological and psychological well-being, workplace characteristics, and work-related attitudes. Multiple item scales were constructed, when possible, to measure the constructs of interest.

Unprofessional, gender-related behaviors. In accordance with the Department’s Core Measure of Sexual Harassment, the 2004 WGRR derived the incident rates of sexual harassment and other unprofessional, gender-related behaviors from two questions. The first question (Q57), consisted of 19 behavioral items (Table 12), which were intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—including an open item for write-in responses of

“other gender-related behaviors.” The continuum of behaviors included items that comprise sexual harassment. The sexual harassment items, consistent with our legal system’s definition of sexual harassment (e.g., behaviors that might lead to a hostile work environment, others that represent *quid pro quo*), were divided into three types: Crude and Offensive Behaviors (e.g., repeatedly told sexual stories or jokes that were offensive to you), Unwanted Sexual Attention (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said ‘No’), and Sexual Coercion (e.g., implied faster promotions or better treatment if you were sexually cooperative).

The continuum of behaviors also includes two other categories of behaviors: sexist behavior (e.g., treated you differently because of your sex), and sexual assault (e.g., attempted and actual rape). The survey measure of sexual assault differs from the current DoD definition of sexual assault, issued since the survey was prepared, which encompasses intentional sexual contact, characterized by use of force, physical threat or abuse of authority, or when the victim does not or cannot consent, to include attempted and actual rape as well as multiple other types of unwanted, intentional sexual contact (Department of Defense, 2004r).

The second question (Q58) used to develop the DoD measure of Sexual Harassments asked the respondent if he/she considered any of the behaviors to have been sexual harassment that he/she indicated as happened to him/her in the 12 months prior to taking the survey.

In Question 57, respondents were asked to indicate how often they had been in situations involving one or more of the 19 behaviors, regardless of whether the behavior occurred on-duty or off-duty in civilian workplaces or the community. The response scale is a five-point frequency scale ranging from “Never” to “Very often.” The 19 behavior items fall into five categories as follows: Sexist Behavior (Q57b,d,g,i), Crude/Offensive Behavior (Q57a,c,e,f), Unwanted Sexual Attention (Q57h,j,m,n), Sexual Coercion (Q57k,l,o,p), and Sexual Assault (Q57q,r) (Figure 1).⁸

⁸The 19th item, Q57s (Other unwanted gender-related behavior?), does not fall into a single category but depends on the respondent-supplied description of a Once to Very Often answer.

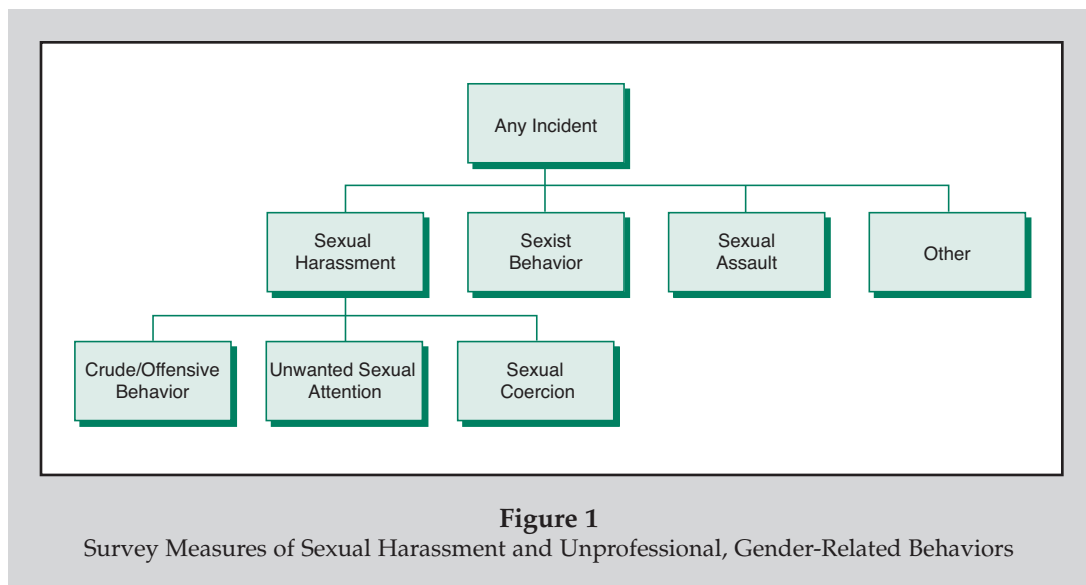
Type of Behavior	Question Text
Crude/Offensive Behavior	Repeatedly told sexual stories or jokes that were offensive to you?
	Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
	Made offensive remarks about your appearance, body, or sexual activities?
	Made gestures or used body language of a sexual nature that embarrassed or offended you?
Unwanted Sexual Attention	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?
	Made unwanted attempts to stroke, fondle, or kiss you?
Sexual Coercion	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 (for example, by mentioning an upcoming review)?
	Treated you badly for refusing to have sex?
	Implied faster promotions or better treatment if you were sexually cooperative?
Sexist Behavior	Referred to people of your gender in insulting or offensive terms?
	Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?
	Made offensive sexist remarks (for example, 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?
Sexual Assault	Attempted to have sex with you without your consent or against your will, but was not successful?
	Had sex with you without your consent or against your will?
Other	Other unwanted gender-related behavior?

Table 12
 Questions Regarding Unprofessional, Gender-Related Behaviors and Corresponding Behavior Categories

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single-step process. To be counted, the individual must have indicated experiencing at least one of the behaviors indicative of a category at least once (response options "Once or twice" to "Very often") in the 12 months prior to taking the survey.

The counting algorithm for the DoD Sexual Harassment Incident Rate is a two-step process involving both experiences and perceptions. First, the respondent must indicate (Q57) whether or not he/she experienced any of 12 sexual harassment behaviors⁹ (of the 19 unprofessional, gender-related items listed) at least once in the 12 months prior to taking the survey. Second, the respondent must

⁹Sexual Harassment behaviors account for 12 of the 19 behavior items in Question 57. Two categories of unprofessional, gender-related behavior are not included in the calculation of the Sexual Harassment rate: Sexist Behavior (four items) and Sexual Assault (two items). Sexist Behavior is considered a precursor to sexual harassment. Sexual Assault is a criminal offense. In addition, one behavior item covers "other" (unspecified) types of unwanted gender-related behavior and is not included in the Department's Core Measure of Sexual Harassment.



indicate (Q58) his/her belief that at least some of the behaviors experienced during that time constituted sexual harassment. Thus, in order to be counted as having experienced sexual harassment, the respondent must have BOTH experienced at least one of the following categories of unprofessional, gender-related behavior—Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion—AND indicated that she/he considered any of the behaviors experienced to have been sexual harassment.

Characteristics of unprofessional, gender-related behaviors. This survey also sought to identify circumstances surrounding unprofessional, gender-related behaviors in the Reserve components. To obtain this level of detail, Reserve component members who experienced unprofessional, gender-related behavior were asked to think about the one situation, occurring in the 12 months prior to taking the survey, that had the greatest effect on them.

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

- What were the unprofessional, gender-related behaviors Reserve component members experienced during the situation that had the greatest effect?

- Who were the offenders?
- Where did the behaviors occur?
- How often did the situation occur?
- How long has the situation been going on?
- Was the situation reported and, if so, to whom?
- Were there any repercussions from reporting the incident?

Sex discrimination behaviors. To assess perceptions of discrimination in the workplace as a construct separate from sexual harassment, 12 items designed to be indicative of discriminatory behaviors or situations that might occur in a military work environment were included in the survey. Reserve component members were asked to indicate if they had recently experienced any of the 12 behaviors or situations and to indicate if they thought gender was a motivating factor. Question 55 used a three-level response scale, which was designed to give Reserve component members the opportunity to differentiate between discrimination in the workplace (non-gender-based) and gender-based discrimination.

The discrimination items form three categories: Evaluation (Q55a-d), Assignment (Q55e,f,g,l,m), and Career (Q55h-k). The counting algorithm for reporting incident rates for any of these three categories of discriminatory behaviors is a single-step process (e.g., did the individual indicate experiencing in the 12 months prior to taking the survey at least one of the behaviors indicative of a

category AND indicate that gender was a factor in the discriminatory behavior).

Similar to the measurement of sexual harassment, the counting algorithm for sex discrimination is a two-step process. In order to be counted as having experienced sex discrimination, the respondent must not only have experienced one of the behaviors in Question 55, but also to have indicated in Question 56 that she/he considered any of the behaviors experienced to have been sex discrimination.

Personnel policies, practices, and training.

Empirical research has found that organizational tolerance for sexual harassment is a critical antecedent of harassment, which, in turn, negatively impacts work-related variables, such as job satisfaction and organizational commitment, as well as psychological well-being and physical health (Fitzgerald et al., 1999a). The 2004 WGRR measures Reserve component members' perceptions of the Reserve component's organizational commitment¹⁰ to sexual harassment prevention by assessing perceptions of personnel practices and leadership practices. Prevalence and effectiveness of each Reserve component's sexual harassment training is also addressed.

Assessment of progress. In addition to assessing sexual harassment incidence rates, this study also assessed the individual's perceptions of organizational improvement. The 2004 WGRR includes measures that assess Reserve component members' opinions as to whether sexual harassment occurs more or less frequently in the military today; whether sexual harassment is more or less of a problem in the military today than a few years ago; whether sexual harassment is more or less of a problem in the nation today than a few years ago; and finally, whether sexual harassment occurs more often in military workplaces compared to civilian workplaces.

Analytic Procedures

Subgroups

Survey results are tabulated in this report as a DoD total by gender, and for the following subgroups—Reserve component by gender, paygrade group by gender, and Reserve Program by gender. In cases where information about the member's Reserve component, paygrade, or gender was missing, data were imputed using information from the member's administrative records.

Subgroups were constructed as follows:

- Gender is defined by the response to Question 1, "Are you...?" Response options were male or female.
- Reserve component is based on Question 6, "Of which Reserve component are you a member?" The reporting categories¹¹ include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR). Total DoD includes members of all these Reserve components (ARNG, USAR, USNR, USMCR, ANG, and USAFR).
- Paygrade group is based on Question 7, "What is your current paygrade?" The original 20 response options are collapsed into 4 categories¹² for analysis: junior enlisted personnel (E1-E4), senior enlisted personnel (E5-E9), junior officers (O1-O3), and senior officers (O4-O6).
- Reserve Program is based on administrative data, using survey responses to Questions 26-28 and Questions 31-33 only to fill in missing administrative data. *Reserve Unit* is comprised of members from each Reserve component who attend weekend drills with Reserve units. *AGR/TAR/AR* is comprised of Reserve component members in full-time service.¹³ Although data were collected from Reservists serving in other, smaller programs,

¹⁰The 2004 WGRR measured policies and practices to prevent sexual harassment at three organizational levels: (1) in the respondent's military unit/work group; (2) at the respondent's military duty station/ship; and (3) in the respondent's Service/Reserve component.

¹¹Data on the U.S. Coast Guard Reserve (USCGR) are not included in this report.

¹²Reserve component members in the warrant officer (W1-W5) paygrade group are not presented as a separate reporting category because sample sizes are too small to permit reliable reporting of results for these personnel as a separate paygroup. Responses from W1-W5 participants are included in the Reserve component, Reserve Program, and activation status reporting categories.

¹³During the preparation of this report, the designator for activated Reserve component members in the Navy changed. The Army's designator is Active Guard & Reserve (AGR). The Marine Corps' designator is Active Reserve (AR). The Navy's designator, which had been Training and Administration of Reserves (TAR), was changed to Full Time Support (FTS). For consistency, the report uses AGR/TAR/AR, the same wording as in the survey instrument.

these two programs are 97% of the Reserves. See DMDC (2005b) for the other smaller groups.

Special Topic Subgroup

An additional subgroup for this report is activation status. Except in Chapter 4, where occurrence during activation or deployment refers to behavior during one situation (e.g., page 41), Activation Status is defined below. Activation Status is not presented as a separate reporting category throughout the report because some estimates would be unstable due to low cell size. Activation Status results are provided when reliable estimates are available.

- Activation Status is defined by the response to Question 19. Reporting categories are *Not Activated Past 24 Months*, which includes members who self-report that they have not been called to active duty in the preceding 24 months, and *Activated Past 24 Months*, which includes members who self-report that they have been voluntarily or involuntarily called to active duty in the preceding 24 months under the provision of 10 USC 12301(a) (Mobilization), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Reserve Callup).

Estimation Procedures

The 2004 WGRR used a complex sample design that required weighting to produce population estimates. This design and weighting results in underestimation of standard errors and variances by standard statistical software, which influence tests of statistical significance. This report uses margins of error calculated in SAS 8.0 using Taylor's linearization variance estimation. These SAS 8.0 procedures accommodate features of complex designs and weighting.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the random variation around population parameters, such

as a percentage or mean. The analysis in this report used margins of error (95% confidence intervals) to represent the degree of uncertainty introduced by the nonresponse and weighting adjustments.¹⁴

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

Presentation of Results

Only results that are statistically significant are described in the narrative in this report. The use of the word "significantly" in the following chapters would be redundant and is not used.

Table and figure titles describe the subgroup and dependent variables presented in the table or figure. Unless otherwise specified, the numbers in the tables are percentages with the margins of error stated in the last row of the table.¹⁵

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

- A cell estimate was not published if the unweighted denominator size¹⁶ was less than 30. These cells are annotated "NR" (Not Reported).
- A cell estimate was published with an asterisk if the denominator size was 30 to 59.
- A cell estimate was also published with an asterisk if the relative standard error for that estimate was greater than 30%.

¹⁴The margin of error represents the degree of certainty that the percentage or mean would fall within the interval in repeated samples of the population. For example, if 55% of sampled individuals selected an answer and the margin of error was ± 3 , then in 95% of repeated surveyed samples from the same population, the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3).

¹⁵Tables were simplified in this report by reporting the largest margin of error for all the estimates reported in a column for the specified subgroup.

¹⁶The unweighted denominator size refers to the number of sample responses that correspond to the characteristics measured in the cell. For example, if a total of ten sample respondents stated that they were female USMCR members in paygrades O4-O6, the unweighted denominator size for the female-USMCR-senior officer cell would be ten. In the example, because the cell value was less than 30, the cell would be marked "NR" for not reported (as too small for reliable reporting).

Survey Methodology

To enhance readability, this report does not present all statistical data. Further tabulations are reported by DMDC, 2005b. Also for readers' convenience,

the report includes a highlights box on the first page of each of the analysis chapters (3-7) and a 2-3 page summary at the end of each chapter.

Chapter 3

Unprofessional, Gender-Related Behaviors and Sexual Harassment

This chapter addresses the rates of unprofessional, gender-related behaviors and sexual harassment in the Reserve components. It summarizes Reserve component members' responses to questions about sex/gender-related issues—both their personal experiences with such behavior during the 12 months prior to taking the survey, and their perceptions of their experiences. The first section presents survey results for five categories of unprofessional, gender-related behavior. The second section specifically describes sexual harassment results. By providing an overview of incident rates related to unprofessional, gender-related behavior in the Reserve components, this chapter sets the stage for a more detailed discussion of such behavior (e.g., where and when the behaviors occurred, who the offenders were) in Chapter 4.

Unprofessional, Gender-Related Behavior

This section examines Reserve component members' responses to questions on experiences of unprofessional, gender-related behavior in the 12 months prior to responding to the survey. Question 57 in the survey assessed the frequency of Reserve component members' experiences with other military personnel, on- or off-duty, and on- or off-installation or ship; and with civilian employees/contractors, in the workplace, or on- or off- installation/ship. Results are reported for the following five categories of unprofessional, gender-related behaviors:

- **Crude/Offensive Behavior** - verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing; whistling, staring, leering, ogling (Q57a,c,e,f);
- **Unwanted Sexual Attention** - attempts to establish a sexual relationship; touching, fondling (Q57h,j,m,n);
- **Sexual Coercion** - classic *quid pro quo* instances of

Chapter 3 Highlights

- 19% of women and 3% of men reported sexual harassment.
- 38% of women and 21% of men experienced crude/offensive behavior; 22% of women and 4% of men reported experiencing unwanted sexual attention; 7% and 2%, respectively, reported sexual coercion.
- 2% of women and 1% of men indicated experiencing sexual assault.
- 40% of women and 14% of men reported experiencing sexist behavior.
- More women in the Army and Marine Corps Reserve components experienced sexual harassment than in the Naval and Air Force Reserve components (22-25% vs. 12-15%).
- Women who were senior officers were less likely to experience sexual harassment than those in other paygrades (11% vs. 17-23%).
- Women who had been activated during the 24 months prior to taking the survey were more likely to experience sexual harassment than women who had not been activated during that period (27% vs. 15%).

job benefits or losses conditioned on sexual cooperation (Q57k,l,o,p);

- **Sexist Behavior** - verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member (Q57b,d,g,i);
- **Sexual Assault** - attempted and/or actual sexual relations without the member's consent and against his or her will (Q57q,r).¹⁷

Question 57 consists of 19 behaviorally based items intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of “other gender-related behaviors.” As Figure 2 shows, 18 of the sub-items can be grouped into three primary categories of behavior: (1) Sexist Behavior (Q57b,d,g,i), (2) Sexual Harassment (Q57a,c,e,f,h,j,k,l,m,n,o,p), and (3) Sexual Assault

¹⁷Survey measure of Sexual Assault differs from current DoD definition. See Chapters 1 and 2 for more information.

Unprofessional, Gender-Related Behaviors and Sexual Harassment

(Q57q,r). The sexual harassment behaviors can be further categorized as Crude/Offensive Behaviors (Q57a,c,e,f), Unwanted Sexual Attention (Q57h,j,m,n), and Sexual Coercion (Q57k,l,o,p). The 12 sexual harassment behaviors are consistent with the U.S. legal system’s definition of sexual harassment (i.e., behaviors that could lead to a hostile work environment or represent *quid pro quo* harassment).

Question 57 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.” In order to

determine how to “count” the frequency of these behaviors, a counting algorithm is used. The counting algorithm for reporting incident rates for each of the individual categories of unprofessional, gender-related behaviors is a single-step process. That is, did the individual indicate experiencing at least one of the behaviors in a category at least once in the 12 months prior to the survey? Incident rates for each type of behavior are provided in this report.

By Gender

With the exception of Sexual Assault, women experienced each type of unprofessional, gender-related behavior at substantially higher rates than

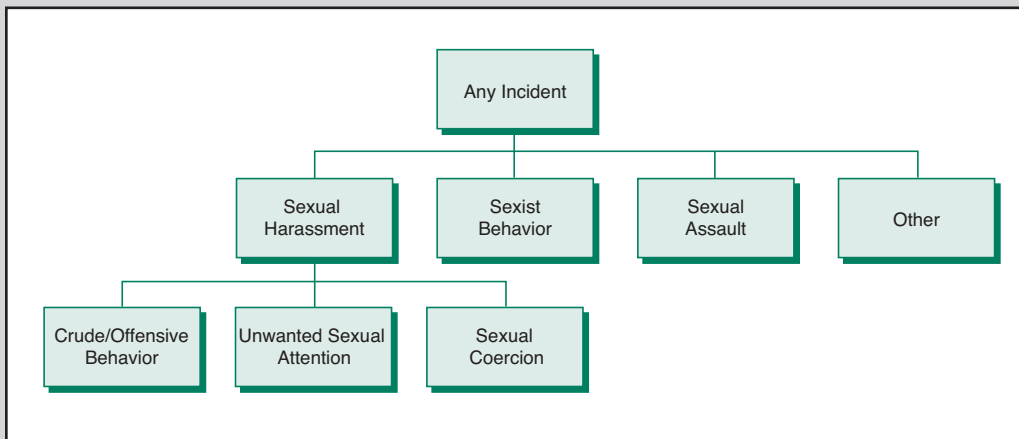


Figure 2

Survey Measures of Sexual Harassment and Unprofessional, Gender-Related Behaviors

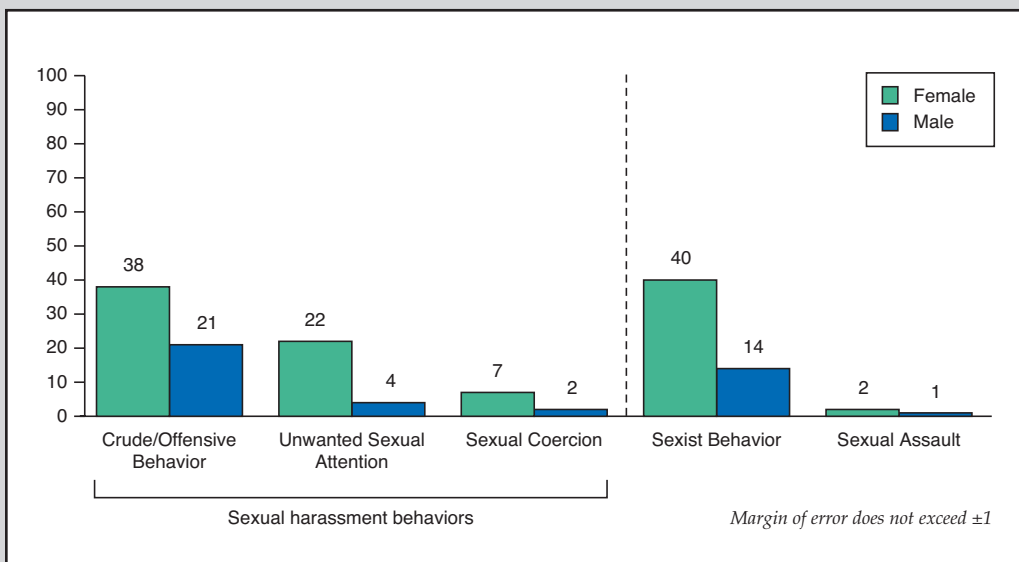


Figure 3

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

men (Figure 3). This difference holds true across Reserve components, paygrade groups, Reserve Program, and activation status. As shown in Figure 3, women in the Reserve components reported experiencing Crude/Offensive Behavior (38%) and Sexist Behavior (40%) at a higher rate than other types of unprofessional, gender-related behavior. Also, women were about twice as likely as men to experience Crude/Offensive Behavior (38% vs. 21%) and almost three times as likely to experience Sexist Behavior (40% vs. 14%). The difference between women and men was even greater for Unwanted Sexual Attention (22% vs. 4%) and Sexual Coercion (7% vs. 2%).

“A couple of my peers grabbed my breasts and no one did anything about it. The same people constantly made comments about my body, or how they were going to do it with me. They also said things about the other females.”
 - Female Junior Enlisted Respondent

By Reserve Component

Excluding incidents of Sexual Assault, women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported experiencing incidents of unprofessional, gender-related behavior at higher rates than women in the Naval Reserve, Air National Guard, and Air Force Reserve (Table 13). For men, there were no differences by Reserve component in any category of unprofessional, gender-related behaviors.

Crude/Offensive Behavior. For women, Marine Corps Reserve members reported experiencing the highest rate of Crude/Offensive Behavior (51% vs. 29-42% in the other

Reserve components). Women in the Army National Guard and Army Reserve experienced higher rates (40-42%) than women in the Air National Guard, Air Force Reserve, or Naval Reserve (29-35%). For men, there were no Reserve component differences in the Crude/Offensive Behavior rate.

Unwanted Sexual Attention. Women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported higher rates of Unwanted Sexual Attention than women in the Naval Reserve, Air National Guard, and Air Force Reserve (26-29% vs.15-17%). For men, there were no differences by Reserve component.

“I had another officer continually attempt to get me alone, so he could try to convince me to have an intimate relationship with him.”
 - Female Junior Officer Respondent

Sexual Coercion. Women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported higher rates of Sexual Coercion than women in the Naval Reserve, Air National Guard, and Air Force Reserve (8-9% vs. 3-4%). For men, there were no differences in Sexual Coercion rates across Reserve components.

Sexist Behavior. More than half (57%) of the women in the Marine Corps Reserve reported

Type of Behavior	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	38	21	42	22	40	22	29	19	51	20	35	23	30	16
Unwanted Sexual Attention	22	4	26	4	26	6	16	4	29	3	17	4	15	3
Sexual Coercion	7	2	9	1	8	2	3	1*	8	2*	3	1	4	1*
Sexist Behavior	40	14	46	14	42	15	32	14	57	12	37	14	31	13
Sexual Assault	2	1	3	1	3	1	1	1*	3	1*	1	1*	0*	0*
Margin of Error	±1	±1	±2	±2	±3	±2	±3	±3	±5	±4	±3	±3	±4	±3

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

Table 13
 Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Reserve Component

Unprofessional, Gender-Related Behaviors and Sexual Harassment

experiencing Sexist Behavior. Women in the Air National Guard, Army National Guard, and Army Reserve (37-46%) reported higher rates of Sexist Behavior than women in the Air Force Reserve (31%) and the Naval Reserve (32%). For men, there were no Reserve component differences in the Sexist Behavior rate.

Sexual Assault. There were no differences in reported experiences of Sexual Assault between genders and across Reserve components.

By Paygrade

Junior enlisted women reported having more experiences than women in the other paygrade groups in one category of behavior—Sexual Coercion (Table 14). For women, senior officers reported lower rates of Crude/Offensive Behavior and Unwanted Sexual Attention. For men, there were no paygrade differences in the rates.

Crude/Offensive Behavior. For women, senior officers reported experiencing lower rates of Crude/Offensive Behavior than women in the other

“The use of vulgar language in day to day conversation is offensive and unprofessional.”
- Female Senior Enlisted Respondent

paygrade groups (28% vs. 39%). For men, there were no paygrade differences in the Crude/Offensive Behavior rates.

Unwanted Sexual Attention. For women, senior officers reported the lowest rates of Unwanted Sexual Attention (10% vs. 21-26%). For men, there were no paygrade differences in the Unwanted Sexual Attention rates.

“I received phone calls and requests for sex from an officer in my unit. Even after telling him no several times. Since he ... has been out of town for the past several months, I have had no problem.”
- Female Junior Enlisted Respondent

Sexual Coercion. For women, junior enlisted members (9%) reported the highest rates of Sexual Coercion. For men, there were no paygrade differences in the Sexual Coercion rates.

Sexist Behavior. There were no paygrade differences in the Sexist Behavior rates for either women or men.

Sexual Assault. There were no paygrade differences in the Sexual Assault rates for either women or men.

Type of Behavior	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	39	20	39	23	39	21	28	17
Unwanted Sexual Attention	26	5	21	4	21	4	10	2
Sexual Coercion	9	2	5	1	5	2*	2	0*
Sexist Behavior	39	14	42	15	43	13	37	12
Sexual Assault	3	1	1	1	1	1*	0*	0*
Margin of Error	±2	±2	±2	±2	±4	±4	±3	±2

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

Table 14
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Paygrade

By Reserve Program

This report examines differences between two major categories of Reserve Programs. Members who are in the AGR/TAR/AR program serve full-time. AGR/TAR/AR personnel typically perform duties related to the organizing, training, and equipping of the Reserve components. Members who serve in TPUs are part-time personnel who can be called to full-time service for a specific mission and a limited period (e.g., activation).

In general, for both women and men, there were no differences by Reserve Program for any of the unprofessional, gender-related behavior rates (Figure 4). Women in both Reserve Programs reported experiencing Sexist Behavior and Crude/Offensive Behavior at a somewhat higher rate than the other types of behavior. Men serving in both Reserve Programs reported experiencing Crude/Offensive Behavior at a higher rate (by 7 percentage points) than other types of unprofessional, gender-related behavior.

By Activation Status

The survey also examined differences in the frequency with which members experienced unprofessional, gender-related behavior based on their activation status. The survey asked members if they had experienced such behavior during the 12 months before taking the survey. It also asked whether members had been activated at any time during the 24 months prior to the survey. As this indicates, a member who had been activated might have experienced the behavior at some time other than during activation.

The rate at which part-time Reserve members (i.e., those not serving as AGR/TAR/ARs) are activated varies by Reserve component. As of September 30, 2004, DoD had 154,555 Reserve component members mobilized (i.e., activated). Of these, the Army National Guard mobilized 82,602 members (about 24% of FY 2004 end-strength), and the Army Reserve 41,789 members (about 20%). The Navy mobilized 4,390 Reservists (about 5%) and the Marine Corps 11,585 Reserve members (about 29%). The Air National Guard activated 6,552 members (about 6%), and the Air Force Reserve 6,110 members (about 8%). The Coast Guard Reserve activated 1,527 members (about 19%) (Department of Defense, 2005e). Not all Reserve component members who were activated were also deployed. As of September 30, 2004, for example, Army and Air Force Reserve components had deployed somewhat less than half (41-47%) of those mobilized (DMDC, 2005c). The survey examined experiences of personnel based on whether Reserve component members had been activated (not necessarily deployed) in the 24 months prior to taking the survey.

Women in the Reserve components who were activated in the 24 months prior to taking the survey reported higher rates of unprofessional, gender-related behavior in each category, except Sexual Assault, than those who were not activated (Figure 5). Rates for activated women were higher

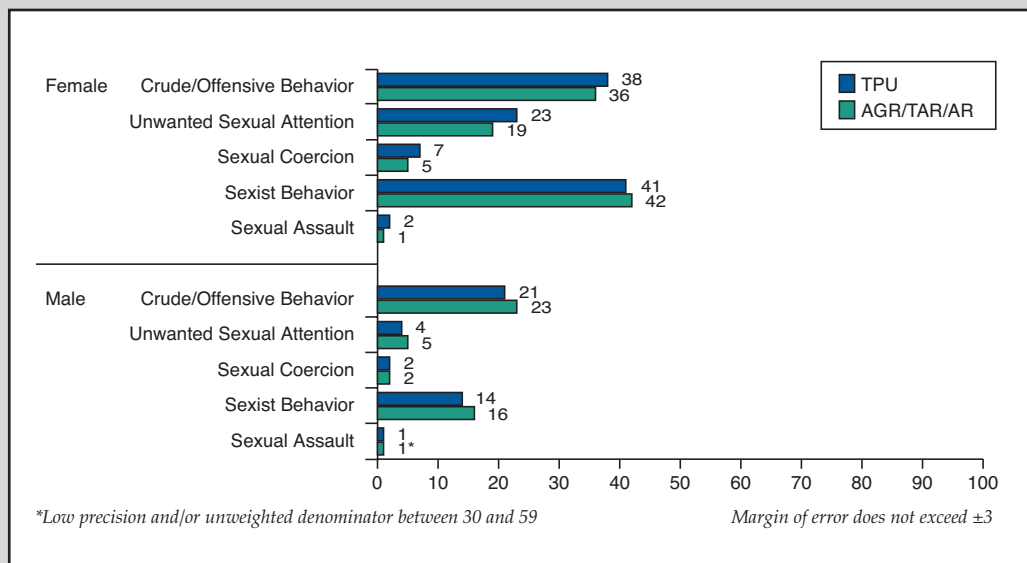


Figure 4
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Reserve Program

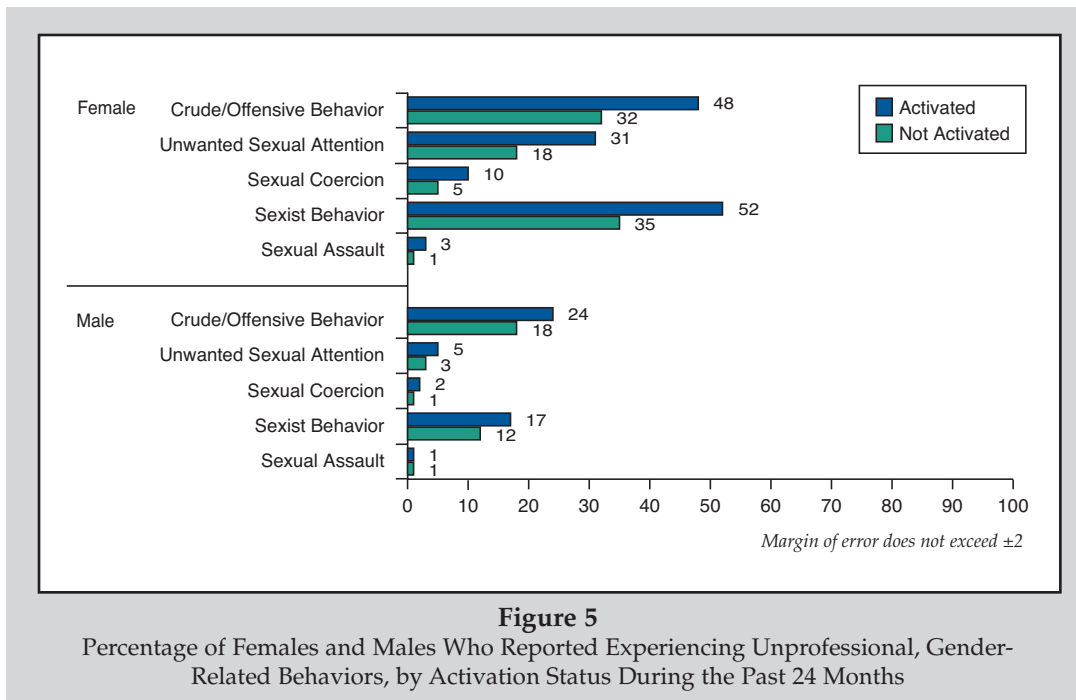


Figure 5

Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors, by Activation Status During the Past 24 Months

than rates for non-activated women for Sexist Behavior (by 17 percentage points), Crude/Offensive Behavior (by 16 percentage points), Unwanted Sexual Attention (by 13 percentage points), and Sexual Coercion (by 5 percentage points). For activated men, Crude/Offensive Behavior and Sexist Behavior were 5-6 percentage points higher than for non-activated men. About half of activated women experienced Crude/Offensive or Sexist Behavior and about one-third experienced Unwanted Sexual Attention. In contrast, the highest rates for non-activated women in any category were about one in three. Men who had been activated in the 24 months prior to taking the survey also reported higher rates than non-activated men for the categories of Crude/Offensive Behavior (24% vs. 18%) and Sexist Behavior (17% vs. 12%). The Unwanted Sexual Attention, Sexual Coercion and Sexual Assault rates did not differ by activation status for men.

Sexual Harassment

Sexual harassment is comprised of unprofessional, gender-related behaviors in the categories of Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion. In addition to experiencing such behaviors, it is also important that the experiences were perceived as sexual harassment. Thus, the Sexual Harassment rate

measures the combination of experiences and perceptions. To be included in the calculation of the rate, Reserve members must have experienced at least one behavior defined as Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated they considered any of the behaviors experienced to be sexual harassment.

By Gender

Sexual harassment can impact both women and men, but the survey results show that these types of experiences are more common for women than for men. Nearly one in five (19%) women in the Reserve components said they experienced Sexual Harassment—six times the percentage of men (3%) (Figure 6). The gender difference varies in magnitude, but remains higher for women across Reserve components, paygrades, Reserve Program, and activation status.

“There haven’t been just certain events, and if they were individual, it probably wouldn’t be that bad. It’s the constant harassment. It’s hard to address the issue, and when you finally get one guy to stop, another starts. I just hate having to worry about it. I know some of my female friends have the same problem.”

- Female Senior Enlisted Respondent

By Reserve Component

As Figure 6 shows, Sexual Harassment rates were highest for women in the Army National Guard, Army Reserve, and Marine Corps Reserve components (22-25%). These rates were much higher than those for women in the Naval Reserve, Air National Guard, and Air Force Reserve (12-15%). For men, there were no differences by Reserve component in the Sexual Harassment incident rate.

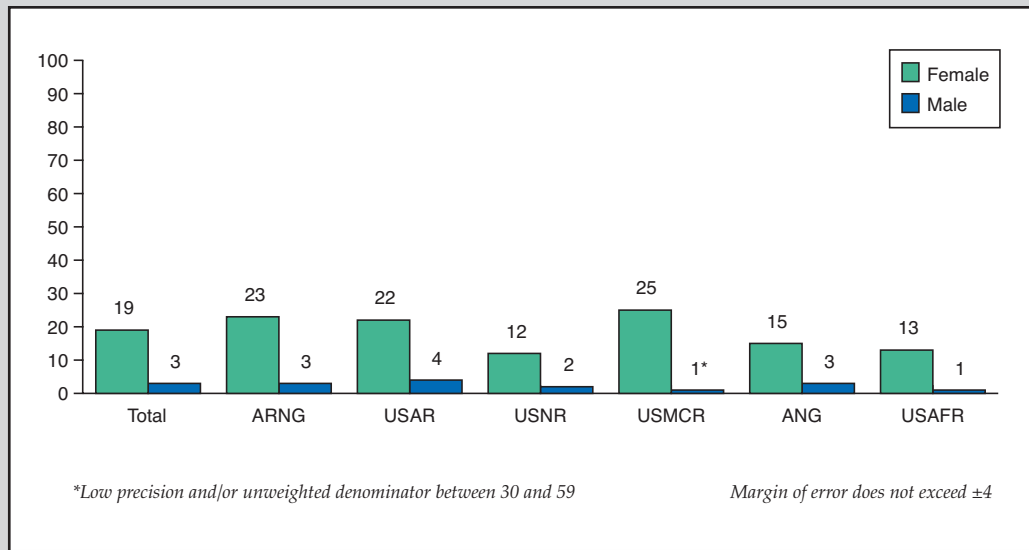


Figure 6
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Component

Sexual Harassment rates for women in Reserve components do not correlate to strength variations (for data on the percentage of women in each Reserve component, see Table 5 in Chapter 1). For example, the Army Reserve, with the largest percentage of women (24%) of any Reserve component, had a Sexual Harassment rate (22%) only somewhat lower than that of the Marine Corps Reserve (25%), which has the smallest percentage of women (5%) in its ranks. Conversely, rates in the Air National Guard (15%) and Air Force Reserve (13%) were comparable despite differences in the percentages of women in these components (ANG: 18% women; USAFR: 23% women). These data suggest that factors other than the percentage of women in a component contribute to the Sexual Harassment incident rates in the Reserve components.

By Paygrade

Junior enlisted women, who represent roughly 45% of women in the Reserve components (Table 7 in Chapter 1), reported experiencing Sexual Harassment at about twice the rate of women who were senior officers (23% vs. 11%) (Figure 7). For men,

there were no paygrade differences in the Sexual Harassment rates.

"I had good relationship and experience with my supervisors and coworkers of my unit as a Reserve officer. I am grateful for the kind treatment and I have no complaint of any sexual harassment."
- Female Junior Officer Respondent

By Reserve Program

Women who served in TPUs were more likely to experience Sexual Harassment than women who served as AGR/TAR/ARs (20% vs. 15%) (Table 15). For men, there were no differences in the Sexual Harassment rates by Reserve Program.

By Activation Status

Women who were activated in the 24 months prior to taking the survey were twice as likely to report experiencing Sexual Harassment in the 12 months before the survey than those who were not activated during that period (27% vs. 15%) (Table 16). There was no difference in the Sexual Harassment rate for men by activation status.

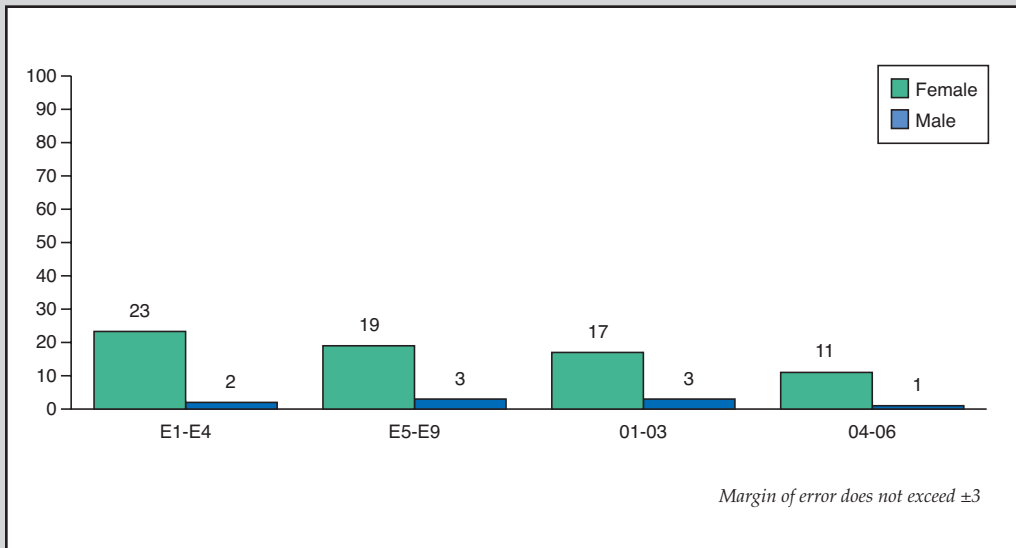


Figure 7
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Paygrade

	TPU		AGR/TAR/AR	
	F	M	F	M
Sexual Harassment	20	3	15	2
Margin of Error	± 1	± 1	± 1	± 2

Table 15
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Reserve Program

	Activated		Not Activated	
	F	M	F	M
Sexual Harassment	27	3	15	2
Margin of Error	± 2	± 1	± 1	± 1

Table 16
Percentage of Females and Males Who Reported Experiencing Sexual Harassment, by Activation Status During the Past 24 Months

Summary

The Reserve component findings presented in this chapter indicate that about 40% of women experienced one or more type of unprofessional, gender-related behavior. One in five women perceived the behavior they experienced as Sexual Harassment. In contrast, one-fifth or less of men experienced such behavior, and only 3% perceived the behaviors as Sexual Harassment.

“All of the incidents I reported in the survey were sex related jokes that occur frequently in my unit but that do not in any way seem like sexual harassment to me. Sexual harassment is not an issue for me that affects my morale, or that of my unit.”

- Male Junior Enlisted Respondent

Unprofessional, Gender-Related Behavior

The most frequently reported categories of unprofessional, gender-related behavior are Crude/Offensive Behavior and Sexist Behavior. Overall, 28-50% of women in the Reserve components reported experiencing such behavior regardless of component, paygrade, Reserve Program, or activation status. Substantial percentages of men also reported experiencing such behavior, although men experienced Crude/Offensive Behavior more frequently than Sexist Behavior (about 21% and 14%, respectively).

Overall, 22% of women and 4% of men in the Reserve components also reported experiences of Unwanted Sexual Attention. Women were more likely to experience such behavior if they were in the Marine Corps Reserve, Army National Guard, or Army Reserve, were not senior officers, or were activated during the 24 months prior to taking the survey. About 7% of women and 2% of men reported experiencing Sexual Coercion. About 2% of women and 1% of men experienced Sexual Assault.

Women in the Army components (both Guard and Reserve) and the Marine Corps Reserve were more likely to experience Crude/Offensive Behavior, Unwanted Sexual Attention and Sexual Coercion than those in the Naval Reserve and the Air Force components (both Guard and Reserve). For women, the Marine Corps Reserve’s rates of Crude/Offensive Behavior and Sexist Behavior (over 50%

for both) were notably higher than those of women in the other Reserve components. In contrast, rates for men were about the same across Reserve components.

The data also indicate women who were activated in the 24 months prior to taking the survey were more likely to report experiencing unprofessional, gender-related behavior (except Sexual Assault) in the 12 months before the survey than those who were not activated during that period. For example, 52% of activated women experienced Sexist Behavior compared to 35% of non-activated women. Activated men reported higher rates of Crude/Offensive Behavior and Sexist Behavior than non-activated men. There were no differences based on Reserve Program.

Women in the Reserve components at ranks below those of senior officers experienced Crude/Offensive Behavior and Unwanted Sexual Attention at similar rates. There was no difference, regardless of rank, in Sexist Behavior and Sexual Assault rates. The results suggest that senior officers may experience unprofessional, gender-related behavior at lower rates than women in the other paygrades. The rates for men showed no difference by paygrade.

Sexual Harassment

Overall, 19% of women and 3% of men in the Reserves reported experiencing Sexual Harassment during the 12 months prior to responding to the survey. Sexual Harassment measured unprofessional, gender-related behavior in three categories—Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion—and perceptions of that behavior as sexual harassment. Sexual Harassment of women was more likely to occur in the Marine Corps Reserve (25%), Army National Guard (23%), and Army Reserve (22%) than in the Naval Reserve (12%), the Air National Guard (15%), or the Air Force Reserve (13%). By paygrade, women who were junior enlisted personnel reported higher rates than women who were senior officers (23% vs. 11%). More women serving in TPU’s (20%) reported Sexual Harassment than those who served as AGR/TAR/ARs (15%). More women who were activated in the 24 months prior to taking the survey reported Sexual Harassment than non-activated women (27% vs. 15%).

Chapter 4

One Situation

Chapter 4 provides information on the circumstances in which unprofessional, gender-related behaviors occur. On the survey, Reserve component members who indicated that they had experienced one or more unprofessional, gender-related behaviors in Question 57 were asked to consider the “one situation” occurring in the 12 months prior to taking the survey that had the greatest effect on them. With that “one situation” in mind, members then reported on the circumstances surrounding that experience (Q59-Q84). Information from this section of the survey helps to answer questions, such as:

- What unprofessional, gender-related behavior was experienced in the single situation with the greatest effect?
- Who were the offenders?
- Where did the behaviors occur?
- How often did the behavior(s) occur?
- How long did the situation last?
- Was the situation reported and, if so, to whom?
- Were there any repercussions to the respondent because of reporting the incident?

In addition to analyzing these issues by gender, Reserve component, paygrade, and Reserve Program, Chapter 4 also addresses whether any of the behaviors related to the one situation occurred during the Reserve component member’s activation or deployment. The survey report includes activation/deployment results only when there are enough cases from which to draw meaningful findings (i.e., adequate cell sizes to meet precision standards).

Behaviors Experienced in One Situation

All Reserve component members who reported experiencing any unprofessional, gender-related behavior in the 12 months prior to taking the survey were asked in Question 59 to begin providing

Chapter 4 Highlights

- The “one situation” with the greatest effect on Reserve component members was likely to involve Crude/Offensive Behavior (Females 49%; Males 42%), Sexist Behavior (53% vs. 20%), and/or Unwanted Sexual Attention (32% vs. 8%). Sexual Coercion (8% vs. 3%) and Sexual Assault (3% vs. 1%) were less likely to occur.
- Offenders were often male (Females 87%; Males 56%), serving in the military (80% vs. 75%), and someone whom the member knew either very well or somewhat well (78% vs. 80%).
- Behaviors in some or all of the situations occurred at the member’s installation (Females 82% vs. Males 79%) and/or military workplace (78% vs. 77%).
- Roughly 20% of women or men reported the situation occurred in a civilian work or school setting.
- Some or all of the behaviors in most situations occurred occasionally (both 58%), while roughly one-third (Females 35%; Males 30%) reported the one situation lasted more than 6 months.
- Most members (Females 63%; Males 75%) who experienced such behaviors did not report the situation to anyone because it was not important enough, they took care of the problem themselves, or they felt uncomfortable making a report.
- Of those who did, most reported to their military superior, another person in their chain-of-command, or the offender’s supervisor, rather than to a military special office or civilian authorities.
- Unkind gossip was the most common problem that members experienced at work in response to their handling of the situation (Females 18%; Males 13%).
- Women were divided as to whether the situation was (36%) or was not (42%) sexual harassment. Most men (69%) reported that it was not. About 20% of women and men were uncertain.

details about the one situation that had the greatest effect on them. However, not everyone who indicated having these experiences in Q57 completed this section of the survey. Roughly 80% of women and half of men who checked behaviors in Question 57 responded to this section (Table 17).

Types of Behaviors in One Situation

Reserve component members who responded to the questions regarding the one situation with the greatest effect were asked to specify all of the behaviors that occurred during the situation, using the same list of behaviors presented in Question 57.

As illustrated in Figure 8, Reserve component members could either indicate that their one situation was comprised of one or more behaviors within a single category of behavior (e.g., Sexist Behavior) or they could indicate having experiences that fell into multiple categories of behaviors (e.g., Sexist Behavior and Crude/Offensive Behavior).

Figure 8 shows the percent of Reserve component members whose experiences fell into one category versus multiple categories. For example, Figure 8 shows that 12% of women and 52% of men reported experiencing only Crude/Offensive Behavior (without indicating any other behaviors). Figure 8 also shows that women were more likely to experience a combination of behaviors (56%), whereas men were more likely to experience a single type of behavior—Crude/Offensive Behavior (52%). Although women were more likely than men to experience multiple categories of behaviors, the

	Female	Male
Filled out one situation	79	52
Margin of Error	±2	±3

Table 17
Percentage of Females and Males Filling out One Situation

combination of Crude/Offensive Behavior and Sexist Behavior was the most common for both women (19%) and men (16%). For both women and men, Sexual Coercion and Sexual Assault were only experienced in combination with other behaviors.

Frequency of Behaviors in One Situation

In the previous section, frequencies of unprofessional, gender-related behaviors were presented separately for individuals who experienced more than one type of behavior and for those who had multiple experiences. In this section, the frequency in which members experienced behaviors is also examined, but those individuals who reported multiple categories of behaviors are not grouped into a separate category; rather, they appear in each category of behavior they indicated experiencing.

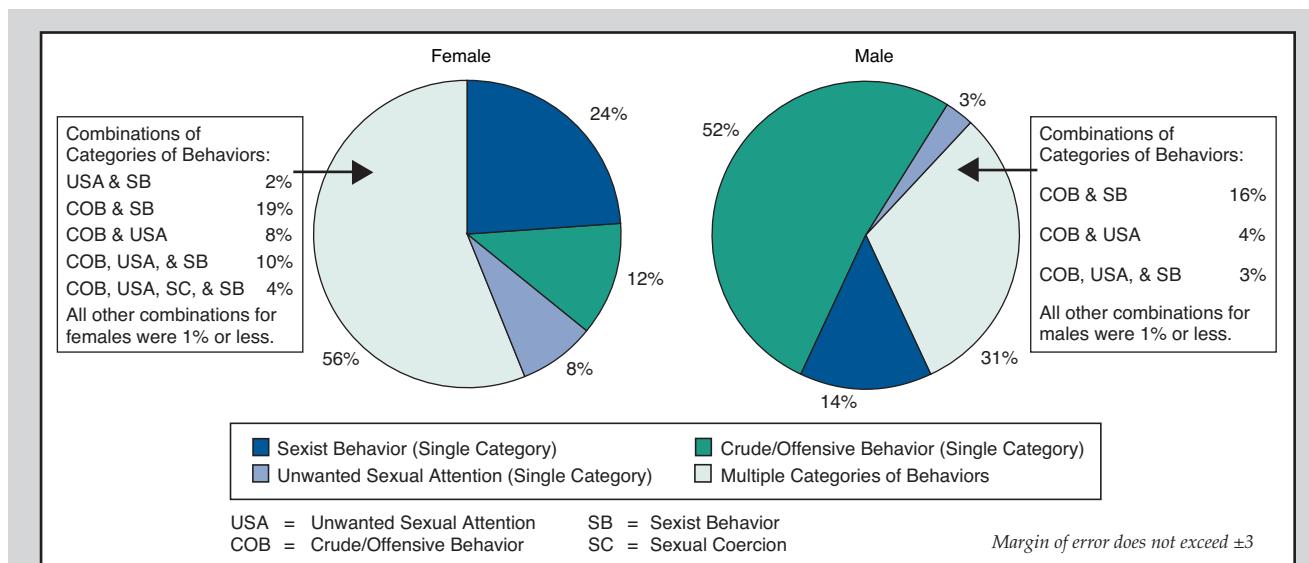


Figure 8
Percentage of Females and Males Who Experienced Behaviors in One or a Combination of Categories in One Situation

For example, if Reserve component members experienced Sexist Behavior and Sexual Assault, they are shown in the frequencies of both Sexist Behavior and Sexual Assault in Figure 9; in the previous section, they are shown only in the frequencies of “Multiple Categories of Behaviors” in Figure 8. Reserve component members who only experienced one category of behavior (e.g., Sexist Behavior) are also shown in the appropriate category in Figure 9.

In this section, the frequency distributions for the behaviors experienced in the one situation are shown by gender, Reserve component, paygrade, Reserve Program, and Activation or Deployment status. In contrast to the Activation status analysis in the other chapters in this report (i.e., whether the respondent was activated in the 24 months prior to taking the survey), in this chapter Activation or Deployment status refers to whether the behaviors in the one situation with the greatest effect occurred while members were activated or deployed during the one situation.

By Gender. As Figure 9 shows, 62% of women and 80% of men reported experiencing Crude/Offensive Behaviors in the one situation. More than half of women (68%) reported experiencing Sexist Behavior, compared to 38% of men. Women were also much more likely than men to report experiencing Unwanted Sexual Attention (41% vs. 16%). Of the relatively few Reserve component members who reported experiencing Sexual Coercion, more were women than men (11% vs. 5%). There was no difference between women and men in the percentages who reported experiencing Sexual Assault.

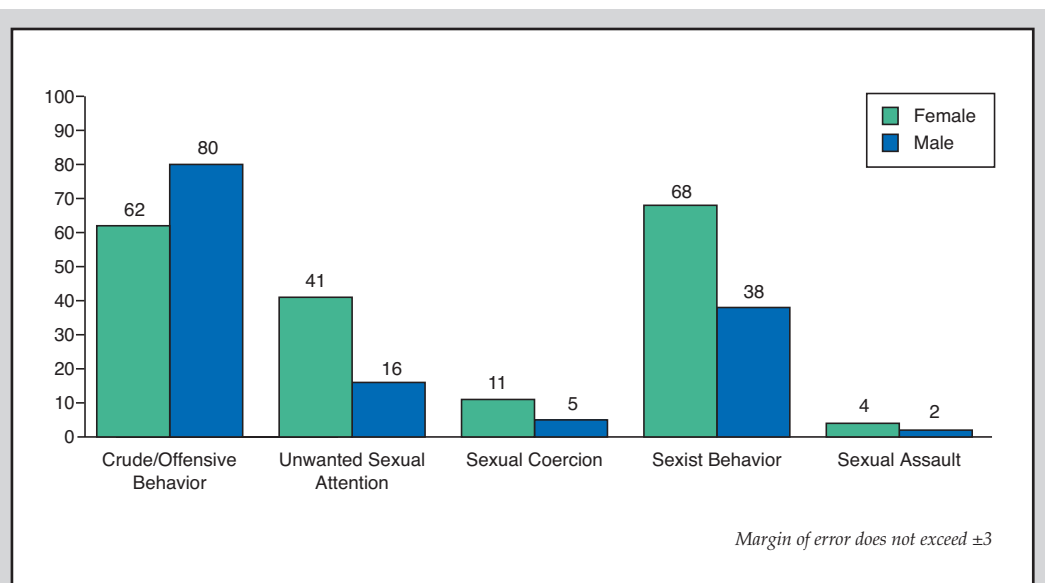


Figure 9
Percentage of Females and Males Who Experienced Behaviors in One Situation

By Reserve Component. Table 18 indicates that women in the Marine Corps Reserve were more likely to report experiencing Sexist Behavior in the one situation than women in the other Reserve components (80% vs. 63-70%). There were no differences for women by Reserve component for Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, or Sexual Assault. For men, there were no differences by Reserve component in reported experiences of unwanted, gender-related behavior in the one situation.

“I can’t remember exactly but it was something like: ‘If you don’t have sex with me I’ll...’ and it was said jokingly, but his tone of voice did not sound entirely joking to me. I don’t appreciate anyone trying to coerce me into anything, and this felt like one of those times.”

- Female Junior Enlisted Respondent

By Paygrade. Table 19 indicates that, for women, junior enlisted members were the most likely, and senior officers the least likely, to report experiencing Crude/Offensive Behavior (69% vs. 44%) and Unwanted Sexual Attention (49% vs. 20%). For women, there were no differences by paygrade in the rates of Sexual Coercion, Sexist Behavior or Sexual Assault. For men, there were no differences

One Situation

by paygrade in any of the rates of unprofessional, gender-related behavior.

By Reserve Program. As Table 20 shows, more women who served in TPUs than as AGR/TAR/ARs reported experiencing Crude/Offensive Behavior (63% vs. 55%) and Unwanted Sexual Attention (42% vs. 32%). There were no differences in percentages of women who served in TPUs or as AGR/TAR/ARs who indicated experiencing Sexual

Assault, Sexual Coercion and Sexist Behavior. There were no differences for men by Reserve Program.

By Occurrence During Activation or Deployment. This survey also examined differences in the frequency of Reserve component members' experiences of unprofessional, gender-related behaviors based on whether the behaviors occurred while the members were activated or deployed. Results for

Type of Behavior	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	62	80	65	80	65	78	55	80	55	86	59	83	56	78
Unwanted Sexual Attention	41	16	43	15	45	21	33	13	34	12*	33	14	35	11*
Sexual Coercion	11	5	13	5	13	9	5	4*	7	5*	6	3*	6	3*
Sexist Behavior	68	38	70	36	67	39	67	43	80	32	65	34	63	48
Sexual Assault	4	2	5	2*	5	2*	2	1*	5	NR*	2	1*	1*	2*
Margin of Error	±2	±3	±3	±5	±3	±6	±5	±9	±7	±13	±4	±6	±5	±10

*Low precision and/or unweighted denominator size between 30 and 59.
NR. Not reportable. Cell size less than 30 or low precision.

Table 18
Percentage of Females and Males Who Experienced Behaviors in One Situation, by Reserve Component

Type of Behavior	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Crude/Offensive Behavior	69	84	60	78	59	84	44	75
Unwanted Sexual Attention	49	17	36	15	35	14	20	11
Sexual Coercion	14	6	8	5	9	6*	5	3*
Sexist Behavior	64	36	69	38	67	37	76	45
Sexual Assault	7	3*	2	2	3	0	1*	1*
Margin of Error	±3	±6	±2	±4	±6	±10	±5	±8

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

Table 19
Percentage of Females and Males Who Experienced Behaviors in One Situation, by Paygrade

Type of Behavior	TPU		AGR/TAR/AR	
	F	M	F	M
Crude/Offensive Behavior	63	80	55	80
Unwanted Sexual Attention	42	15	32	16
Sexual Coercion	11	5	8	4*
Sexist Behavior	67	37	71	45
Sexual Assault	4	2	2*	1*
Margin of Error	±2	±3	±5	±8

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

Table 20

Percentage of Females and Males Who Experienced Behaviors in One Situation, by Reserve Program

types of behaviors experienced in the one situation are provided in Table 21.

Of women and men who experienced Sexual Coercion, more reported that at least some of the behaviors occurred during activation or deployment than reported that none of the behaviors occurred at those times (Females 62% vs. 38%; Males 83% vs. 17%) (Table 21). Similarly, of the 3% of women who experienced Sexual Assault, more reported that at least some of the behaviors occurred during activation or deployment than reported that none of the behaviors occurred while activated or deployed (63% vs. 37%). Of the men who reported

experiencing Unwanted Sexual Attention, more reported that at least some of the behavior occurred during activation or deployment than reported that none of the behavior occurred at such times (62% vs. 38%). There were no differences in Unwanted Sexual Attention rates by deployment for women. Of women who experienced either Crude/Offensive Behavior or Sexist Behavior, more indicated that none of the behaviors occurred while activated or deployed than reported that the behaviors occurred during these periods (Crude/Offensive Behavior 53% vs. 47%; Sexist Behavior 54% vs. 46%). For men, there were no differences by activation status in Crude/Offensive Behavior and Sexist Behavior.

Type of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Crude/Offensive Behavior	53	47	49	51
Unwanted Sexual Attention	50	50	38	62
Sexual Coercion	38	62	17	83
Sexist Behavior	54	46	49	51
Sexual Assault	37	63	NR	NR
Margin of Error	±7	±7	±9	±9

NR. Not reportable. Cell size less than 30 or low precision.

Table 21

Percentage of Females and Males Who Reported Experiencing Each Type of Behavior in One Situation, by Whether Any of the Behavior Occurred During Activation or Deployment

Frequency of Behaviors in One Situation

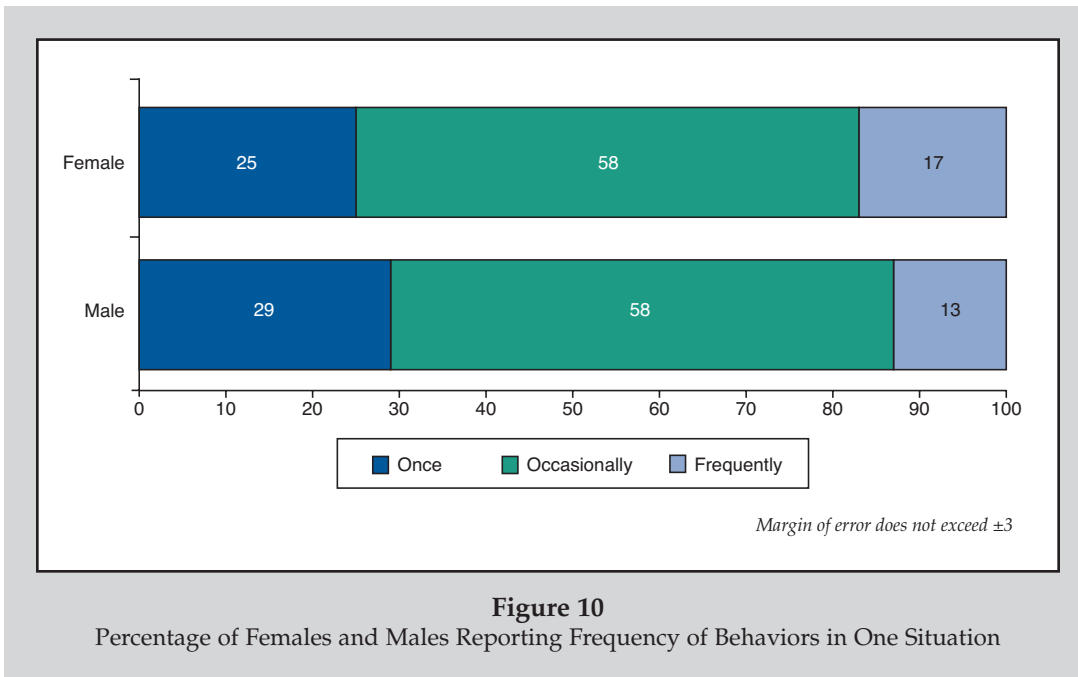
Reserve component members were asked to report how often they experienced unwanted behaviors during the situation that had the greatest effect on them.

The majority of women and men (both 58%) reported that unprofessional, gender-related behavior in the one situation occurred occasionally (Figure 10). About one-quarter of women (25%) and men (29%) indicated the behaviors occurred once. About 17% of women and 13% of men reported the behaviors occurred frequently. There were no differences by Reserve component, paygrade, or

Reserve Program for women or men regarding the frequency of incidents of unprofessional, gender-related behavior in the one situation (DMDC, 2005b, pp. 520-521).

By Occurrence During Activation or Deployment.

As Table 22 indicates, women and men who experienced some or all of the behavior in the one situation while they were activated or deployed were more likely to indicate that at least some of the behavior occurred frequently in comparison to those women and men whose situation occurred when they were not activated or deployed (Females 23% vs. 12%; Males 18% vs. 8%).



Frequency of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Once	31	18	38	21
Occasionally	57	60	55	61
Frequently	12	23	8	18
Margin of Error	±2	±3	±5	±5

Table 22
Percentage of Females and Males Who Reported Frequency of Behaviors in One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed

Duration of One Situation

Women were less likely than men to indicate that the situation lasted for less than a month (41% vs. 52%) (Figure 11). Roughly a third of women (35%) and men (30%) indicated the situation lasted for more than six months. There were no differences by Reserve component, paygrade, or Reserve Program for women or men based on the duration of the one situation (DMDC, 2005b, pp. 522-523).

By Occurrence During Activation or Deployment.

As Table 23 indicates, women, and to some extent men, who experienced the one situation while activated or deployed were more likely to indicate

the situation lasted longer than those who were not activated or deployed during the one situation. Women who experienced the one situation while activated or deployed were more likely to indicate the behavior lasted between one and six months than women who did not experience behaviors during activation or deployment (28% vs. 20%). Both women and men with experiences while activated or deployed were more likely to indicate that the behaviors had lasted for six or more months than women and men whose one situation did not involve experiences during activation or deployment (Females 39% vs. 32%; Males 36% vs. 25%).

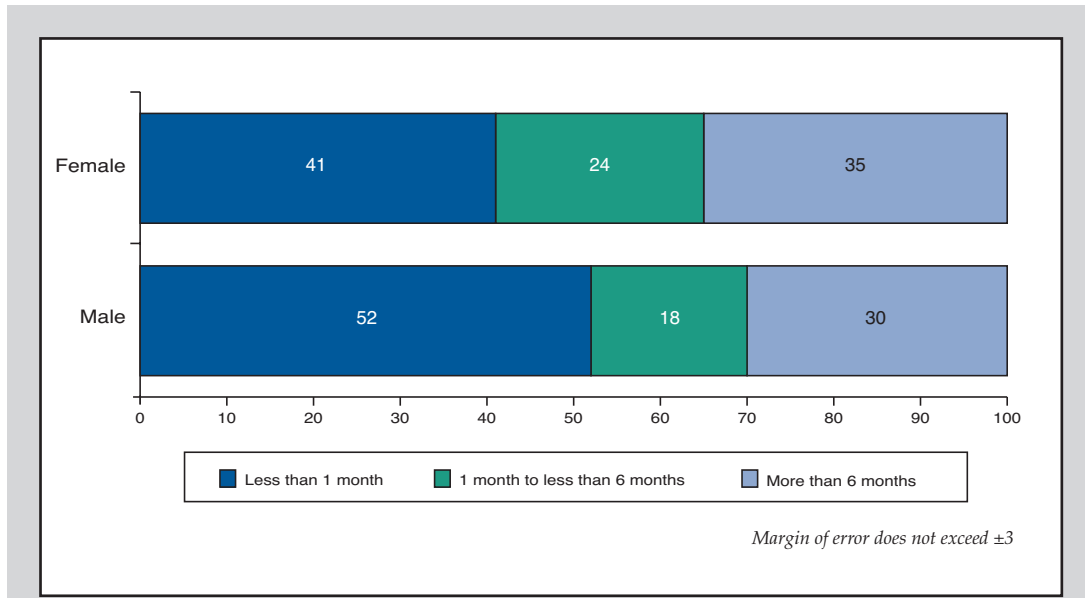


Figure 11
Percentage of Females and Males Who Reported Duration of One Situation

Duration of Behavior	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Less than 1 month	48	33	60	43
1 month to less than 6 months	20	28	15	21
More than 6 months	32	39	25	36
Margin of Error	±2	±3	±4	±5

Table 23
Percentage of Females and Males Who Reported Duration of One Situation, by Whether Any of the Behavior Occurred While Activated or Deployed

Characteristics of Offenders

Understanding the characteristics of perpetrators of unprofessional, gender-related behaviors may help to prevent future occurrences by providing greater clarity as to who the offenders are and what their relationships are to the targets of their behaviors. Reserve component members may be subject to unprofessional, gender-related behaviors in both military and civilian settings and from both military and non-military individuals, regardless of their rank and organizational status.

To obtain information on the perpetrators of unprofessional, gender-related behavior, Reserve component members were asked about the identity of the offender(s) in the one situation. Members reported on the gender of the offenders, the number of offenders, how well members knew the offenders, and whether the offenders were military and/or civilian.

Gender of Offenders

The majority of women (87%) and men (56%) reported that the offenders were male (Figure 12).

Men were more likely than women to report that either a woman was the offender (20% vs. 2%) or that the offenders included both women and men (24% vs. 11%). There were no differences for either women or men by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment (DMDC, 2005b, pp. 508-509).

"I believe that sexual harassment in the military is much less than it has been. Please note that there are males who are being harassed by females, and females harassing females too."

- Female Junior Officer Respondent

Number of Offenders

It was possible for one or more offenders to be involved in the situation that Reserve component members identified as having the greatest effect on them. Figure 13 shows that women were more likely than men to state that the situation involved a single offender (51% vs. 42%); while men were more likely to indicate the situation involved a group of

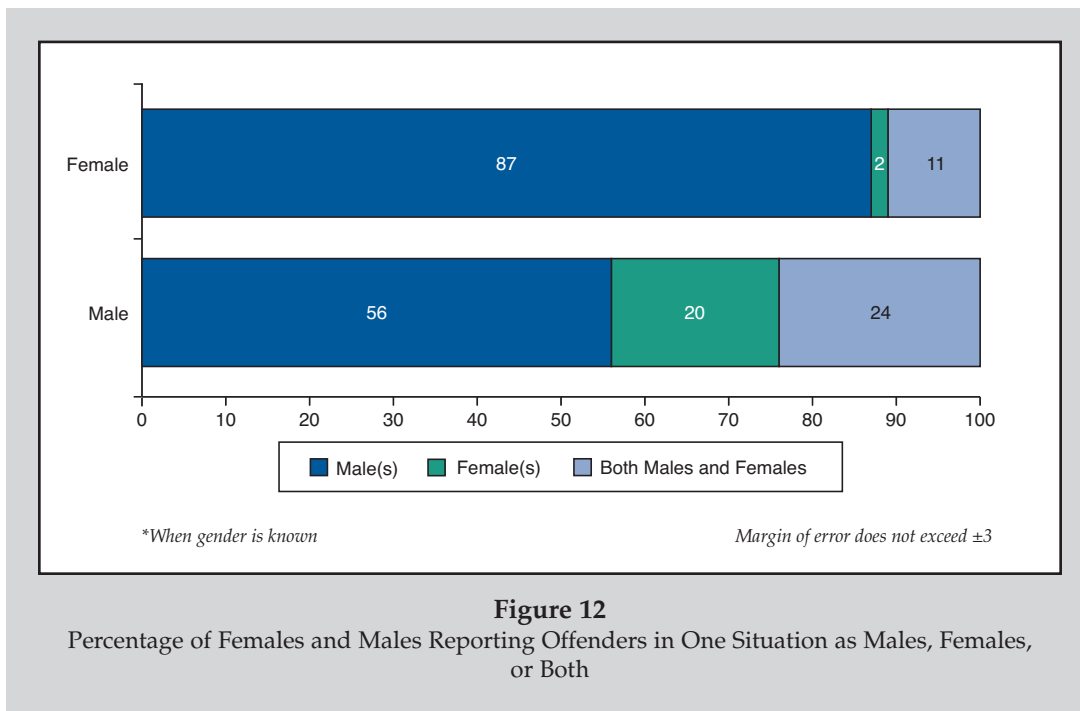


Figure 12

Percentage of Females and Males Reporting Offenders in One Situation as Males, Females, or Both

offenders (58% vs. 49%). Although there were no paygrade differences for women, junior enlisted men were more likely than men in the other paygrades to report that the situation with the greatest effect on them involved multiple offenders (67% vs. 49-54%) (Table 24). As Table 25 indicates, both women and men reporting experiences while activated or deployed were more likely to indicate there were multiple offenders than women and men whose one situation did not involve experiences during activation or deployment (Females 56% vs. 43%; Males 64% vs. 52%). There were no differences

by Reserve component or Reserve Program for women or men (DMDC, 2005b, pp. 506-507).

Familiarity of the Offender

To assess the familiarity of the offender to the Reserve component member, the survey asked respondents to indicate how well they knew the offender(s) at the time of the incident. Reserve component members were also given the opportunity to indicate that they did not know how well they knew the offenders because they either did not see the offenders or could not be certain if they knew

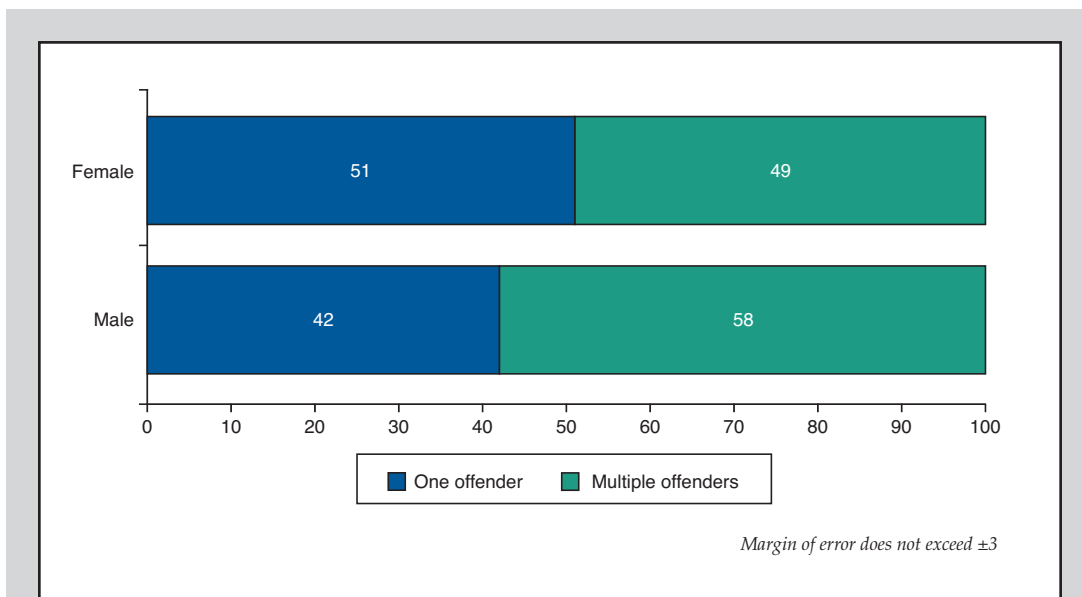


Figure 13

Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation

Number of Offenders	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
One offender	50	33	51	46	56	51	54	51
Multiple offenders	50	67	49	54	44	49	46	49
Margin of Error	±3	±6	±3	±4	±6	±12	±5	±8

Table 24

Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Paygrade

Number of Offenders	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
One offender	57	44	48	36
Multiple offenders	43	56	52	64
Margin of Error	±2	±3	±5	±5

Table 25

Percentage of Females and Males Reporting Number of Offenders Responsible for Behaviors in One Situation, by Whether Behavior Occurred While Activated/Deployed

the offenders. Overall, less than 1% of women and men indicated that this was the case. As a result, these responses were not included in the analysis.

Unprofessional, gender-related behaviors are more likely to be perpetrated by an acquaintance than a stranger. Most women and men in the Reserve components reported they knew one or more of their offenders (Figure 14). The majority of women (60%) and men (56%) indicated that they knew the offenders somewhat well. Fewer women than men indicated that they knew the offenders

very well (18% vs. 24%). Nearly one in six women and men reported that they did not know the offenders well or at all (both 15%). Fewer than 10% of women and men reported that there were multiple offenders—they knew some but not others.

There were no differences for either women or men by Reserve component, paygrade, or occurrence during activation or deployment (for Reserve component and paygrade data, see DMDC, 2005b, pp. 510-511). However, analyses by Reserve Program indicated women and men who served as

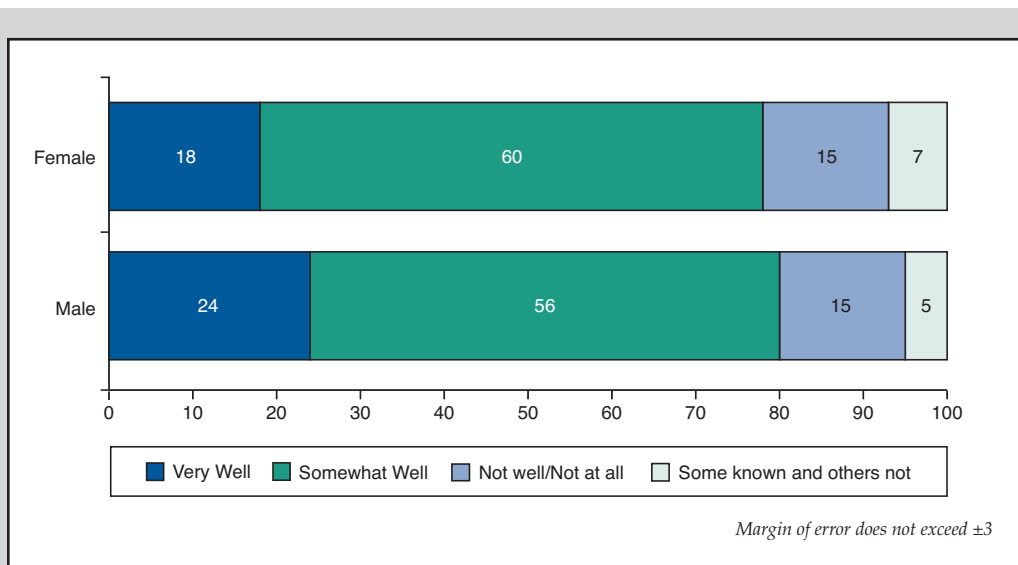


Figure 14

Percentage of Females and Males Indicating How Well They Knew Offenders in One Situation

AGR/TAR/ARs were more likely than those who served in TPUs to report that they knew the offenders very well (Females 27% vs. 17%; Males 34% vs. 23%) (Table 26).

“... The greatest effect was from a man who I thought was my friend—someone that I could depend on. He cornered me and said he wanted more from me Then after I turned him down, he went on to make my life totally miserable.”

- Female Junior Enlisted Respondent

Organizational Affiliation of Offenders

Organizational affiliation is another characteristic of interest regarding perpetrators of unprofessional, gender-related behavior. To varying degrees, Reserve component members are likely to interact with other military personnel and civilians (including DoD employees, contractors, and other civilian personnel) during their military service. On this survey, Reserve component members were asked to identify whether the offenders in the situation that had the greatest effect on them included military personnel, civilians, or both military and civilian personnel (Figure 15).

Knowledge of Offenders	TPU		AGR/TAR/AR	
	F	M	F	M
Very well	17	23	27	34
Somewhat well	61	56	54	52
Not well/Not at all	15	16	13	10
Some known and others not	7	5	6	3
Margin of Error	±2	±4	±5	±8

Table 26
Percentage of Females and Males Indicating How Well They Knew Offenders in One Situation, by Reserve Program

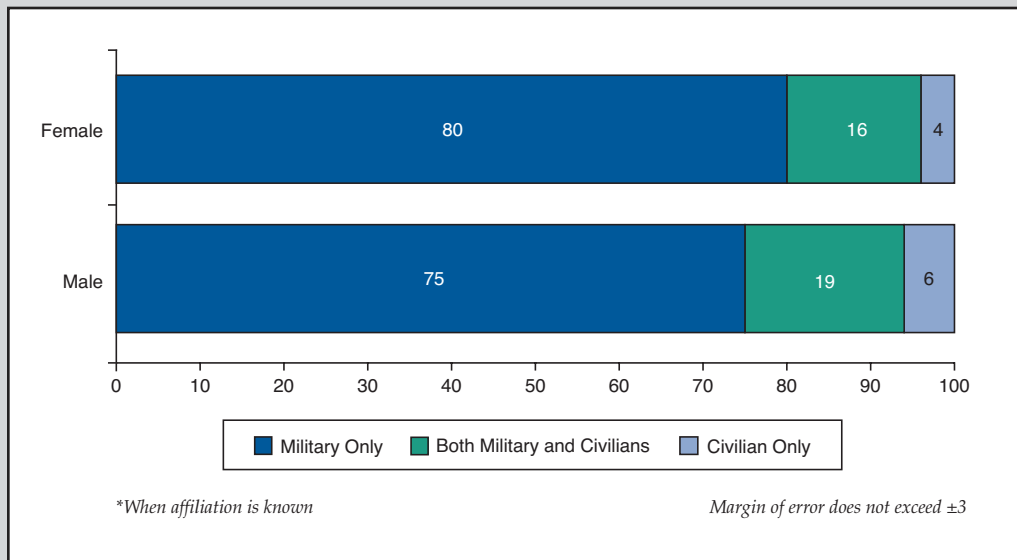


Figure 15
Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both

One Situation

The majority of both women (80%) and men (75%) in the Reserve components reported all the offenders in the one situation were members of the military (Figure 15). Although there were no differences for men by Reserve component, women in the Marine Corps Reserve were more likely than women in the other Reserve components to report that the offenders in the situation included only members of the military (92% vs. 73-83%) (Table 27). They were also the least likely to report that the offenders included both military and civilian personnel (5% vs. 14-20%).

There were no paygrade differences for either women or men regarding the organizational affiliation of the offenders (DMDC, 2005b, pp. 518-519). There were also no differences for either women or

men by whether the behavior occurred during activation or deployment.

As Table 28 indicates, men who served as AGR/TAR/ARs were more likely than men who served in TPUs to report that the offenders included only members of the military (84% vs. 74%) (Table 28). For women, there were no differences by Reserve Program (DMDC, 2005b, pp. 518-519).

“During my deployment in Iraq, I had two horrible experiences ... on different days, with different persons (US male soldiers) of waking up in the middle of the night and finding them in my room when I did not know them.”

- Female Senior Enlisted Respondent

Affiliation of Offenders	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Military only	80	75	83	80	79	72	77	67	92	77	83	73	73	64
Both military and civilians	16	19	14	15	17	20	15	25	5	20	15	21	20	28
Civilians only	4	6	3	5	4	8	8	8	3*	4*	3	6	7	9
Margin of Error	±2	±3	±3	±4	±3	±6	±4	±8	±4	±12	±3	±6	±4	±10

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

Table 27

Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Component

Affiliation of Offenders	TPU		AGR/TAR/AR	
	F	M	F	M
Military only	81	74	80	84
Both military and civilians	16	20	15	13
Civilians only	4	6	5	3*
Margin of Error	±2	±3	±4	±6

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

Table 28

Percentage of Females and Males Reporting Offenders in One Situation as Military, Civilian, or Both, by Reserve Program

Military Status of Offenders in One Situation

In the previous section, the findings regarding the organizational affiliation of the offenders show that the vast majority were military personnel (Figure 15). In addition to identifying the organizational affiliation of the offenders (e.g., military, civilian), Reserve component members were asked to specify the position and the rank of the offenders in relation to themselves. Reserve component members were provided a list of seven types of military persons (e.g., military supervisor, coworker, subordinate, other military person) from which to identify the offender.

More than half of women (62%) and men (67%) reported that military coworkers were the offenders in the situation (DMDC, 2005b, pp. 516-517). Overall, for each type of military person who could have been identified as the offender in the one situation, the percentages of women and men indicating the offender was that type of person did not differ. However, there were a few notable exceptions. Women were less likely than men to report that the offenders were military subordinates (23% vs. 34%). Women were more likely than men to report that the offenders were of a higher rank (58% vs. 43%).

Junior enlisted women were less likely than women in the other paygrades to report that the offender was their unit commander (5% vs. 9-13%). Enlisted women were more likely than women officers to report that the offenders were military coworkers (61-67% vs. 52-53%). Senior officers, regardless of gender, were the least likely to indicate the offenders were of a higher rank (Females 34% vs. 46-68%; Males 20% vs. 39-55%). Junior enlisted women were the least likely to report that the offenders were military subordinates (Females 19% vs. 25-31%). There were no other differences by paygrade in the military status of the offenders.

Women who served in TPUs were more likely than those serving as AGR/TAR/ARs to report that the offender was their military training instructor (7% vs. 3%). For all other types of military people (i.e., excluding military training instructors) who could have been identified as the offender in the one situation, the percentages for women by Reserve Program did not differ. There were no differences by

Reserve component in the military status of the offenders based on whether the behavior occurred during activation or deployment. For more information on the military status of the offenders, see DMDC, 2005b, pp. 516-517.

Civilian Status of the Offenders in One Situation

Although the majority of Reserve component members reported the offenders were other military personnel, small percentages of Reserve component women (4%) and men (6%) reported that only civilians were a source of unprofessional, gender-related behavior (Figure 15). Reserve component members were asked to indicate whether the offenders were DoD civilian employees, DoD contractors, or other civilian personnel. Women and men were equally likely to indicate the offenders were DoD civilian employees (10% vs. 12%) and DoD contractors (4% vs. 5%). Women were less likely than men to indicate the offender was another civilian person (11% vs. 16%). Women in the Air Force Reserve were more likely than women in the other Reserve components to report that the offenders were DoD civilian employees (20% vs. 5-11%). Men who served in TPUs were more likely than men who served as AGR/TAR/ARs to report that the offenders were other civilian persons (17% vs. 8%). There were no differences by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment for women or men. For more information on the civilian status of the offenders, see DMDC, 2005b, 516-517.

Characteristics of One Situation

Reserve component members were asked about the characteristics of the situation that had the greatest effect. Incidents of behavior associated with the one situation might happen in various locations, during multiple times in one single day, and over short or long periods of time. In addition, for Reserve component members, incidents involving off-duty military personnel with whom they interact in their civilian workplaces or communities might also have occurred during the one situation. An examination of these characteristics provides a clearer picture of details surrounding incidents of unprofessional, gender-related behavior.

Place and Time One Situation Occurred

Reserve component members who experienced unprofessional, gender-related behavior were asked to describe the circumstances of the situation, including the place where the situation occurred, and their military or civilian status at the time of occurrence (Figures 16-17).

By Gender. The majority of women and men reported that some or all of the behaviors occurred at a military installation (Females 82%; Males 79%) and at their military work (Females 78%; Males 77%) (Figure 16). To a lesser extent, women and men reported that some or all of the behaviors occurred while they were in compensated status (Females 57%; Males 56%) or while activated or

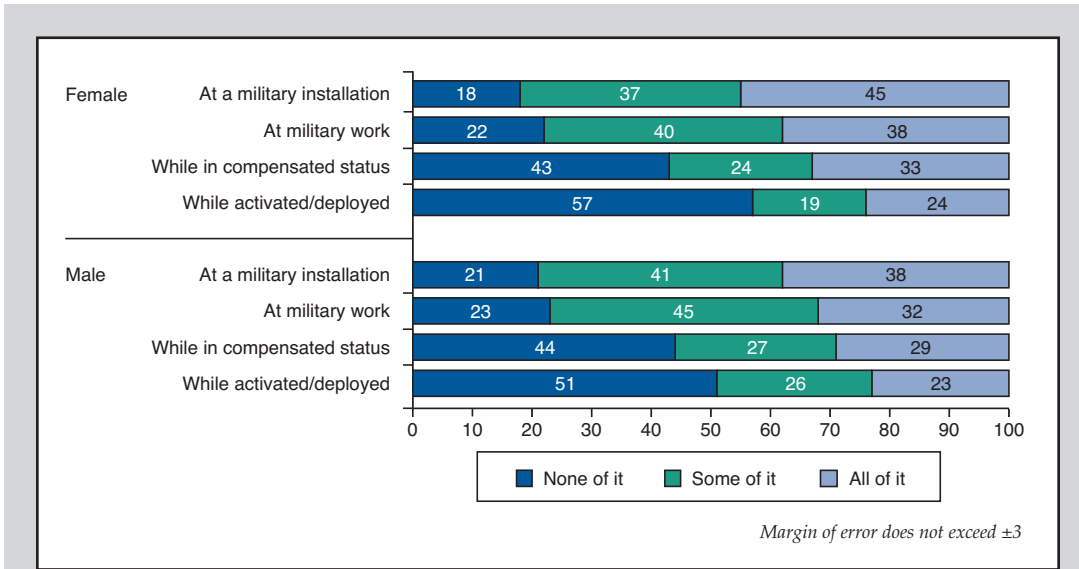


Figure 16

Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Military

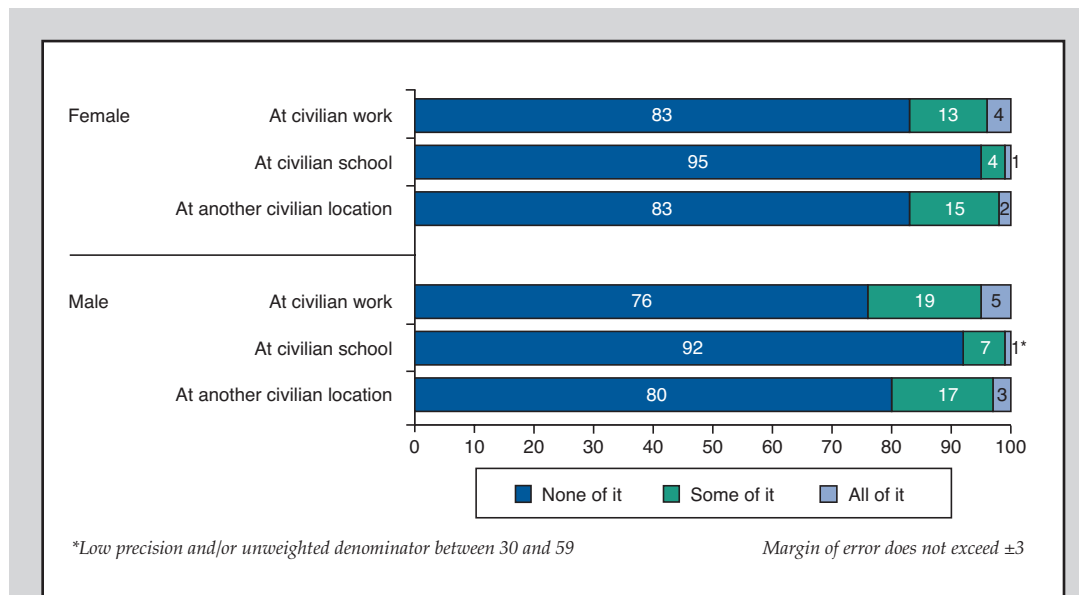


Figure 17

Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, Civilian

deployed (Females 43%; Males 49%). Some women and men reported the behaviors occurred while they were at their civilian job (Females 17%; Males 24%), at their civilian school (Females 5%; Males 8%), or at some other civilian location (Females 17%; Males 20%) (Figure 17). Women were slightly more likely than men to report that all of the behaviors occurred at a military installation (45% vs. 38%) or at their military work (38% vs. 32%). Women were slightly more likely than men to report that none of the behaviors occurred while activated or deployed (57% vs. 51%) or at their civilian work (83% vs. 76%). For more information, see DMDC, 2005b, pp. 492-505.

By Reserve Component. Roughly a third to half of women and men, regardless of their Reserve component, indicated that all of the unprofessional, gender-related behaviors took place at times or at locations that the Reserve components have a great amount of control over—at military workplaces, on installations/ships, and/or while they were in a compensated status (Table 29). Women in the Marine Corps Reserve and the Army Reserve were less likely than women in the other Reserve components to report that none of the behaviors in the one

situation occurred while they were activated or deployed (45-48% vs. 58-68%) (DMDC, 2005b, pp. 492-505).

The findings listed previously were the only differences for women by Reserve component in the place and time of the situation. There were no differences among men by Reserve component in the place and time of the situation. For more information on Reserve component differences involving the location of the occurrences of unprofessional, gender-related behaviors, see DMDC, 2005b, pp. 492-505.

“I believe that the number of sexual harassment reports is increasing due to recent mobilizations/ deployments; the problem itself has always existed.”
 - Female Junior Officer Respondent

By Paygrade. Women who were senior officers were slightly more likely than women in the other paygrades to report that all the behaviors in the one situation occurred at their military workplace (46% vs. 33-41%) (Table 30). Women at higher paygrades were more likely to report that all of the behaviors

Location of One Situation	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
At a military installation	45	38	41	38	42	35	42	34	46	39	53	44	60	48
At your military work	38	32	36	31	36	30	37	31	37	31	46	34	46	42
While in compensated status	33	29	28	27	28	28	37	30	35	30	42	32	49	37
While activated or deployed	24	23	25	26	31	30	16	14	32	20	15	17	14	20
At civilian work	4	5	3	3	2	3	5	4	2	9	6	11	10	9
At civilian school	0	1	0	1	0	1	0	1	0	NR	0	0	0	0
At some other civilian location	2	3	1	3	2	3	3	7	1	NR	3	2	2	2
Margin of Error	±2	±3	±3	±5	±3	±6	±5	±9	±7	±14	±4	±7	±5	±11

NR. Not reportable. Cell size less than 30 or low precision.

Table 29
 Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Component

Location of One Situation	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
At a military installation	41	34	47	42	50	43	51	35
At your military work	33	29	40	34	41	36	46	33
While in compensated status	24	24	35	31	46	38	52	35
While activated or deployed	24	23	25	24	29	31	20	20
At civilian work	2	3*	6	6	3	5*	4	8
At civilian school	0*	1*	0*	1*	0*	0*	1*	1*
At some other civilian location	2	4*	1	3	2	2*	1*	2*
Margin of Error	±3	±6	±3	±4	±6	±12	±5	±8

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

Table 30
Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Paygrade

took place while they were in compensated status. The findings listed previously were the only differences for women by paygrade in the place and time of the situation. There were no differences among men by paygrade in the place and time of the situation. For more information by paygrade, see DMDC, 2005b, pp. 492-505.

Junior enlisted women and men were the most likely to report that none of the behaviors occurred while they were in compensated status (Females 54% vs. 22-39%; Males 53% vs. 29-41%) (DMDC, 2005b, pp. 492-505). Junior enlisted men were the least likely to report that none of the behaviors occurred while they were at their civilian school (86% vs. 95-97%). Junior enlisted women were the least likely to say that none of the behaviors occurred at some other civilian location (79% vs. 87% for women in each of the other paygrades). For more information on paygrade differences, see DMDC, 2005b, pp. 492-505.

By Reserve Program. Women who served as AGR/TAR/ARs were more likely than women who served in TPUs to report that all the behaviors in the one situation occurred at their military workplace (44% vs. 37%) (Table 31). Women and men who served in TPUs were more likely than those who served as AGR/TAR/ARs to report that all of the behaviors occurred while they were activated or

deployed (Females 26% vs. 12%; Males 24% vs. 15%). Because of low response rates, information about experiences in civilian schools and work are not presented for women and men who served as AGR/TAR/ARs. For more information on differences by Reserve Program in the time or location of the behaviors experienced, see DMDC, 2005b, pp. 500-505.

By Occurrence During Activation or Deployment. As Table 32 indicates, both women and men who experienced the one situation while activated or deployed were more likely than those who did not experience behaviors while activated or deployed to indicate that all the behaviors in the situation occurred at a military installation (Females 49% vs. 42%; Males 43% vs. 33%).

There were no activation/deployment-related differences for women or men regarding whether behaviors occurred at military workplaces or while in a compensated status (Table 32).

Interacting With Offender at Civilian Location

Because of their part-time military status, some Reserve component members may interact with offenders at their civilian workplace or school, as well as at a military location. As noted earlier

Location of One Situation	TPU		AGR/TAR/AR	
	F	M	F	M
At a military installation	45	38	42	38
At your military work	37	31	44	35
While in compensated status	32	29	38	35
While activated or deployed	26	24	12	15
At civilian work	4	5	NA	NA
At civilian school	0	1*	NA	NA
At some other civilian location	2	3	2	5
Margin of Error	±2	±4	±5	±8

**Low precision and/or unweighted denominator size between 30 and 59.
Note. NA Not Applicable.*

Table 31
Percentage of Females and Males Reporting Where All Behaviors in One Situation Occurred, by Reserve Program

Location of One Situation	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
At a military installation	42	49	33	43
At your military work	40	36	31	32
While in compensated status	31	34	27	31
Margin of Error	±2	±3	±4	±5

Table 32
Percentage of Females and Males Who Reported Where All the Behaviors in One Situation Occurred, by Whether Any of the Behavior Occurred While Activated or Deployed

(Figure 17), as many as one in five women and men said at least some behavior in the one situation occurred at their civilian job, school, or other non-military location. However, a sizable percentage of women and men reported that working with the offender in a civilian environment did not apply to their situation because they did not have a civilian job (Females 25%; Males 23%) or were not attending a civilian school (Females 29%; Males 31%). About one-fifth of women and men indicated they worked with the offender at their civilian job (Females 17%; Males 21%) (Table 33).

“Sexual harassment is something that is not condoned in either the military or in civilian workplace, but aberrant behavior does exist in small pockets here and there. I believe the civilian workforce has lagged behind the military in the past but is about the same level now.”

- Male Junior Officer Respondent

There were no differences for women or men by Reserve component, paygrade, Reserve Program, or occurrence during activation or deployment. For

Working with Offender	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Did you work with the person(s) involved at your civilian job?														
Yes	17	21	14	19	15	18	18	24	8	15*	26	31	22	35
No	58	56	58	56	61	64	53	53	62	58	49	42	56	54
Does not apply	25	23	28	25	23	18	29	23	30	27	25	27	22	11
Are/were you in a civilian school setting with the person(s) involved?														
Yes	3	5	4	6	4	5*	3	6*	1*	4*	2	4*	1*	3*
No	67	64	67	63	68	70	59	59	70	75	69	59	68	65
Does not apply	29	31	29	32	28	26	37	35	28	21	29	37	31	32
Margin of Error	±3	±2	±3	±5	±3	±6	±4	±8	±6	±13	±4	±7	±5	±10
* Low precision and/or unweighted denominator size between 30 and 59.														

Table 33
Percentage of Men and Women Indicating They Worked With Offenders in One Situation at Civilian Job or Were in School With Offenders, by Reserve Component

percentages of women and men by paygrade and Reserve Program, see DMDC, 2005b, pp. 512-515.

Reporting and Satisfaction With Reporting Process

A series of survey questions (Q73-Q83) asked Reserve component members to provide information regarding whether they reported the behavior to one or more authorities. The women and men who indicated they reported their experiences were asked to provide a more detailed account of various aspects of the reporting process and their satisfaction with the results of the process. Overall, as Figure 18 shows, about two-thirds (67%) of women and 78% of men did not report their experiences.

“Sexual harassment is a serious problem everywhere in the military. The people experiencing it (if it’s not touching or otherwise) usually just deal with it. It seems like it’s not worth the trouble... because then you are labeled and treated differently.”

- Female Senior Enlisted Respondent

To Whom Behaviors Are Reported

Women and men who serve in the Reserve components have many options regarding how/where to report their experiences and to whom they choose to report their experiences of unprofessional, gender-related behavior. Active-duty personnel may choose to report experiences of unprofessional, gender-related behaviors to various military individuals, offices, and authorities, and to civilian authorities (e.g., police, community officials). In addition to the options available to active-duty personnel, Reservists who work or attend school with individuals who are behaving unprofessionally may choose to report their experiences within their civilian organizations or institutions. In the survey, Reserve component members were asked to indicate to which military and/or civilian individuals, offices, and authorities they reported their experiences.

Military Authorities. Most of the women and men who reported unprofessional, gender-related behaviors did so to a military individual or organization (Figure 18). About one-third of women (31%) and one-fifth of men (20%) reported their experiences to military individuals and organizations (Figure 19). Of those, most (24% of women and 16% of men) reported only to a military authority. Relatively few

women (5-6%) or men (4-5%) reported such behavior to either a special military office responsible for these types of behaviors or to another installation, Reserve component, or DoD official (Figure 20). Instead, Reserve component members reported the incidents to their immediate supervisor, another person in their chain-of-command, or the offender's

supervisor. Women were more likely than men to report to their immediate military supervisor (20% vs. 16%) or to someone else in their military chain-of-command (20% vs. 12%). Men in the Marine Corps Reserve were the least likely to report their experiences to the supervisor of the offender (2% vs. 10-15%) (DMDC, 2005b, pp 568-71).

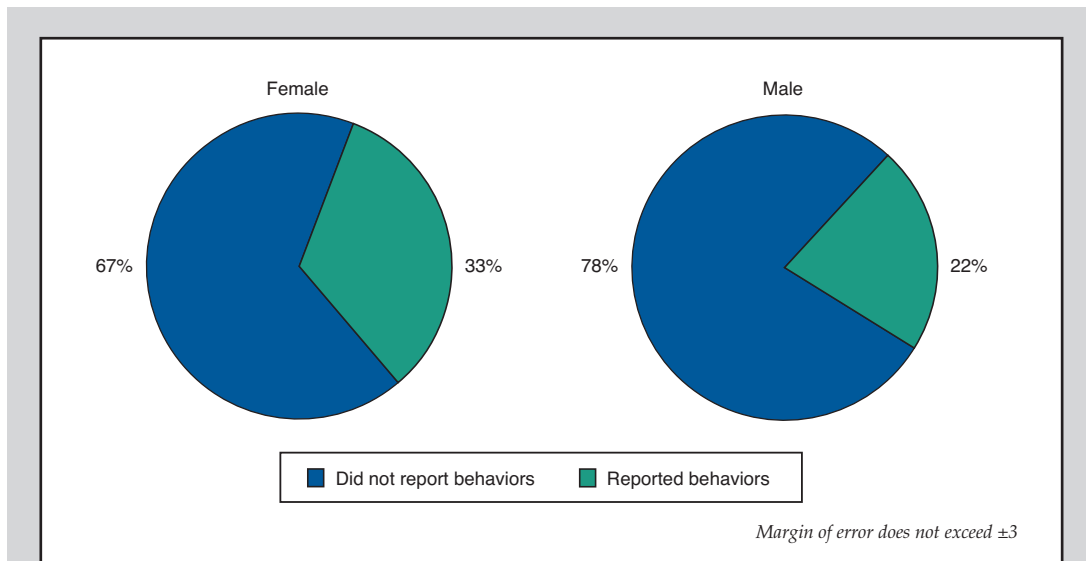


Figure 18
Percentage of Females and Males Reporting to Any Military or Civilian Individuals or Organizations

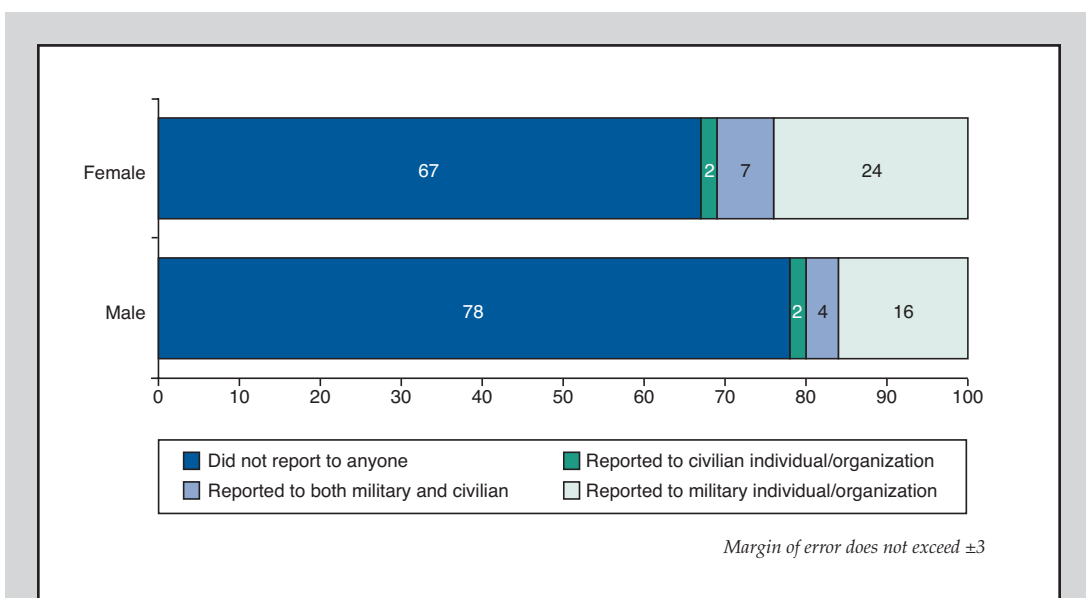


Figure 19
Percentage of Females and Males Reporting to Military and/or Civilian Individuals or Organizations

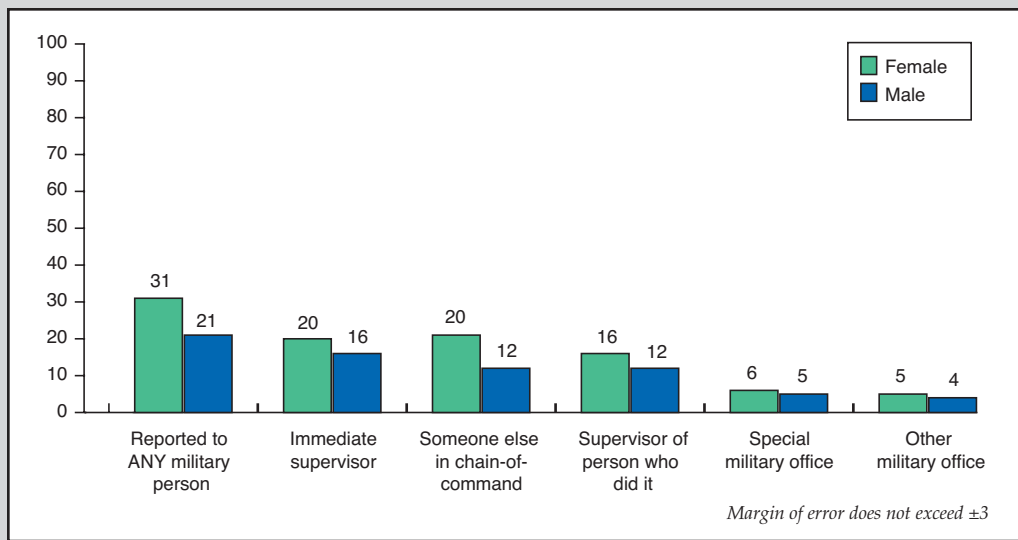


Figure 20
Percentage of Females and Males Reporting to Military Authorities

“When I first got in the military, I was hit on almost everyday, but the workplace is getting better. It just looks worse because people will report it now—20 years ago, you did not.”

- Female Junior Officer Respondent

The findings listed previously were the only differences for women or men by Reserve component. There were no paygrade, or Reserve Program differences for women or men in reporting to military individuals, offices, and authorities (DMDC, 2005b, pp. 568-571). However, as Table 34 indicates, both

women and men with experiences while activated or deployed were more likely to report their experiences to either a military or a civilian authority than those who did not experience behaviors while activated or deployed (Females 41% vs. 28%; Males 28% vs. 17%).

Civilian Authorities. Few women (9%) and men (6%) chose to report their experiences to civilian authorities (Figure 21). Of those who did, slightly more reported to a work-related individual or organization than reported to either a school-related individual or organization or to community officials.

	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Reported to a military or civilian authority	28	41	17	28
Margin of Error	±2	±3	±3	±4

Table 34
Percentage of Females and Males Reporting to Military or Civilian Authorities, by Whether Any of the Behavior Occurred While Activated or Deployed

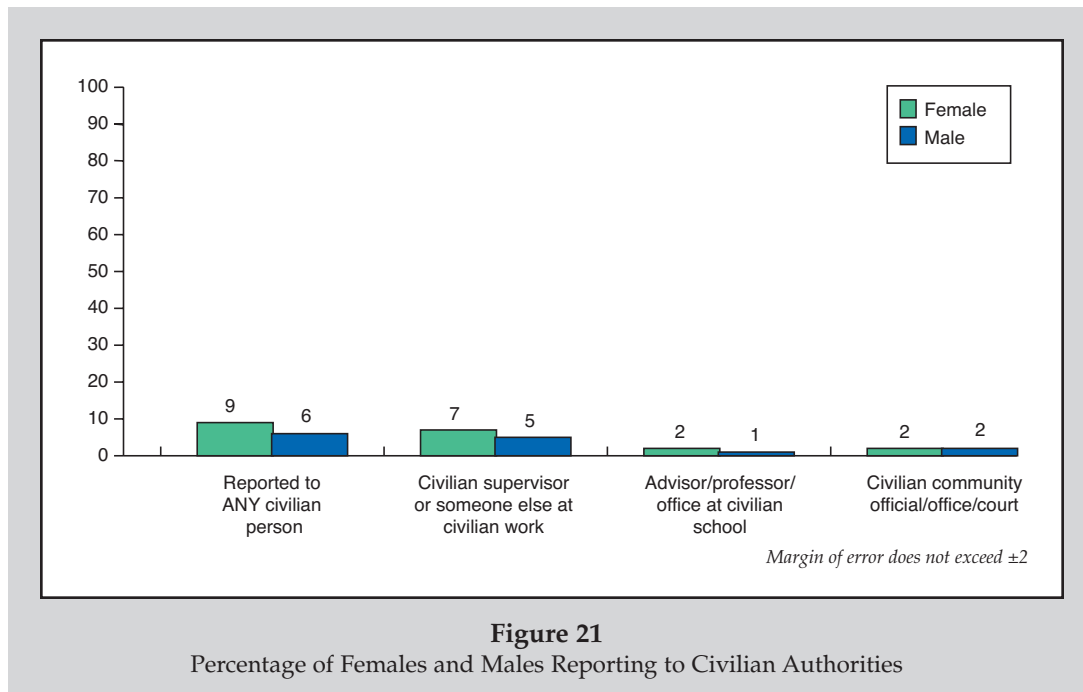


Figure 21
Percentage of Females and Males Reporting to Civilian Authorities

Reasons For Not Reporting Behaviors

From a list of 23 possible reasons for not reporting, Reserve component members were asked to indicate their reasons for not reporting their experiences of unprofessional, gender-related behaviors to the installation, Reserve component, and DoD officials available to them. This analysis includes Reserve component members that did not report part or all of their experiences. As Table 35 shows, the five reasons most frequently indicated for not reporting behaviors include:

- Took care of the problem yourself (Females 66%; Males, 62%),
- Was not important enough to report (Females 63%; Males 75%),
- Felt uncomfortable making a report (Females 45%; Males 34%),
- Did not think anything would be done if you reported (Females 37%; Males 33%), and
- Thought you would be labeled a troublemaker if you reported (Females 37%; Males 30%).

Women were less likely than men to indicate they did not report their experiences because it was not important enough to report (63% vs. 75%). Women were more likely than men to indicate that they did not report their experiences because they did not

know how to report the incident (20% vs. 13%), they talked informally to someone in their chain-of-command (25% vs. 18%), they thought they would not be believed (20% vs. 13%), they thought they would be labeled a troublemaker (37% vs. 30%), they did not want to hurt their offender’s feelings or family (32% vs. 25%), and/or they were afraid of retaliation by the offender (27% vs. 18%) or the offender’s friends (21% vs. 14%).

Junior enlisted women were more likely than women in the other paygrades to indicate they did not report their experiences because they did not know how to do so (25% vs. 9-17%), they felt uncomfortable making a report (51% vs. 35-42%), and/or they did not want to hurt the feelings or the family of the offender (37% vs. 22-30%). For men, enlisted members were more likely than officers to indicate they did not report because they did not know how to report (12-17% vs. 5%) (DMDC, 2005b, pp. 612-617).

Women who served in TPUs were more likely than women who served as AGR/TAR/ARs to indicate they did not report their experiences because they did not know how to report (20% vs. 15%) and/or they did not want to hurt the feelings or family of the offender (33% vs. 24%) (DMDC, 2005b, pp. 612-617). Somewhat more women who did not

Reasons For Not Reporting	Female	Male
Was not important enough to report	63	75
Did not know how to report	20	13
Felt uncomfortable making a report	45	34
Took care of the problem yourself	66	62
Talked to someone informally in your military chain-of-command	25	18
Did not think anything would be done if you reported	37	33
Thought you would not be believed if you reported	20	13
Thought your military coworkers would be angry if you reported	29	27
Wanted to fit in	21	21
Thought reporting would take too much time and effort	26	24
Thought you would be labeled a troublemaker if you reported	37	30
Peer talked you out of making a formal complaint	5	3
Supervisor talked you out of making a formal complaint	3	2
Did not want to hurt the persons' feelings, family, or career	32	25
Thought performance evaluation/promotion chances would suffer	20	16
Afraid of retaliation from the person(s) who did it	27	18
Afraid of retaliation from friends of the person(s) who did it	21	14
Afraid of retaliation from your chain-of-command	18	14
Thought it would negatively impact your civilian job	6	6
Civilian experience would negatively impact your military job	5	4
Warned not to complain	3	2
Reported the situation to civilian individual or authority	2	2
Some other reason	16	11
Margin of Error	±2	±4

Table 35
Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation

experience any of the behaviors while activated/ deployed than experienced some of the behaviors during activation/deployment indicated that the behavior was not important enough to report (66% vs. 58%). There were no differences for either men or women by Reserve component in any of the reasons for not reporting behaviors.

Table 35 shows the complete list of reasons for not reporting unprofessional, gender-related behaviors in the one situation by gender. For detailed information on all 23 items by Reserve component, pay-grade, and Reserve Program, see DMDC, 2005b, pp. 612-617.

“Harassments are not reported because of the fear of retaliation.”

- Female Senior Enlisted Respondent

Reasons For Reporting None or Some of Behaviors

Reserve component members who experienced multiple behaviors might have chosen to report all, some, or none of the behaviors to the military officials available to them. Of Reserve component women and men who indicated that they reported at least some of their experiences, roughly half (51%

Reasons For Not Reporting	Reported No Behaviors		Reported Some Behaviors	
	F	M	F	M
Was not important enough to report	66	78	47	57
Did not know how to report	17	11	29	26
Felt uncomfortable making a report	42	32	58	53
Took care of the problem yourself	67	63	61	56
Talked to someone informally in your military chain-of-command	13	11	77	78
Did not think anything would be done if you reported	33	29	55	62
Thought you would not be believed if you reported	18	11	32	31
Thought your military coworkers would be angry if you reported	26	26	40	35
Wanted to fit in	20	20	27	26
Thought reporting would take too much time and effort	24	23	32	34
Thought you would be labeled a troublemaker if you reported	34	28	52	46
Peer talked you out of making a formal complaint	3	2	15	14
Supervisor talked you out of making a formal complaint	1	1*	14	12
Did not want to hurt the persons' feelings, family, or career	32	25	34	31
Thought performance evaluation/promotion chances would suffer	17	13	34	35
Afraid of retaliation from the person(s) who did it	23	15	43	39
Afraid of retaliation from friends of the person(s) who did it	18	13	30	28
Afraid of retaliation from your chain-of-command	15	12	31	32
Afraid of retaliation from your supervisors at civilian work	5	5	9	12
Thought it would negatively impact your civilian job	4	3	6	10
Warned not to complain	2	1*	8	10
Reported the situation to civilian individual or authority	1	1*	6	10
Some other reason	15	10	20	22
Margin of Error	± 2	±4	±4	±10

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

Table 36
 Percentage of Females and Males Indicating Reasons For Not Reporting Behaviors in One Situation, by Those Reporting No Behaviors or Some Behaviors

for both) indicated they chose to report all of the behaviors they experienced. This section presents analyses of those Reserve component members who chose not to report any behaviors in comparison to those who chose to report some (but not all) of the behaviors.

Table 36 shows the 23 reasons for not reporting by whether the member reported some or none of the behavior. Women were more likely than men to

indicate they did not report any of the behaviors because they felt uncomfortable making a report (42% vs. 32%). Women were also more likely than men to identify concerns over the reaction of the offender or his/her friends and family as reasons not to report their experiences. Women were more likely than men to report none of their experiences because they were afraid of retaliation from the offender (Females 23% vs. Males 15%) or the offender’s friends (18% vs. 13%), or because they

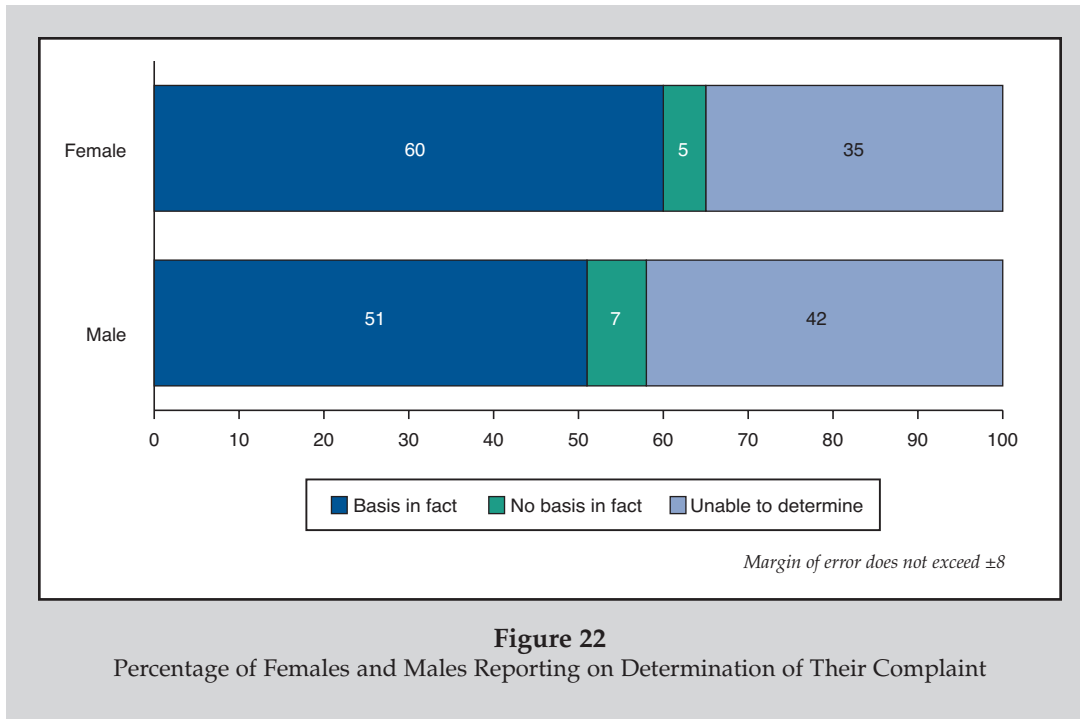


Figure 22
Percentage of Females and Males Reporting on Determination of Their Complaint

did not want to hurt the offender or his/her family (32% vs. 25%). In addition, women were more likely than men to indicate they did not report any of the behaviors because they did not know how to report (17% vs. 11%) or they thought they would not be believed (18% vs. 11%). Men were more likely than women to indicate they did not report any of their experiences because they did not consider them important enough to report (78% vs. 66%). There were no differences by gender in the reasons respondents gave for reporting some but not all of their experiences.

Complaint Determination

When asked whether their complaint was found to be true, majorities of both women (60%) and men (51%) reported that their complaints were recognized as factual events (Figure 22). However, more than one-third of women (35%) and two-fifths of men (42%) indicated that authorities were unable to determine whether their complaints were based in fact (Figure 22). There were no differences in complaint outcomes by Reserve component, paygrade, or Reserve Program (DMDC, 2005b, pp. 596-597), or by whether any of the behavior occurred during activation or deployment.

Satisfaction With Complaint Outcome

Approximately equal percentages of women and men were satisfied, dissatisfied, or neither satisfied nor dissatisfied with the outcome of their complaints (Table 37). There were no differences for either women or men in satisfaction with the outcome of their complaints by Reserve component, paygrade, or Reserve Program (DMDC, 2005b, pp. 608-609).

As Table 38 indicates, both women and men who had experiences while activated or deployed were less likely to indicate they were satisfied with the outcome of their complaint than women and men whose one situation did not involve experiences

Satisfaction with Outcome	Female	Male
Satisfied	33	28
Neither satisfied nor dissatisfied	35	37
Dissatisfied	31	35
Margin of Error	±3	±7

Table 37
Percentage of Females and Males Reporting Satisfaction With Outcome of Complaint

Satisfaction with Outcome	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Satisfied with Outcome	39	29	41	20
Dissatisfied with Outcome	27	35	27	38
Margin of Error	±5	±4	±11	±9

Note. Respondents who were neither satisfied nor dissatisfied with outcome are not included in this table.

Table 38
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction With Outcome of Complaint, by Whether Behavior Occurred While Activated/Deployed

during activation or deployment (Females 29% vs. 39%; Males 20% vs. 41%).

“We are provided the training and education to recognize sexual harassment, and where to report or seek counsel.”

- Female Senior Enlisted Respondent

Males 36%). Roughly a quarter said action was taken against the person(s) who bothered them (Females 27%; Males 23%). Less than a third of women (26%) and men (31%) said nothing was done about the complaint. Few women and men (both 8%) reported that action was taken against them. There were no differences by gender, Reserve component, paygrade, Reserve Program, or activation/deployment status.

Complaint Outcome

In addition to asking Reserve component members how satisfied they were with the outcome of their complaint, they were also asked to describe the determination of the complaint (DMDC, 2005b, pp. 598-606). Over a third of women and men indicated the outcome of their complaint was explained to them (Females 37%; Males 32%) and that the situation was corrected (Females 43%;

Description of Complaint Outcome by Satisfaction With Complaint Outcome

This section includes an analysis of the complaint determination (Table 39) and the outcome of the complaint (Table 40) by Reserve component members’ satisfaction with the outcome. This analysis provides greater insight into how satisfied Reserve component members differ from dissatisfied Reserve component members.

Determination of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
Basis in Fact	84	73	46	49
No Basis in Fact	2*	2	7	6*
Unable to determine	14	25	48	46
Margin of Error	± 4	± 12	± 6	± 14

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

Table 39
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction with the Outcome of the Complaint, by Determination of Complaint

Outcome of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
The outcome of your complaint was explained to you	70	66	18	18
The situation was corrected	90	91	7	8*
Action was taken against the person who bothered you	53	48	11	14*
Nothing was done about the complaint	10	15	45	50
Action was taken against you	2*	3*	23	15
Margin of Error	± 5	± 13	± 6	± 13

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

Table 40
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome

By large majorities, both women (84%) and men (73%) who reported being satisfied with the outcome of the complaint process indicated that their complaints were found to be factual (Table 39). In contrast, women and men who were dissatisfied with the outcome were evenly split between those who indicated that their complaint was found to be factual and those who indicated authorities were unable to determine the facts. Nearly all the women (90%) and men (91%) who were satisfied with the outcome indicated that the situation was corrected (Table 40). About two-thirds of those who were satisfied indicated the outcome was explained to them (Females 70%; Males 66%), compared to 18% of women and men who were dissatisfied. About half of those satisfied with the outcome reported that some action was taken against the offender (Females 53%; Males 48%).

“Nothing was done. The good old boy network is still in force here.”
- Female Senior Enlisted Respondent

In contrast, about half of women and men who were dissatisfied with the outcome indicated that nothing was done about their complaint (Females 45%; Males 50%). About one-fourth of women (23%) and 15% of men who were dissatisfied reported that

action was taken against them for reporting the complaint.

Problems at Work

There are different ways in which Reserve component members could handle their experiences of unprofessional, gender-related behavior, such as reporting the incident to military or civilian officials, approaching the offender directly, or remaining silent about the incident. Regardless of whether Reserve component members reported their experiences to anyone, problems may develop at military and/or civilian workplaces as a consequence of how the Reserve component members handled their situation.

Some of these problems are derived from perceptions that individuals who experience such negative behaviors are actually the source of the problems, rather than the offender. Thus, individuals are vulnerable to problems developing at work—even if supervisors and coworkers are unaware that a situation has occurred—because Reserve component members’ behaviors and attitudes may have been altered as a result of their experiences. Reserve component members who experienced unprofessional, gender-related behaviors were asked if they encountered any of 12 types of work-related problems in response to how they handled the situation.

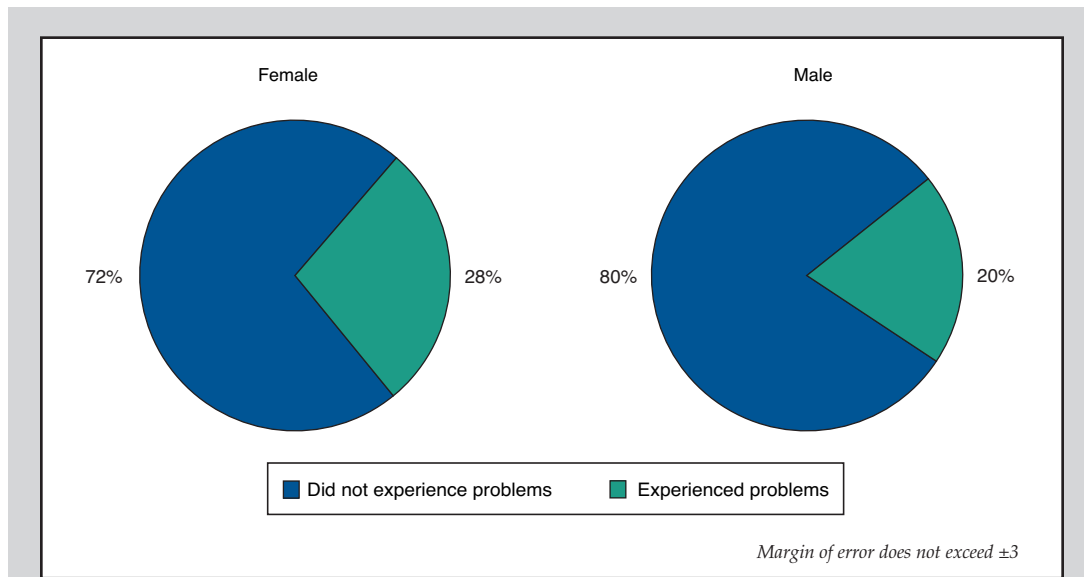


Figure 23
 Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation

The problems Reserve component members experience can be either personal (e.g., hostile interpersonal behaviors) or career-related (e.g., behaviors that interfere with career advancement).

By Gender

Overall, 28% of women and 20% of men who responded to the survey indicated experiencing some type of problem at work as a consequence of how they handled their experience of unprofessional, gender-related behavior (Figure 23).

A majority of problems at work that arose in response to how Reserve component members handled the one situation were of a personal, rather than a career-related, nature. For example, of women and men who experienced problems at work as a result of how they handled the experience, the largest percentage experienced unkind gossip, with women experiencing it more often than men (Females 18%; Males 13%) (Table 41). About 11% of women and 6-7% of men indicated they were

ignored at work or mistreated in some other way. Women were more likely than men to indicate they were blamed for the situation (Females 9% vs. Males 5%).

Some of the problems at work were of a career-related nature, and they negatively impacted the Reserve component member’s workplace environment or career. Roughly 10% of women and men indicated that they were being given less favorable job duties as a result of how they handled the experience. Very few women and men indicated being transferred to a less desirable job (both 4%) or denied a promotion (both 4%) as a result of how they handled their experience of unprofessional, gender-related behavior.

“I was treated as the problem and was asked how long I would be there.”
 - Female Senior Enlisted Respondent

Problems At Work	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Experienced any problems	28	20	30	23	31	23	20	11	25	24	24	13	23	20
You were ignored	11	7	11	9	12	8	8	4*	7	8*	9	4*	9	7*
You were blamed for the situation	9	5	11	5	10	4*	7	3*	6	11*	7	2*	7	9*
People gossiped about you in an unkind way	18	13	20	15	21	14	11	7*	16	17*	16	10	14	11
You lost perks or privileges	6	4	5	4	6	5	6	3*	5	2*	5	3*	6	4*
You were given less favorable job duties	9	7	9	8	9	7	10	6*	9	11*	6	4*	8	11*
You were denied an opportunity for training	6	5	5	5	7	6	5	5*	5	NR*	5	3*	6	6*
You were given an unfair evaluation	6	5	6	5	7	6	8	5*	6	8*	3	3*	6	4*
You were unfairly disciplined	6	4	6	5	7	6	3	1*	4*	NR*	4	2*	5	5*
You were denied a promotion	4	4	4	4	4	6	3	2*	5	3*	4	2*	5	4*
You were transferred to a less desirable job	4	4	4	5	5	4	3	2*	2*	4*	2	1*	3	5*
You were unfairly demoted	1	1	1	1*	1	1*	1*	2*	2*	NR*	0*	1*	0*	0*
You were mistreated in some other way	11	6	11	7	13	7	8	2*	9	11*	11	4*	7	8*
Margin of Error	±2	±3	±3	±4	±2	±5	±3	±5	±6	±12	±3	±5	±4	±7

**Low precision and/or unweighted denominator size between 30 and 59.
NR. Not reportable. Cell size less than 30 or low precision.*

Table 41

Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Reserve Component

By Reserve Component

With the exception of the Air National Guard, across the Reserve components, women were as likely as men to report experiencing some type of problem at work (Table 41). There were no differences by Reserve component for women or men regarding the specific problems experienced at work as a result of how they handled their experience of unprofessional, gender-related behavior (Table 41).

By Paygrade and Reserve Program

Of women in the Reserve components who indicated they experienced problems at work, about half as many senior officers as women in the other paygrades indicated experiencing adverse gossip as a

result of their handling of the experience (10% vs. 19-21%) (Table 42). The findings listed previously were the only differences by paygrade for women or men. There were no differences by Reserve Program for women and men in terms of problems at work arising from how they handled the situation (DMDC, 2005b, pp. 618-641).

“Untrue and mean rumors were spread about me because I would not go out/have sex with a fellow co-worker.”

- Female Senior Enlisted Respondent

Problems At Work	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Experienced any problems	28	23	29	20	28	18	21	13
You were ignored	9	7	12	8	13	5	7	5
You were blamed for the situation	9	5	10	5	11	6	8	5
People gossiped about you in an unkind way	19	15	19	13	21	15	10	10
You lost perks or privileges	5	5	6	4	5	4*	6	3*
You were given less favorable job duties	9	8	10	8	7	6*	7	4*
You were denied an opportunity for training	5	5	7	5	8	6*	6	3*
You were given an unfair evaluation	5	5	7	5	5	4*	6	3*
You were unfairly disciplined	5	4	6	4	6	6*	6	4*
You were denied a promotion	4	6	4	4	3	1*	3*	3*
You were transferred to a less desirable job	3	4	4	3	4	5*	4	3*
You were unfairly demoted	1	2*	0	1*	2*	1*	0	2*
You were mistreated in some other way	10	7	12	6	14	6*	8*	5*
Margin of Error	±2	±5	±2	±3	±5	±8	±3	±5

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

Table 42
Percentage of Females and Males Who Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Paygrade

By Occurrence During Activation or Deployment

As Table 43 indicates, women and men who had experiences while activated or deployed were more likely to indicate they had problems at work as a result of their handling of the one situation of unprofessional, gender-related behaviors than women and men whose one situation did not involve behaviors experienced during activation or deployment (Females 38% vs. 21%; Males 27% vs. 14%). For women, those who had experienced behaviors while activated or deployed were at least twice as likely to indicate experiencing each type of problem at work, except being unfairly demoted. For men, those who had experienced behaviors

while activated or deployed were at least twice as likely as those who did not experience behaviors during those times to indicate they were ignored by others at work (11% vs. 4%), gossiped about in an unkind way (17% vs. 9%), and given less favorable job duties (11% vs. 5%). The findings listed previously were the only differences in the problems experienced at work for women or men by occurrence during activation or deployment.

“Supervisor talked to others after I had reported offenses, which were overlooked and no corrective action was taken, about getting even with me.”

- Female Senior Enlisted Respondent

Problems At Work	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Experienced any problems	21	38	14	27
You were ignored/shunned by others at work	7	15	4	11
You were blamed for the situation	6	13	4	6
People gossiped about you in an unkind way	13	26	9	17
You lost perks/privileges that you had before	3	9	3	5
You were given less favorable job duties	6	13	5	11
You were denied an opportunity for training	4	8	3	7
You were given an unfair job performance appraisal	4	8	3	7
You were unfairly disciplined	3	9	3	6
You were denied a promotion	3	6	2	6
You were transferred to a less desirable job	2	6	2	6
You were unfairly demoted	1	1	1	2
You were mistreated in some other way	7	16	4	9
<i>Margin of Error</i>	±2	±3	±3	±5

Table 43

Percentage of Females and Males Reported Experiencing Problems at Work as Result of How They Handled the Situation, by Whether Any Behavior Occurred While Activated or Deployed

Was One Situation Sexual Harassment?

Reserve component members who reported experiencing unprofessional, gender-related behaviors were asked whether the one situation with the greatest effect constituted sexual harassment. Unwelcome conduct of a sexual nature can constitute sexual harassment if it meets the legal definition of sexual harassment (e.g., Crude/Offensive Behavior, Unwanted Sexual Attention, and/or Sexual Coercion). When unprofessional, gender-related behaviors unreasonably interfere with work performance or create an intimidating, hostile, or offensive work environment, an individual is likely to perceive such conduct as sexual harassment, even if the behaviors experienced do not meet the legal

definition of sexual harassment. Unlike the Sexual Harassment incident rates in Chapter 3, the numbers addressed in this section represent Reserve component members who experienced any unprofessional, gender-related behavior in the one situation, not just those who experienced behaviors that would meet the legal definition of sexual harassment.

Whether members considered the situation to be sexual harassment may be an indication of their views of the severity of the one situation. Those who did not regard the behavior in this situation as sexual harassment may be more likely to dismiss the incident. Conversely, those who perceived the behavior as sexual harassment may be more likely to react more strongly and to have more adverse

emotional effects as a result of the behavior, whether or not the behavior met the legal definition of sexual harassment. For future research, correlating members' reports of the behaviors experienced during the situation with their perceptions of the situation as sexual harassment may provide additional information on the Reserve component member's understanding of sexual harassment.

By Gender

Women were much more likely than men to identify their experience as sexual harassment (36% vs. 13%)

(Figure 24). However, 42% of women said the situation with the greatest effect was not sexual harassment. In contrast, most men reported the one situation was not sexual harassment (69% vs. 13%). About 20% of both women and men were uncertain as to whether the situation constituted sexual harassment (Females 22%; Males 18%).

By Reserve Component

There were no differences by Reserve component in the likelihood that members identified their experience as sexual harassment (Table 44).

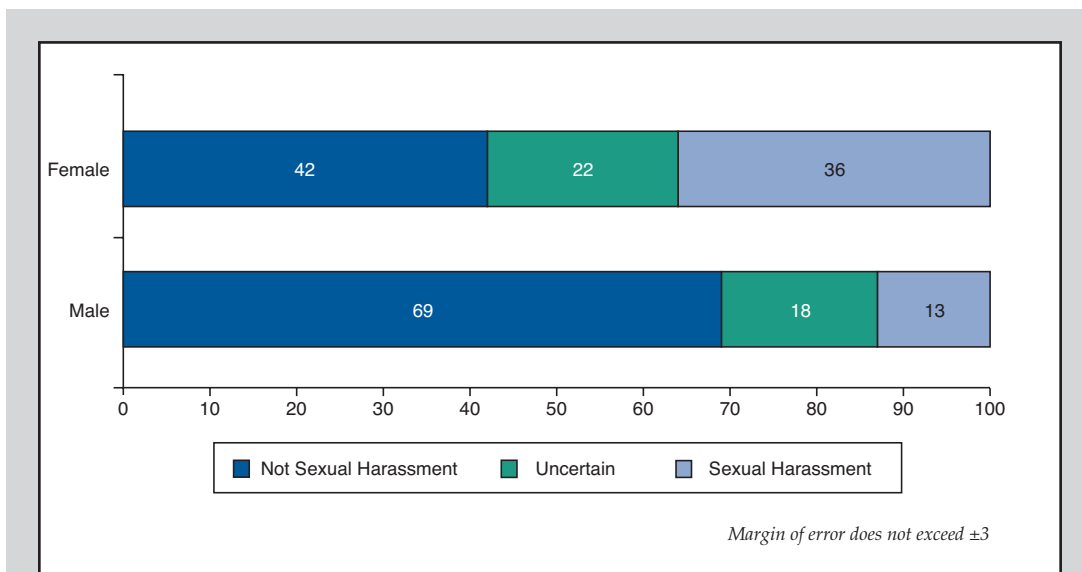


Figure 24
Percentage of Females and Males Considering One Situation To Be Sexual Harassment

Perception of Sexual Harassment	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Not Sexual Harassment	42	69	38	66	38	64	49	70	49	85	47	77	49	72
Uncertain	22	18	22	21	22	20	23	20	16	12*	23	11	18	11
Sexual Harassment	36	13	40	14	39	16	27	9	35	2*	31	13	33	17
Margin of Error	±2	±3	±3	±5	±3	±6	±5	±8	±7	±9	±4	±6	±5	±10

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

Table 44
Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Reserve Component

Perception of Sexual Harassment	Junior Enlisted E1-E4		Senior Enlisted E5-E9		Junior Officer O1-O3		Senior Officer O4-O6	
	F	M	F	M	F	M	F	M
Not Sexual Harassment	37	69	44	68	45	62	55	77
Uncertain	24	21	21	17	19	13	16	13
Sexual Harassment	39	9	35	15	36	25	29	10
<i>Margin of Error</i>	±3	±6	±3	±4	±6	±11	±5	±7

Table 45
Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Paygrade

By Paygrade

Junior enlisted women were less likely than women in the other paygrades to indicate the situation was not sexual harassment (37% vs. 44-55%) (Table 45). There were no differences among men by paygrade.

Perception of Sexual Harassment	TPU		AGR/TAR/AR	
	F	M	F	M
Not Sexual Harassment	40	69	48	67
Uncertain	22	18	26	21
Sexual Harassment	38	13	25	12
<i>Margin of Error</i>	±2	±3	±5	±8

Table 46
Percentage of Females and Males Considering One Situation To Be Sexual Harassment, by Reserve Program

By Reserve Program

Women who served in TPUs were more likely than women who served as AGR/TAR/ARs to report that the situation was sexual harassment (38% vs. 25%) (Table 46). Women who served in TPUs were evenly divided as to whether the situation was sexual harassment or not (38% vs. 40%). In contrast, a near majority of women (48%) who served as AGR/TAR/ARs indicated that the situation was not sexual harassment. For men, there were no differences by Reserve Program.

By Occurrence During Activation or Deployment

As Table 47 indicates, women and men who experienced unprofessional, gender-related behavior while activated or deployed were more likely to indicate that the behaviors constituted sexual harassment than women and men whose one situation did not involve experiences during activation or deployment (Females 45% vs. 30%; Males 17% vs. 10%). There were no differences for men by occurrence during activation or deployment.

Perception of Sexual Harassment	Female		Male	
	None During Activation/Deployment	Some During Activation/Deployment	None During Activation/Deployment	Some During Activation/Deployment
Not Sexual Harassment	48	33	74	62
Uncertain	22	22	16	21
Sexual Harassment	30	45	10	17
<i>Margin of Error</i>	±2	±3	±4	±5

Table 47
Percentage of Females and Males Considering One Situation as Sexual Harassment, by Whether Any of the Behavior Occurred While Activated or Deployed

Summary

Women and men in the Reserve components who experienced unprofessional, gender-related behavior were asked to provide details on the one situation that had the greatest effect on them in the 12 months prior to taking the survey. Most women (79%) and about half of men (52%) provided these details.

Types of Unprofessional, Gender-related Behavior

Most women (56%) and about one-third of men (31%) indicated that they experienced more than one type of unprofessional, gender-related behavior during the one situation. Of those who experienced only one type of behavior, the most common for women was Sexist Behavior (24%); for men, the most common was Crude/Offensive Behavior (52%).

Overall, about half of women experienced Crude/Offensive Behavior (49%) and/or Sexist Behavior (53%). A similar percentage of men reported Crude/Offensive Behavior (42%), but less than half as many men (20%) experienced Sexist Behavior. About one-third of women and 8% of men experienced Unwanted Sexual Attention. Fewer than 10% of women and 3% of men reported Sexual Coercion. Relatively few women (3%) and men (1%) indicated experiencing Sexual Assault.

More women in the Marine Corps Reserve reported experiencing Sexist Behavior than in any other Reserve component (67% vs. 46-56%). Crude/Offensive Behavior (55% vs. 34-47%) and Unwanted Sexual Attention (40% vs. 15-29%) were more prevalent for junior enlisted women than for women at higher paygrades, but rates of Sexist Behavior for women were similar regardless of rank. Women who served in TPUs were more likely than those who served as AGR/TAR/ARs to report experiencing Crude/Offensive Behavior (51% vs. 42%) and Unwanted Sexual Attention (33% vs. 24%), but percentages of women in both Reserve Programs who reported experiencing Sexist Behavior were roughly the same (53-54%). There were no differences for men by Reserve component, paygrade, or Reserve Program. Of the fewer than 10% of women and men who experienced Sexual Coercion, the majority

(Females 62%; Males 83%) had at least some of their experiences during activation or deployment. Similarly, of the 3% of women who reported experiencing Sexual Assault, most (63%) said the behavior occurred during activation or deployment.

Characteristics of Offenders

Men comprised the vast majority of offenders of women (87%) and most men (56%), although a substantial percentage of men (24%) reported that both women and men were the offenders in their situation. Nearly equal percentages of women indicated their experiences in the one situation involved a single offender or a group of people (49-51%). More men (58%) reported there were multiple offenders.

About 85% of men and women reported that they knew one or more of the offenders, at least to some extent. About 20% of women and nearly 25% of men reported that they knew the offenders very well. Only a small minority (both 15%) did not know the offenders. Nearly all women (96%) and men (94%) indicated that at least some of the offenders were military, including 80% of women and 75% of men who reported the offenders were all military.

Characteristics of One Situation

The majority of women and men (both 58%) reported the unprofessional, gender-related behavior in the one situation occurred occasionally. Most men (52%) and 41% of women indicated that such behavior lasted less than a month. About one-third of women (35%) reported that the behavior lasted more than six months. There were no differences by paygrade or Reserve Program in the duration of the one situation. About one-third of women and men who experienced none of the behaviors during activation or deployment reported that the behavior occurred only once (Females 31%; Males 38%). More women who experienced some of the behaviors while activated/deployed than those who experienced none of the behavior during activation/deployment reported that the behavior occurred frequently (23% vs. 12%). Large majorities of women and men reported some or all of the behaviors occurred at a military installation (Females 82%; Males 79%) and/or at their military workplaces (Females 78%; Males 77%). To a lesser extent, women and men reported that some or all of

the behaviors occurred while they were in compensated status (Females 57%; Males 56%) or while activated or deployed (Females 43%; Males 49%).

Women were more likely than men to report that all the behaviors occurred at a military installation (45% vs. 38%) or at their military workplace (38% vs. 32%).

Women who were senior officers were slightly more likely than women in the other paygrades to report that all of the behaviors in the one situation occurred at their military workplace (46% vs. 33-41%). Women who served as AGR/TAR/ARs were more likely than women who served in TPUs to report that all of the behaviors occurred at their military workplace (44% vs. 37%). Both women and men who experienced some of the behavior while activated or deployed were more likely to indicate that all of the behaviors occurred at a military installation than women and men whose one situation did not involve experiences during activation or deployment (Females 49% vs. 42%; Males 43% vs. 33%).

Interacting With Offender at Civilian Location

Although large percentages of women and men reported that the question did not apply because they had no civilian job (Females 25%; Males 23%) or were not in a civilian school (Females 29%; Males 31%), 17% of women and 21% of men indicated they worked with the offender at a civilian job. There were no differences for women or men by Reserve component, paygrade, Reserve Program, or activation/deployment.

Reporting One Situation

Most women (67%) and men (78%) did not report the unprofessional, gender-related behavior. The most common reasons for not reporting were: they did not believe it was important enough to report (Females 63% vs. Males 75%), they handled the problem themselves (66% vs. 62%), or they felt uncomfortable making a report (45% vs. 34%). Of those who did report the situation, most women and men reported to their military supervisor, someone else in their chain-of-command, or the offender's supervisor (Females 16-20%; Males 12-16%). Only a few (5% or less) women and men reported to a special military office or a civilian authority.

The Complaint Process

The vast majority of women and men indicated the complaint process found that their allegations of unprofessional, gender-related behavior were either based in fact (Females 60%; Males 51%) or that authorities were unable to determine the validity of their complaints (35% and 42%, respectively).

About equal percentages of women and men were satisfied (33% vs. 28%), dissatisfied (31% vs. 35%), or neither satisfied nor dissatisfied (35% vs. 37%) with the outcome of their complaints. Both women and men who had experiences while activated or deployed were less likely to indicate they were satisfied with the outcome of their complaints than women and men whose one situation occurred at other times (Females 29% vs. 39%; Males 20% vs. 41%). Most members who were satisfied with the outcome of the complaint process indicated that their complaint was found to be factual (Females 84%; Males 73%), the outcome was explained to them (70% and 66%), the situation was corrected (90% and 91%), and/or some action was taken against the offender (53% and 48%). In contrast, nearly half of those who were dissatisfied with the outcome reported that authorities were unable to determine the validity of their complaints (Females 48% vs. Males 46%) and nothing was done about the complaint (45% and 50%). Almost a quarter of women (23%) and 15% of men who were dissatisfied with the outcome of their complaint reported that action was taken against them as a result.

Problems at Work After Handling One Situation

About 28% of women and 20% of men reported that they experienced problems at work because of the way they handled the unprofessional, gender-related behavior. The most common problem was unkind gossip (Females 18%; Males 13%). Smaller percentages reported being ignored at work or mistreated in some other way (Females 11%; Males 6-7%). About half as many women senior officers as junior enlisted women reported adverse gossip (10% vs. 19%). More women and men who experienced some of the behaviors while activated/deployed than none of the behaviors while they were activated/deployed reported experiencing problems at work (Females 38% vs. 21%; Males 27% vs. 14%).

Was One Situation Sexual Harassment?

Women were about evenly divided as to whether the incident probably or definitely was (36%) or was not (42%) sexual harassment. Most men (69%) reported that it was not sexual harassment. About 20% of both women and men were uncertain as to whether the situation constituted sexual harassment. There were no differences by Reserve component. Junior enlisted women were less likely than women in the other paygrades (37% vs. 44-55%) to

believe the situation was sexual harassment. Women who served in TPUs were more likely than AGR/TAR/ARs (38% vs. 25%) to report that the situation was sexual harassment. More women who experienced some of the behavior during activation or deployment than experienced none of the behavior during these periods reported that the behavior was sexual harassment (45% vs. 30%).

Chapter 5

Sex Discrimination

This chapter summarizes Reserve component members' reports of Sex Discrimination, both their personal experiences with such behavior during the 12 months prior to the survey, and their perceptions of whether those experiences constituted Sex Discrimination. The first section presents survey results for three categories of discriminatory behaviors—evaluation, assignment, and career. The second section describes results for perceptions of Sex Discrimination.

Discriminatory Behaviors

Sex discrimination is defined as treating individuals differently in their employment specifically because of their sex. It is illegal to create artificial barriers to career advancement because of an individual's sex (e.g., differences in achievement of promotions, raises, and other job/training opportunities). Recent research on Sex Discrimination of women in the civilian workplace indicates that strong or systematic performance evaluation discrimination is infrequent; however, women continue to hold substantially less prestigious and influential jobs, receive lower pay, and advance more slowly than men (Dipboye and Colella, 2005). Question 55 in the survey consisted of 12 items modeled on DMDC's measure of racial/ethnic discrimination on its 1996 Equal Opportunity Survey.

Categories of Discriminatory Behaviors

The behavioral items in Question 55 are intended to be indicative of three categories of discrimination in the workplace:

- Evaluation – Reserve component members' perceptions that they did not receive ratings or awards they deserved (Q55a-d);
- Assignment – Reserve component members' perceptions that they did not get assignments and tasks for which they were qualified and that used their skills or facilitated their career advancement (Q55e,f,g,l,m);

Chapter 5 Highlights

- 11% of women and 2% of men experienced Sex Discrimination.
- There were no differences in Sex Discrimination rates for women and men across Reserve components, by paygrade, or by Reserve Program.
- Sex Discrimination rates increased for women who had been activated in the 24 months before taking the survey (17% vs. 8% for non-activated women).

- Career – Reserve component members' perceptions of having access to resources and mentoring that aided in their career development (Q55h-k).

The 12 items were measured using a three-level response scale that allowed Reserve component members to indicate if they had experienced the behavior and whether their gender was a motivating factor. Response options were:

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

The 12 items were scored dichotomously. Incidents were only counted in the discrimination rates if the Reserve component member marked, "Yes, and your gender was a factor." All other responses were considered "No" responses. For example, if survey participants indicated, "Yes, but your gender was NOT a factor," then they did not believe their experiences were gender-motivated and were coded as "No."

For the purpose of this analysis, a Reserve component member was considered to have had a gender-motivated experience of discrimination in Question 55l only if they indicated "Yes, and your gender was a factor" and if the respondent indicated the assignment was legally open to women (in Q55m).

By Gender. Few women and fewer men reported they experienced gender-motivated discriminatory

Sex Discrimination

behaviors. Of these, women experienced each type of discriminatory behavior at substantially higher rates than men. Overall, slightly fewer than 10% of women reported experiencing behaviors in each of the three categories of gender-based discrimination (Table 48). For all categories of behavior, these rates were more than twice those for men. Although the magnitude varies, the gender differences were consistent regardless of Reserve component, paygrade, Reserve Program, or activation status.

"I was promoted to E-7 ... [but] the commander ... took the stripe back with no documentation or reason. He gave the stripe to a lower qualified male in the unit."

- Female Senior Enlisted Respondent

By Reserve Component. As Table 48 shows, for both men and women, there were no Reserve component

differences in the Evaluation, Assignment, and Career incident rates.

By Paygrade. For both women and men, there were no paygrade differences in the incident rates for Evaluation, Assignment, or Career discriminatory behaviors (Table 49).

"I received a written reprimand from an O-6 who has a negative history with females and continually creates a hostile work environment."

- Female Senior Enlisted Respondent

By Reserve Program. For both women and men, there were no Reserve Program differences in the incident rates for Evaluation, Assignment, or Career discriminatory behaviors (Table 50).

Type of Discrimination	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Evaluation	9	4	9	4	10	5	8	3	15	2*	8	2	6	3
Assignment	8	2	10	3	8	2	5	1	12	2*	8	2	6	1
Career	9	3	11	3	10	3	5	2	11	1*	8	2	6	2
Margin of Error	±1	±1	±2	±1	±1	±1	±2	±1	±4	±2	±2	±1	±2	±2

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

Table 48
Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Component

Type of Discrimination	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Evaluation	7	4	10	4	11	3	10	2
Assignment	7	2	8	2	8	1*	8	1
Career	8	2	9	3	10	2*	10	2
Margin of Error	±1	±1	±1	±1	±3	±2	±2	±1

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

Table 49
Percentage of Females and Males Experiencing Discriminatory Behaviors, by Paygrade

By Activation Status. Reserve component women who were activated in the 24 months prior to taking the survey reported much higher rates of discriminatory behaviors than women who were not activated (Table 51). Compared to women who were not activated, about twice as many activated women reported experiencing gender-related Evaluation (13% vs. 6%), Assignment (11% vs. 6%), and/or Career (14% vs. 7%) discrimination. For men, there were no differences by activation status in the reported incident rates for Evaluation, Assignment, or Career discriminatory behaviors.

“I think gender problems in units have been seriously lowered in the past few years.”
 - Male Senior Enlisted Respondent

Type of Discrimination	TPU		AGR/TAR/AR	
	F	M	F	M
Evaluation	9	4	10	4
Assignment	8	2	9	2
Career	9	3	9	3
Margin of Error	±1	±1	±2	±2

Table 50
 Percentage of Females and Males Experiencing Discriminatory Behaviors, by Reserve Program

Type of Discrimination	Activated		Not Activated	
	F	M	F	M
Evaluation	13	4	6	3
Assignment	11	3	6	2
Career	14	3	7	3
Margin of Error	±2	±1	±1	±1

Table 51
 Percentage of Females and Males Experiencing Discriminatory Behaviors, by Activation Status During the Past 24 Months

Sex Discrimination

This section summarizes members’ perceptions of their experiences as sex discrimination. To be included in the calculation of the Sex Discrimination rate, Reserve members must have experienced at least one gender-related discriminatory behavior defined as Evaluation, Assignment, or Career, and also indicated that they considered at least one of the behaviors experienced to be sex discrimination.

By Gender. Roughly one in ten women (11%) and a small percentage of men (2%) in the Reserve components said they experienced Sex Discrimination (Figure 25). The magnitude of the difference between rates of Sex Discrimination by gender varies somewhat depending on Reserve components, paygrades, Reserve Program, and activation status, but the basic pattern of greater discrimination of women persists across these categories (DMDC, 2005b, pp. 378-379).

By Reserve Component. Women in the Naval Reserve (7%) and Air Force Reserve (7%) were less likely than those in the Army National Guard (13%) and the Marine Corps Reserve (11%) to experience Sex Discrimination (Table 52). For men, there were no differences by Reserve component in the Sex Discrimination incident rate.

By Paygrade and Reserve Program. For both women and men, there were no paygrade differences in the Sex Discrimination incident rate (DMDC, 2005b, pp. 378-379).

By Activation Status. Compared to women who were not activated in the 24 months prior to taking the survey, activated women reported a higher rate of Sex Discrimination (17% vs. 8%) (Table 53). For men, there were no differences by activation status in the Sex Discrimination incident rate.

“Many women are isolated, must work twice as hard, and are not taken seriously. It’s nothing new. It’s all about ‘subtle’ personal discrimination, not overt sexual advances.”

- Female Senior Enlisted Respondent

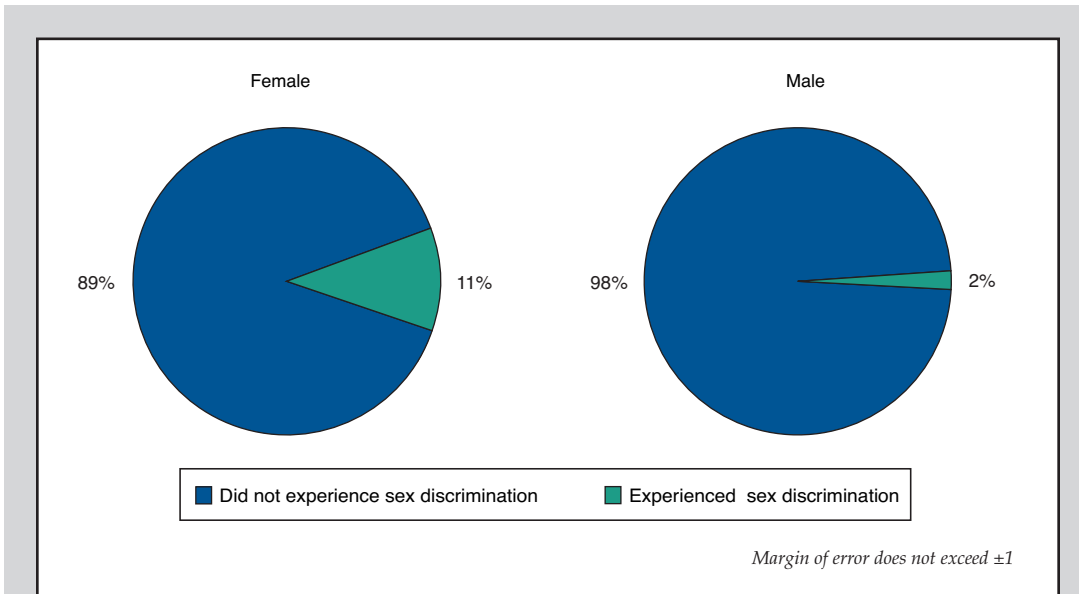


Figure 25
Percentage of Females and Males Who Reported Experiencing Sex Discrimination

	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Sex Discrimination	11	2	13	2	12	3	7	1	19	1*	11	2	7	2
Margin of Error	±1	±1	±2	±1	±1	±1	±2	±1	±4	±1	±2	±1	±2	±1

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

Table 52
Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Reserve Component

	Activated		Not Activated	
	F	M	F	M
Sex Discrimination	17	2	8	1
Margin of Error	±2	±1	±1	±1

Table 53
Percentage of Females and Males Who Reported Experiencing Sex Discrimination, by Activation Status During the Past 24 Months

Summary

The results of this chapter indicate Sex Discrimination occurs at much lower rates than Sexual Harassment (see Chapter 3) among Reserve component members. This chapter presents data on experiences related to their evaluations, assignments, and career development and their perceptions of whether such experiences constituted Sex Discrimination.

“My platoon sergeant doesn’t believe that females should be in charge or in the armed forces. Therefore, for him, I was not capable of being in charge of a mission.”

- Female Senior Enlisted Respondent

Women experienced Evaluation, Assignment, and Career discriminatory behaviors at rates at least twice those of men (Females 8-9% vs. Males 2-4%). The rates varied by activation status, but not by Reserve component, paygrade, or Reserve Program.

About twice as many women who had been activated in the 24 months prior to filling out the survey reported experiencing all three types of gender-related discriminatory behavior than women who were not activated.

Overall, more women than men in the Reserve components reported that they perceived the behavior as Sex Discrimination (Females 11% vs. Males 2%). These gender differences were far greater than differences by Reserve component, paygrade, Reserve Program, or activation status. For women, the incidence of Sex Discrimination was lowest for the Naval Reserve and Air Force Reserve (both 7%), and highest for the Marine Corps Reserve (19%). There were no differences by paygrade or Reserve Program. Among women, rates differed sharply only by activation status, where more than twice as many activated (17%) as non-activated (8%) women reported experiencing behavior that they considered to be Sex Discrimination.

Chapter 6

Sexual Harassment Personnel Policies, Practices, and Training

Chapters 3-5 provided survey findings on the rates of unprofessional, gender-related behaviors, sexual harassment, and sex discrimination for Reserve component members. Survey results were also provided on characteristics of the one situation that had the greatest effect on Reserve members (e.g., who the offenders were and where the behaviors occurred).

This chapter presents survey results on Reserve component members' perceptions of sexual harassment policies and practices and their effectiveness; the availability of sexual harassment support and resources for those who experience it; the quantity and effectiveness of sexual harassment training; and military leaders' attempts to stop sexual harassment and model gender-neutral behavior. Reserve component members' perceptions of leadership behavior at three levels are examined: their immediate supervisor, the installation/ship supervisor, and the Reserve component's senior leadership. As in other chapters, members' views are presented by gender, Reserve component, paygrade, Reserve Program, and activation status.

Sexual Harassment Policies and Practices

Sexual harassment prevention and response programs are more effective if information on sexual harassment policies is made widely available, programs and practices are in place and executed, and sexual harassment complaints are handled expeditiously and fairly. Reserve component members should understand sexual harassment policies, and how to seek help if they need it. Question 90 asked Reserve component members to report the extent to which, at both the unit/work group and duty station/ship levels, sexual harassment policies and complaint procedures were publicized and whether complaints were taken seriously (Q90a,b,c,h,i,j).

Chapter 6 Highlights

Sexual Harassment Policies

- About 85-90% of women and men reported that sexual harassment policies and complaint procedures are publicized in their unit/work group and duty station/ship.
- Roughly 85% reported there is a formal office charged with investigating sexual harassment complaints.
- About 70% of women and about 80% of men reported there was an advice/hotline available for complaint reporting.

Sexual Harassment Training

- About 70% of women and men reported receiving sexual harassment training in the 12 months prior to taking the survey, averaging more than two sessions.
- Women and men in the Naval Reserve were more likely to have received such training.
- About 80% of women and men indicated that the training gave them a good understanding of sexual harassment words and actions and adverse effects on unit cohesion and personal performance.
- Roughly 70-80% of women and men reported that the training gave them useful tools for dealing with sexual harassment and created a safe reporting climate.
- More than 90% of women and men said the training was at least somewhat effective. About 40% of women and men concluded that the training was very effective.

Proactive Leadership

- Majorities of women and men reported that their leaders (immediate, installation/ship, component) were making honest and reasonable efforts to stop sexual harassment.
- More than 90% of women and men indicated that their leaders modeled respectful behavior regardless of gender, with majorities stating they did so to a large extent.
- About 80% of women and men reported that male leaders rarely or never asked female officers to "deal with" problems involving women.

Policies Publicized

As Table 54 shows, virtually all Reserve component women and men reported policies forbidding sexual harassment were publicized, to at least some extent, at both the unit/work group (Females 92%; Males 94%) and duty station/ship levels (Females 91%; Males 92%). Slightly fewer women than men reported that the policies received publicity, to a large or very large extent, both within their unit and at their duty station (Table 54). For more details see DMDC, 2005b, pp. 670-671 and 684-685.

“If the military feels it has a problem with any type of discrimination, then it should clearly put out the message that this behavior is bad for the mission and morale and will not be tolerated. I believe that you are already doing that.”

- Female Senior Enlisted Respondent

By Reserve Component. There were no Reserve component differences for women and men with regard to the extent to which sexual harassment policies were publicized in their unit/work group. Women in the Naval Reserve were more likely than women in the other Reserve components to report policies forbidding sexual harassment were publicized, to a large extent, at their duty station/ship (54% vs. 42-47%). There were no differences for men regarding the extent to which sexual harassment policies were publicized at their duty station/ship (DMDC, 2005b, pp. 670-671 & 684-685).

By Paygrade. For women, there were no differences by paygrade in their assessment of the extent to which policies forbidding sexual harassment were publicized in their unit/work group and at their duty station/ship. For men, reports that sexual harassment policies were well publicized varied with rank. Junior enlisted men were least likely to indicate such policies were publicized, to a large or very large extent, in their unit/work group (43% vs. 50-57%). Similarly, for men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate sexual harassment policies were well publicized at their duty station/ship (44% vs. 63%) (DMDC, 2005b, pp. 670-671 & 684-685).

By Reserve Program. For women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving in TPUs to agree that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group (Females 50% vs. 42%; Males 56% vs. 48%) and at their duty station/ship (Females 52% vs. 44%; Males 59% vs. 51%) (DMDC, 2005b, pp. 670-671 & 684-685).

By Activation Status. Women who had been activated in the 24 months prior to taking the survey were less likely than non-activated women to report sexual harassment policies were publicized, to a large extent, in their unit/work group (40% vs. 45%) and at their duty station/ship (42% vs. 47%) (Table 55). There were no differences for men.

Extent of Publicity	Response Option	Female	Male
Policies forbidding sexual harassment publicized in your unit/work group	Not at All	8	6
	Small/Moderate Extent	49	45
	Large/Very Large Extent	43	49
Policies forbidding sexual harassment publicized at your duty station/ship	Not at All	9	8
	Small/Moderate Extent	46	41
	Large/Very Large Extent	45	52
Margin of Error		±1	±2

Table 54
Percentage of Females and Males Indicating Sexual Harassment Policies Were Publicized in Units and Installations

Extent of Publicity	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Policies forbidding sexual harassment publicized in your unit/work group	Not at All	9	6	8	6
	Small/Moderate Extent	52	46	48	44
	Large/Very Large Extent	40	47	45	50
Policies forbidding sexual harassment publicized at your duty station/ship	Not at All	9	8	9	7
	Small/Moderate Extent	49	42	44	40
	Large/Very Large Extent	42	50	47	53
<i>Margin of Error</i>		±2	±2	±2	±2

Table 55
Percentage of Females and Males Indicating Sexual Harassment Policies Were Publicized in Units and Installations, by Activation Status

Complaint Procedures

The vast majority of both women and men indicated the complaint procedures related to sexual harassment were publicized, at least to some extent, in their unit/work group (Females 85%; Males 88%) and at their duty station/ship (Females 87%; Males 90%) (Table 56). Overall, somewhat more men than women reported that complaint procedures were publicized, to a large extent, in their unit/work group and at their duty station/ship.

By Reserve Component. Women in the Army National Guard and the Air National Guard were the least likely to indicate that complaint procedures

were publicized, to a large extent, at their duty station/ship (both 36% vs. 40-48%). There were no differences by Reserve component for men by duty station/ship. Similarly, for both women and men, there were no differences by Reserve component in the extent to which complaint procedures were publicized in their unit/work group (DMDC, 2005b, pp. 672-673 & 686-687).

By Paygrade. More junior enlisted women than women in the other paygrades reported that complaint procedures were not publicized in their unit/work group (19% vs. 10-13%) or at their duty station/ship (17% vs. 9-12%). For men, senior

Extent of Publicity	Response Option	Female	Male
Complaint procedures related to sexual harassment publicized in your unit/work group	Not at All	15	12
	Small/Moderate Extent	50	47
	Large/Very Large Extent	35	41
Complaint procedures related to sexual harassment publicized at your duty station/ship	Not at All	13	10
	Small/Moderate Extent	47	43
	Large/Very Large Extent	40	47
<i>Margin of Error</i>		±1	±2

Table 56
Percentage of Females and Males Indicating Sexual Harassment Complaint Procedures Were Publicized in Units and Installations

officers were the most likely to indicate complaint procedures were publicized, to a large extent, in their unit/work group (51% vs. 35-44%) and at their duty station/ship (59% vs. 40-51%). Junior enlisted men were the least likely to report that, to a large extent, at their duty station/ship, procedures are publicized (40%) (DMDC, 2005b, pp. 672-673 & 686-687).

By Reserve Program. For both women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving in TPUs to agree that complaint procedures were publicized, to a large extent, in their unit/work group (Females 43% vs. 34%; Males 49% vs. 41%) and at their duty station/ship (Females 47% vs. 39%; Males 54% vs. 46%) (DMDC, 2005b, pp. 672-673 & 686-687).

By Activation Status. Activated women were less likely than non-activated women to report that complaint procedures were publicized, to a large extent, in their unit/work group (31% vs. 37%) and at their duty station/ship (36% vs. 41%) (Table 57).

Complaints Taken Seriously

More than 90% of both women and men reported that complaints about sexual harassment were taken seriously, no matter who filed them, at the unit/work group and duty station/ship levels (Table 58).

By Reserve Component. For women, there were no differences by Reserve component in their perceptions that complaints were taken seriously in their unit/work group and duty station/ship. Men in the Naval Reserve were the most likely to report that complaints about sexual harassment were taken seriously, to a large extent, in their unit/work group (75% vs. 58-67%) (DMDC, 2005b, pp. 674-675 & 688-689).

By Paygrade. For women, senior officers were the most likely to indicate that complaints were taken seriously, to a large extent, in their unit/work group (64% vs. 53-55%) and duty station/ship (66% vs. 52-55%). For men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate that, to a large extent, complaints about sexual harassment were taken seriously in their unit/work group (56% vs. 77%) and their duty station/ship (55% vs. 78%) (DMDC, 2005b, pp. 674-675 & 688-689).

“We make rules and set guidelines [on sexual harassment], but that’s mainly for show. ...it simply forces the perpetrator underground and exposes the defendant to more harsh intimidation tactics.”

- Male Senior Enlisted Respondent

Extent of Publicity	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Complaint procedures related to sexual harassment publicized in your unit/work group	Not at All	16	13	14	11
	Small/Moderate Extent	53	48	48	46
	Large/Very Large Extent	31	40	37	43
Complaint procedures related to sexual harassment publicized at your duty station/ship	Not at All	14	11	13	10
	Small/Moderate Extent	50	44	46	42
	Large/Very Large Extent	36	45	41	48
Margin of Error		±2	±2	±2	±2

Table 57

Percentage of Females and Males Indicating Sexual Harassment Complaint Procedures Were Publicized in Units and Installations, by Activation Status

Sexual Harassment Personnel Policies, Practices, and Training

By Reserve Program. For women, there were no differences by Reserve Program in their perception of the extent to which sexual harassment complaints were taken seriously in their unit/work group or at their duty station/ship. In contrast, Reserve component men who served as AGR/TAR/ARs were more likely than men serving in TPUs to agree that complaints about sexual harassment were taken seriously, to a large extent, in their unit/work group (68% vs. 62%) and at their duty station/ship (67% vs. 62%) no matter who files them (DMDC, 2005b, pp. 674-675 & 688-689).

By Activation Status. For both women and men, those activated in the 24 months prior to taking the

survey were somewhat less likely than those not activated to indicate that complaints were taken seriously, to a large extent, in their unit/work group (Females 49% vs. 57%; Males 60% vs. 65%) and at their installation/ship (Females 49% vs. 57%; Males 59% vs. 65%) (Table 59).

“I believe that sexual harassment is occurring less often now only because there is more awareness about it. It’s always been present in society but may appear more prominent now because it’s finally being dealt with by discipline and awareness. Therefore, while it may look like it’s more prominent, I feel that it is lessening.”

- Female Senior Enlisted Respondent

Complaints Taken Seriously	Response Option	Female	Male
Complaints about sexual harassment taken seriously no matter who files them in your unit/work group	Not at All	8	7
	Small/Moderate Extent	38	30
	Large/Very Large Extent	55	63
Complaints about sexual harassment taken seriously no matter who files them at your duty station/ship	Not at All	8	7
	Small/Moderate Extent	38	31
	Large/Very Large Extent	54	62
Margin of Error		±1	±2

Table 58

Percentage of Females and Males Indicating Sexual Harassment Complaints Were Taken Seriously in Units and Installations

Extent of Respect for Complaints	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Complaints about sexual harassment taken seriously no matter who files them in your unit/work group	Not at All	9	8	7	6
	Small/Moderate Extent	42	32	36	28
	Large/Very Large Extent	49	60	57	65
Complaints about sexual harassment taken seriously no matter who files them at your duty station/ship	Not at All	9	8	7	6
	Small/Moderate Extent	43	33	36	29
	Large/Very Large Extent	49	59	57	65
Margin of Error		±2	±2	±2	±2

Table 59

Percentage of Females and Males Indicating Sexual Harassment Complaints Were Taken Seriously in Units and Installations, by Activation Status

Sexual Harassment Support and Resources

One factor in evaluating the effectiveness of sexual harassment programs is whether Reserve component members who experience unprofessional, gender-related behaviors can easily obtain the help and assistance they need. Question 90 asked Reserve component members to report the extent to which their duty station/ship provides a specific office for investigating sexual harassment complaints and the availability of advice/hotlines from their Service/Reserve component (Q90k,o).

Complaint Office. Large majorities (roughly 85%) of Reserve component women and men reported there was a specific office with the authority to investigate sexual harassment complaints on their duty station/ship (Table 60). Women and men in the Air National Guard and the Air Force Reserve were more likely than members in other Reserve components to report there was such an office at their duty station/ship (Females 90-91% vs. 79-86%; Males 92-95% vs. 80-88%). For both women and men, junior enlisted members were the least likely, and senior officers were the most likely, to indicate that, to a large extent, their duty station/ship offered a specific office for sexual harassment complaints (Females 34% vs. 60%; Males 36% vs. 64%). Reserve component women and men (both 91%) who served as AGR/TAR/ARs were more likely than women (83%) and men (85%) serving in TPUs to report there was a specific office at their duty station/ship for investigating sexual harassment complaints. For both women and men, those activated were less likely to indicate that, to a large extent,

there was such an office (Females 41% vs. 46%; Males 45% vs. 49%) (Table 61). For more information, see DMDC, 2005b, pp. 690-691.

Advice/Hotline Availability. Overall, the majority of women (69%) and men (79%) reported their Service/Reserve component provided an advice/hotline available for reporting sexual harassment complaints (DMDC, 2005b, pp. 698-699).

“Although I’m aware of a sexual harassment hotline for the [Service], it proved useless (i.e., could not reach any appropriate people). When an actual harassment case ...was reported, it was a challenge to find the number”

- Male Senior Officer Respondent

Women and men in the Naval Reserve and the Air Force Reserve were the most likely to report their Service/Reserve component provided a hotline for reporting sexual harassment complaints (Females 74-85% vs. 62-67%; Males 87-90% vs. 73-80%). For both women and men, senior officers were the most likely to report their Service/Reserve component provided a hotline for sexual assault (Females 76% vs. 66-71%; Males 88% vs. 76-81%). For both women and men, Reserve component members who served as AGR/TAR/ARs were more likely than members serving in TPUs to report their Service/Reserve component provided a sexual assault hotline (Females 77% vs. 68%; Males 83% vs. 78%). For both women and men, those who had not

Extent of Respect for Complaints	Response Option	Female	Male
There is a specific office with the authority to investigate sexual harassment complaints at your duty station/ship	Not at All	16	14
	Small/Moderate Extent	40	39
	Large/Very Large Extent	44	47
There is an advice/hotline available for reporting sexual harassment complaints in your service/ Reserve component	Not at All	31	21
	Small/Moderate Extent	39	42
	Large/Very Large Extent	30	37
Margin of Error		±1	±2

Table 60
Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist

Extent of Respect for Complaints	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
There is a specific office with the authority to investigate sexual harassment complaints at your duty station/ship	Not at All	18	16	15	13
	Small/Moderate Extent	41	39	39	38
	Large/Very Large Extent	41	45	46	49
There is an advice/hotline available for reporting sexual harassment complaints in your Service/ Reserve component	Not at All	34	23	29	19
	Small/Moderate Extent	38	43	39	41
	Large/Very Large Extent	27	35	32	40
<i>Margin of Error</i>		±2	±2	±2	±2

Table 61

Percentage of Females and Males Indicating Specific Sexual Harassment Complaint Office and Hotline Exist, by Activation Status

been activated in the 24 months prior to taking the survey were more likely than activated women and men to report a complaint hotline was available (Females 71% vs. 66%; Males 81% vs. 77%) (Table 61). For more information, see DMDC, 2005b, pp. 698-699.

the number of times they received training. The responses for number of times trained ranged from 1 to 9 and are reported as an average. The percentage of women and men who had received training and the average number of times trained are reported in Figures 26 and 27.

Extent of Sexual Harassment Training

Reserve component members were asked whether they had sexual harassment training in the 12 months prior to filling out the survey. If they had completed the training, they were asked to indicate

By Reserve Component. Most Reserve component women (72%) and men (73%) indicated they received training on topics related to sexual harassment at least once in the 12 months prior to filling out the survey (Figure 26). Women and men in the

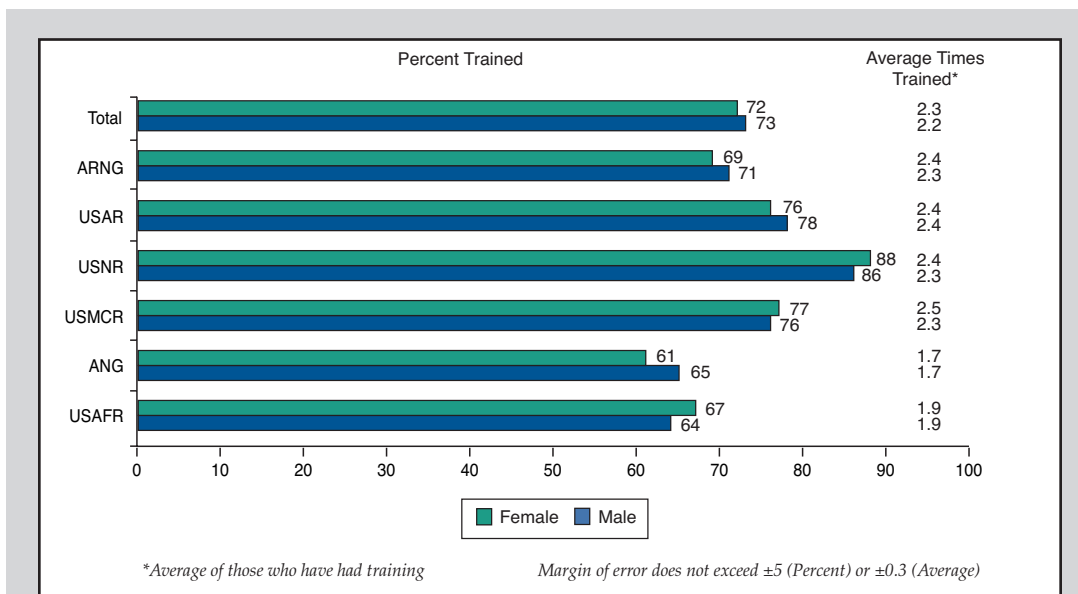


Figure 26

Percentage of Females and Males Who Received Sexual Harassment Training, by Reserve Component

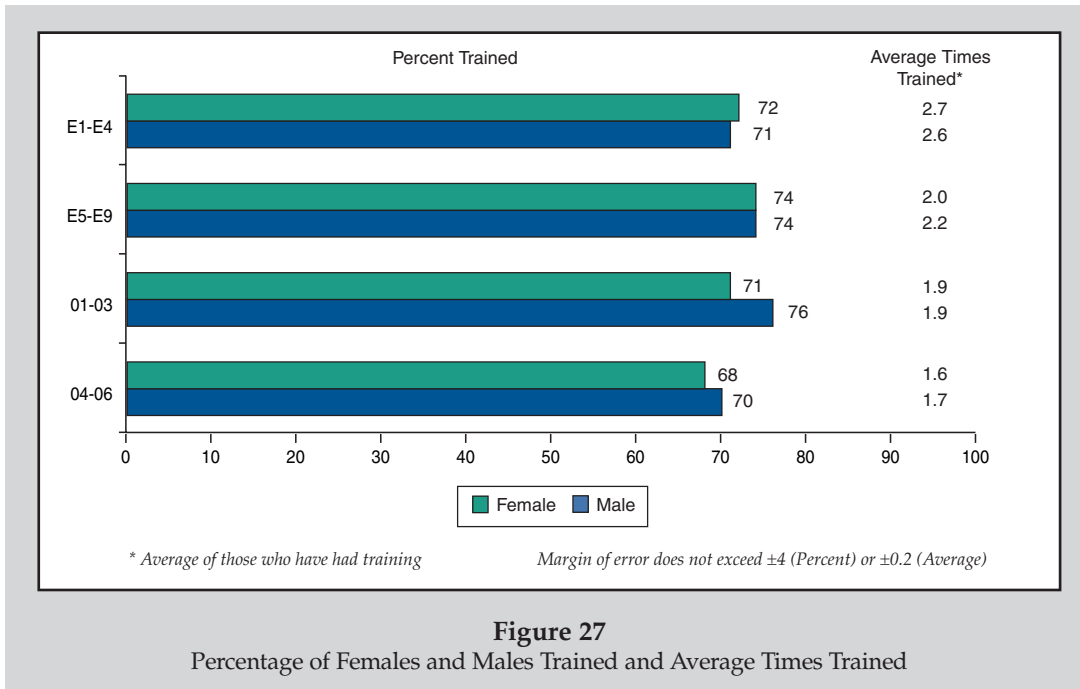


Figure 27
Percentage of Females and Males Trained and Average Times Trained

Naval Reserve were the most likely to report they had received sexual harassment training during that time (Females 88% vs. 61-77%; Males 86% vs. 64-78%). On average, Reserve component members received sexual harassment training approximately two times. Women and men in the Air National Guard and the Air Force Reserve reported receiving training less often than women and men in the other Reserve components (Females 1.7-1.9 vs. 2.4-2.5 times; Males 1.7-1.9 vs. 2.3-2.4 times).

“I believe sexual harassment training has made a positive impact on the Reserve components. This is especially true for units where there is a more even mix of males and females.”

- Female Senior Officer Respondent

By Paygrade. There were no paygrade differences in the percentages of women and men who had received training on sexual harassment topics in the 12 months prior to taking the survey (Figure 27). Junior enlisted women and men reported receiving

sexual harassment training more often than women and men in the other paygrades (Females 2.7 vs. 1.6-2.0 times; Males 2.6 vs. 1.7-2.2 times). For women, senior officers (1.6) reported having training fewer times than those in the other paygrades. For men, enlisted members reported receiving training more often than officers (2.2-2.6 vs. 1.7-1.9 times).

By Reserve Program. There were no differences by Reserve Program in the percentage of women and men who received training on sexual harassment topics in the 12 months prior to taking the survey or in number of times members received training (DMDC, 2005b, pp. 650-653).

By Activation Status. Women and men who were activated in the 24 months prior to taking the survey were somewhat more likely to have had training than those who were not activated during that time (Females 75% vs. 71%; Males 75% vs. 71%). For men, those activated had more frequent training than those who were not activated (2.4 vs. 2.1 times) (DMDC, 2005b, pp. 650-653).

Organizational Training Requirements

Question 90 asked the extent to which Reserve component members agreed with the statements that both enlisted members and officers at the work group and duty station/ship levels were required to attend sexual harassment training (Q90d,e,l,m).

Enlisted Training Required

The majority (over 80%) of Reserve component women and men agreed that enlisted members were required to attend training, to at least some extent, in their unit/work group or duty station/ship (Table 62). Men were somewhat more likely than women to agree, to a large extent, that enlisted members were required to attend formal sexual harassment training in their unit/work group (54% vs. 51%). There was no difference between women and men regarding perceptions of enlisted training at their duty station/ship.

By Reserve Component. Women and men in the Naval Reserve were the most likely to report, to a large extent, enlisted members were required to attend training in their unit/work group (Females 67% vs. 43-58%; Males 71% vs. 48-58%) and at their duty station/ship (Females 67% vs. 43-56%; Males

70% vs. 48-59%) (DMDC, 2005b, pp. 676-677 and 692-693).

By Paygrade. Junior enlisted women and men were less likely than women and men in the other paygrades to report, to a large extent, enlisted members were required to attend training in their unit/work group (Females 44% vs. 55-61%; Males 46% vs. 57-63%) and at their duty station/ship (Females 44% vs. 54-60%; Males 46% vs. 56-64%) (DMDC, 2005b, pp. 676-677 and 692-693).

By Reserve Program. More Reserve component women who served as AGR/TAR/ARs than women serving in TPUs reported that enlisted members were required to attend formal sexual harassment training, to a large extent, in their unit/work group (56% vs. 50%) and at their duty station/ship (55% vs. 50%). For men, there were no differences by Reserve Program in the extent to which enlisted members were required to attend sexual harassment training in their unit/work group and at their duty station/ship (DMDC, 2005b, pp. 676-677 and 692-693).

By Activation Status. There were no differences by activation status for women or men (Table 63).

Training Requirements	Response Option	Female	Male
Enlisted members required to attend formal sexual harassment training in your unit/work group	Not at All	12	10
	Small/Moderate Extent	37	36
	Large/Very Large Extent	51	54
Enlisted members required to attend formal sexual harassment training at your duty station/ship	Not at All	11	10
	Small/Moderate Extent	38	36
	Large/Very Large Extent	51	54
Officers required to attend formal sexual harassment training in your unit/work group	Not at All	13	11
	Small/Moderate Extent	40	39
	Large/Very Large Extent	47	51
Officers required to attend formal sexual harassment training at your duty station/ship	Not at All	12	11
	Small/Moderate Extent	40	38
	Large/Very Large Extent	48	52
Margin of Error		±1	±2

Table 62

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

Officer Training Required

The majority of Reserve component members agreed that officers were required to attend at least some formal sexual harassment training in their unit/work group or duty station/ship (Table 62). Men were more likely than women to report that, to a large extent, officers were required to attend formal sexual harassment training in their unit/work group (51% vs. 47%) and at their duty station/ship (52% vs. 48%).

By Reserve Component. Women and men in the Naval Reserve were the most likely to report that, to a large extent, officers were required to attend sexual harassment training in their unit/work group (Females 62% vs. 39-53%; Males 66% vs. 45-56%) and at their duty station/ship (Females 64% vs. 40-53%; Males 67% vs. 47-59%). For women, members of the Army National Guard were the most likely to report that officers were not required to attend training in their unit/work group (15% vs. 6-12%) (DMDC, 2005b, pp. 678-679 and 694-695).

By Paygrade. Junior enlisted women and men were less likely than women and men in the other pay-

grades to report that, to a large extent, officers were required to attend training in their unit/work group (Females 40% vs. 51-59%; Males 43% vs. 53-62%) and at their duty station/ship (Females 40% vs. 52-59%; Males 44% vs. 53-63%) (DMDC, 2005b, pp. 678-679 and 694-695).

By Reserve Program. For women and men, there were no differences by Reserve Program in the extent to which officers were required to attend sexual harassment training in their unit/work group and at their duty station/ship (DMDC, 2005b, pp. 678-679 and 694-695).

“The people who need the training do not attend the training (i.e., senior leadership).”

- Male Senior Officer Respondent

By Activation Status. As Table 63 indicates, there were no differences by activation status in the percentages of women and men who reported that, to a large extent, officers were required to attend formal sexual harassment training in their unit/work group. Those activated were less likely to state that,

Training Requirements	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
Enlisted members required to attend formal sexual harassment training in your unit/work group	Not at All	12	10	12	10
	Small/Moderate Extent	39	37	36	34
	Large/Very Large Extent	49	53	52	55
Enlisted members required to attend formal sexual harassment training at your duty station/ship	Not at All	11	11	11	10
	Small/Moderate Extent	40	37	37	35
	Large/Very Large Extent	48	52	52	55
Officers required to attend formal sexual harassment training in your unit/work group	Not at All	13	12	12	10
	Small/Moderate Extent	42	40	39	38
	Large/Very Large Extent	45	49	48	52
Officers required to attend formal sexual harassment training at your duty station/ship	Not at All	13	11	11	10
	Small/Moderate Extent	43	39	39	37
	Large/Very Large Extent	44	49	49	54
<i>Margin of Error</i>		±2	±2	±2	±2

Table 63

Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations, by Activation Status

to a large extent, officers were required to attend formal sexual harassment training at their duty station/ship (Females 44% vs. 49%; Males 49% vs. 54%) (Table 63).

Aspects of Sexual Harassment Training

This section provides survey results on aspects of sexual harassment training. Reserve component members assessed to what extent their training addressed topics integral to sexual harassment prevention and response. Reserve component members were also asked the extent to which they agreed their training had provided a foundation for understanding what constitutes sexual harassment. In addition, Reserve members were asked to what extent their training covered the process for reporting sexual harassment complaints, and the consequences of sexual harassment. Overall results by gender are reported in Table 64.

The survey also enabled detailed analyses of the results in Table 64 by demographic characteristics. Findings from the analyses (presented in DMDC, 2005b, pp. 654-669) are discussed in terms of four broad categories of training objectives:

- **Intent of Training** – assesses knowledge of definitions of sexual harassment (88a,d)
- **Effects of Sexual Harassment on Military Effectiveness** – assesses knowledge of the consequences of sexual harassment on working conditions (88b,c)
- **Policies and Tools for Managing Sexual Harassment** – evaluates whether the training provides members knowledge of military policies, procedures, and consequences of sexual harassment and useful tools for dealing with sexual harassment (88e,g)
- **Complaint Climate** – measures whether a member feels it is safe to complain about unwanted, sex-related attention (88f).

Intent of Training

If individuals are to avoid using offensive words or engaging in disrespectful behaviors, they must be aware of what is considered inappropriate by others and by their organization. Large majorities (more than 80%) of women and men agreed that their Reserve component’s training provided a good understanding of what words and actions were considered sexual harassment and identified unacceptable behaviors (Table 64). There were no differences by Reserve component, paygrade, or Reserve Program in women’s and men’s assessment of

Aspect of Training	Female	Male
Provides a good understanding of what words and actions are considered sexual harassment	83	84
Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole	81	84
Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties	82	84
Identifies behaviors that are offensive to others and should not be tolerated	85	86
Gives useful tools for dealing with sexual harassment	74	77
Makes you feel it is safe to complain about unwanted, sex-related attention	72	79
Provides information about policies, procedures, and consequences of sexual harassment	83	85
<i>Margin of Error</i>	± 1	± 2

Table 64
Percentage of Females and Males Who Agree That Aspects of Their Reserve Component Training Are Effective

whether their Reserve component's sexual harassment training identified words and behaviors that were offensive to others and should not be tolerated. Activated women were slightly less likely than non-activated women to agree that training gave them a good understanding of sexual harassment words and actions (80% vs. 84%) and intolerable behaviors (82% vs. 86%). For more information, see DMDC, 2005b, pp. 654-655 & 660-661.

Training and Military Effectiveness

Similarly, more than 80% of Reserve component women and men agreed their Reserve component's training taught that sexual harassment reduces the cohesion and effectiveness of their Reserve

"One full day of the same information. Boring. No one paid attention."

- Female Senior Enlisted Respondent

component as a whole, and makes it difficult for individual Reserve component members to perform their duties. Slightly fewer women than men agreed that the training conveyed that sexual harassment reduces their Reserve component's cohesiveness (81% vs. 84%) (Table 64). There was no difference between women and men in their assessment of whether their Reserve component's training taught that sexual harassment makes it difficult for women and men to perform their duties.

By Reserve Component. Women in the Army National Guard and in the Army Reserve were somewhat less likely than women in the other Reserve components to agree that their training taught that sexual harassment reduces the effectiveness of their Reserve component as a whole (both 78% vs. 83-87%) (DMDC, 2005b, pp. 656-659). For women, there were no Reserve component differences in their assessment of whether their Reserve component's training taught that sexual harassment makes it difficult to perform duties. For men, there were no differences by Reserve component in their assessment of whether their training linked sexual harassment to lower component cohesiveness or impeded the work of individual Reserve component members (DMDC, 2005b, pp. 656-659).

By Paygrade. Junior enlisted women were the least likely to agree their training conveyed that sexual harassment reduces the effectiveness of their Reserve component (77% vs. 83-87%) (DMDC, 2005b, pp. 656-659). In contrast, there were no pay-grade differences for men in assessing this aspect of training. For women and men, there were no differences by paygrade in their assessment of whether their training taught that sexual harassment negatively affects individual performance (DMDC, 2005b, pp. 656-659).

By Reserve Program. For both women and men, there were no differences by Reserve Program in their assessment of sexual harassment training's linkage of harassment to component cohesiveness or individual performance (DMDC, 2005b, pp. 656-659).

By Activation Status. Women who had been activated in the 24 months prior to the survey were less likely than women who were not activated during that period to agree their training taught them that sexual harassment reduces unit cohesion (77% vs. 83%) and impedes individual performance (79% vs. 84%) (Table 65).

Policies and Tools Necessary for Managing Sexual Harassment

Most women (83%) and men (85%) agreed that their training provided information about policies, procedures, and consequences of sexual harassment (Table 64). About three-fourths of women (74%) and men (77%) also agreed their Reserve component's training provided useful tools for dealing with sexual harassment (DMDC, 2005b, pp. 662-663 & 666-667).

By Reserve Component. Women in the Army National Guard and in the Army Reserve were the least likely to agree their Reserve component's training provided information about sexual harassment policies (both 80% vs. 85-88%). There were no Reserve component differences for men in regard to this aspect of training. For both women and men, there were no differences by Reserve component in their assessment of whether their training provided them with useful tools for dealing with sexual harassment (DMDC, 2005b, pp. 662-663 & 666-667).

Aspect of Training	Response Option	Activated Past 24 Months		Not Activated Past 24 Months	
		F	M	F	M
My Reserve component's training teaches that sexual harassment reduces the cohesion and effectiveness of Reserve component	Strongly Disagree/Disagree	9	6	6	5
	Neither Agree Nor Disagree	14	11	11	9
	Agree/Strongly Agree	77	83	83	85
My Reserve component's training teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties	Strongly Disagree/Disagree	9	7	6	5
	Neither Agree Nor Disagree	12	10	10	9
	Agree/Strongly Agree	79	83	84	86
Margin of Error		±2	±2	±2	±2

Table 65

Percentage of Females and Males Indicating Their Reserve Component's Training Teaches That Sexual Harassment Reduces the Cohesion and Effectiveness of Their Reserve Component, by Activation Status

By Paygrade. There were no differences by paygrade for women and men in their assessment of whether their training provided useful tools for dealing with sexual harassment or whether it provided them useful information about sexual harassment policies and procedures (DMDC, 2005b, pp. 662-663 & 666-667).

"I have received better training in the civilian sector. What the [Service] provides on an annual basis is inadequate."

- Female Junior Officer Respondent

By Reserve Program. There were no Reserve Program differences for women or men in their assessment of whether the training by their Reserve component provided useful tools for dealing with sexual harassment and information about sexual harassment policies (DMDC, 2005b, pp. 662-663 & 666-667).

By Activation Status. For both women and men, those activated 24 months prior to taking the survey

Tools from Training	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Strongly Disagree/Disagree	11	7	7	5
Neither Agree Nor Disagree	21	20	16	16
Agree/Strongly Agree	68	74	77	79
Margin of Error	±2	±2	±2	±2

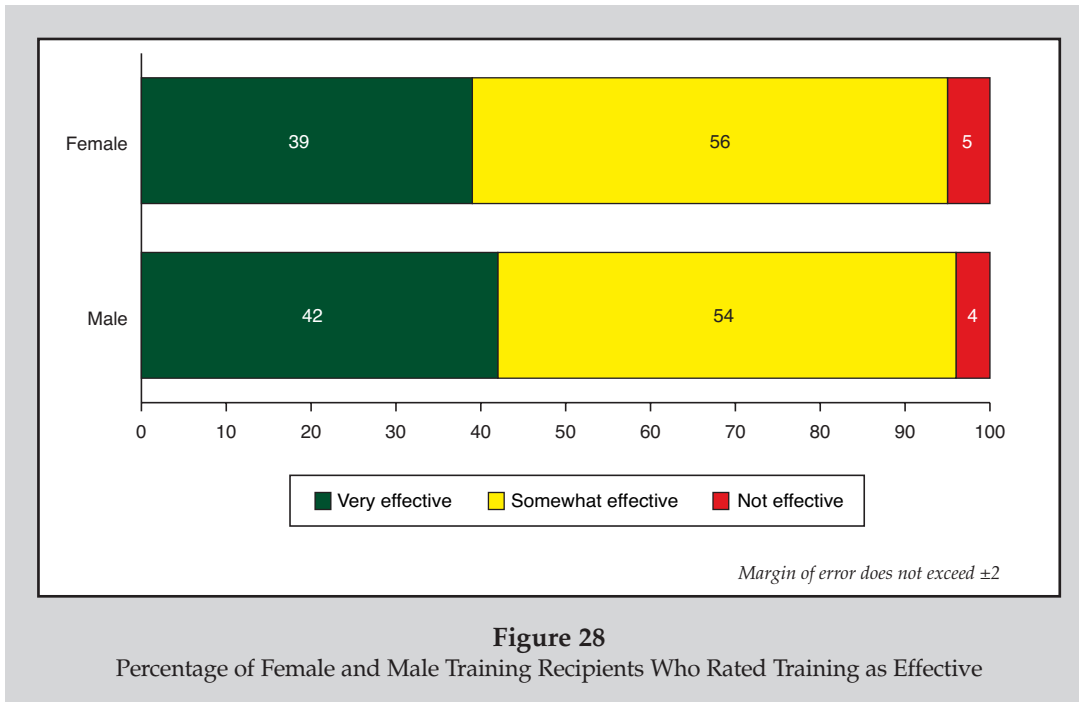
Table 66

Percentage of Females and Males Indicating Their Reserve Component's Training Gives Useful Tools For Dealing With Sexual Harassment, by Activation Status

were less likely than non-activated women and men to agree that their training gave them useful tools to deal with sexual harassment (Females 68% vs. 77%; Males 74% vs. 79%) (Table 66).

Safe Complaint Climate

Although most Reserve component members indicated their Reserve component's training made them feel it is safe to complain about unwanted, sex-related attention, substantial percentages did not feel safe to complain or had no opinion (Females 28%; Males 21%). In addition, women were less likely than men to agree that their Reserve component creates a safe environment in which to complain about sexual harassment (72% vs. 79%). There were no differences by Reserve component, paygrade, or Reserve Program for women or men.



Activated women and men were less likely than non-activated members to believe that their training made them feel safe to complain about unwanted sex-related attention (Females 65% vs. 76%; Males 75% vs. 82%). For information, see DMDC, 2005b, pp. 664-665.

Effectiveness of Sexual Harassment Training

The survey also asked Reserve component members whether sexual harassment training actually reduced unprofessional, gender-related behaviors. This question was designed to elicit Reserve component members’ perceptions of the overall effectiveness of the sexual harassment prevention training they receive.

Although less than 10% of women and men reported that their Reserve component’s sexual harassment training was not effective, less than half (39% of women and 42% of men) indicated their training was very effective in reducing incidents of sexual harassment (Figure 28). For women and men, there were no differences by Reserve component, paygrade, or Reserve Program in the perception of the effectiveness of sexual harassment training in preventing sexual harassment. Women and men who had been activated in the 24 months

prior to taking the survey were less likely than those not activated to report that their training was very effective (Females 31% vs. 42%; Males 38% vs. 45%) (Table 67). For more information, see DMDC, 2005b, pp. 668-669.

Proactive Leadership

Research on sexual harassment in the workplace (Fitzgerald, Hulin, and Drasgow, 1995) has identified the importance of organizational factors—particularly tolerance of harassment by its leaders and managers—as antecedents or precursors of sexual harassment. Reserve component members were asked to assess whether their leaders made honest and reasonable efforts to stop sexual harassment. They provided feedback for three leadership levels—senior leadership of their Reserve component, senior leadership of their installation/ship, and their immediate supervisor. Overall, Reserve component members agreed that their immediate leaders, their installation/ship leaders, and their Reserve component leaders were making honest and reasonable efforts to stop sexual harassment. However, at least one in five Reserve component members (depending on the demographic category and leadership level) indicated they did not know whether their leaders were making such efforts.

Effectiveness of Training	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Not at All Effective	8	5	4	3
Somewhat Effective	61	57	54	52
Very Effective	31	38	42	45
Margin of Error	±2	±2	±2	±2

Table 67
Percentage of Female and Male Training Recipients Who Rated Training as Effective, by Activation Status

By Gender

For every level of leadership, women were less positive than men in their assessment of their leaders (Females 56-62%; Males 66-70%) (Figure 29). This trend remained consistent across Reserve components (except for the Marine Corps Reserve), paygrades, Reserve Programs, and activation status.

“It is the culture that needs to change. Until top level leadership makes a commitment to embrace the idea that sexual harassment will not be tolerated, training will be ineffective.”

- Female Senior Officer Respondent

By Reserve Component

Men in the Naval Reserve were slightly more likely than men in the other Reserve components to agree that their immediate supervisor was making reasonable efforts to stop sexual harassment (79% vs. 68-73%). There were no differences for women by Reserve component regarding their perceptions of their immediate supervisor’s efforts.

With regard to perceptions of installation/ship leadership, women members of the Army National Guard (53%) and the Army Reserve (51%) were less likely to agree that their installation/ship supervisors were making honest and reasonable efforts to

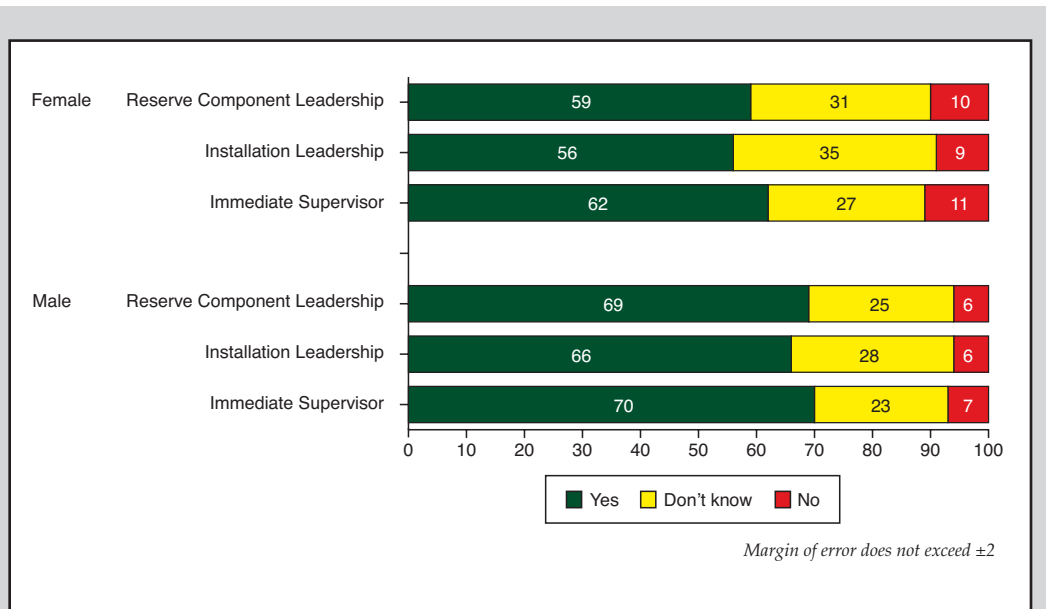


Figure 29
Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

Proactive Leadership	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Immediate Supervisor														
Yes	62	70	61	69	58	68	68	79	70	69	68	73	65	73
No	10	7	13	7	12	8	5	4	9	6	9	6	7	5
Don't Know	27	23	27	23	30	25	27	18	21	25	23	21	28	22
Installation/Ship Supervisor														
Yes	56	66	53	64	51	63	63	76	63	64	62	71	62	71
No	9	6	11	7	11	7	5	3	7	5	9	5	5	3
Don't Know	35	28	35	29	38	30	32	21	29	31	29	25	33	27
Senior Leadership														
Yes	59	69	57	67	55	66	67	78	69	67	62	70	61	71
No	10	6	12	7	12	8	4	2	7	6	9	4	6	3
Don't Know	31	25	31	26	33	26	29	20	24	27	29	25	33	26
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±3	±5	±5	±3	±3	±3	±3

Table 68

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Component

stop sexual harassment (vs. 62-63% for women in the other Reserve components) (Table 68). Most men (63-76%) across Reserve components agreed that their installation/ship supervisors were making honest efforts to stop sexual harassment.

There were no differences for women by Reserve component regarding their perceptions of their Reserve component’s senior leadership’s efforts to stop sexual harassment. Men in the Naval Reserve were somewhat more likely than men in the other Reserve components to agree that leaders at this level were making reasonable efforts to stop sexual harassment (78% vs. 66-71%).

By Paygrade

For both men and women, senior officers were most positive and junior enlisted members were least positive in their assessments of their leaders (Table 69). For example, senior officers were most likely and junior enlisted members were least likely to agree that their immediate supervisors (Females 70% vs. 59%; Males 82% vs. 63%), their installation/ship leadership (Females 65% vs. 52%; Males 78% vs. 59%), and their Reserve component senior leaders (Females 65% vs. 55%; Males 80% vs. 61%) were making honest and reasonable efforts to stop sexual harassment (Table 69).

About one-third (29-39%) of women and 19-35% of men across all paygrades indicated that they did not know whether their installation/ship supervisors were making such efforts.

“Sexual harassment is a very touchy subject and I believe that the Military is taking a good approach and stand to try to get us to a no tolerance place. We have a long way to go and it starts with the mindset of our leaders.”

- Female Senior Enlisted Respondent

By Reserve Program

For women and men, there were no differences by Reserve Program in their assessment of each level of leadership (Table 70).

By Activation Status

As Table 71 indicates, majorities of activated and non-activated women (52-64%) and men (64-73%) indicated that their leaders at all three levels were making honest and reasonable efforts to stop sexual harassment. However, fewer women than men took this view. Slightly fewer activated than non-activated women and men reported that leaders made such

Proactive Leadership	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Immediate Supervisor								
Yes	59	63	65	72	62	78	70	82
No	10	7	11	7	9	6	7	3
Don't Know	31	30	24	20	29	16	23	15
Installation/Ship Supervisor								
Yes	52	59	58	69	55	74	65	78
No	9	6	10	6	7	4	6	3
Don't Know	39	35	31	26	38	21	29	19
Senior Leadership								
Yes	55	61	61	71	58	75	65	80
No	9	7	11	6	9	5	7	3
Don't Know	35	32	28	23	33	21	28	17
<i>Margin of Error</i>	± 2	± 3	± 2	± 2	± 4	± 4	± 3	± 3

Table 69

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Paygrade

Proactive Leadership	TPU		AGR/TAR/AR	
	F	M	F	M
Immediate Supervisor				
Yes	62	70	64	76
No	10	7	11	6
Don't Know	27	23	24	18
Installation/Ship Supervisor				
Yes	56	66	59	71
No	9	6	10	5
Don't Know	35	28	31	24
Senior Leadership				
Yes	59	68	60	71
No	10	6	11	5
Don't Know	31	25	28	24
<i>Margin of Error</i>	±3	±3	±3	±3

Table 70

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Reserve Program

Proactive Leadership	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Immediate Supervisor				
Yes	59	68	64	73
No	15	9	8	5
Don't Know	25	23	28	22
Installation/Ship Supervisor				
Yes	52	64	58	69
No	14	7	7	4
Don't Know	34	29	35	27
Senior Leadership				
Yes	55	66	61	71
No	15	9	7	4
Don't Know	30	25	32	25
<i>Margin of Error</i>	±2	±2	±2	±2

Table 71

Percentage of Females and Males Indicating Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, by Activation Status

efforts. Women and men who had been activated were less likely than those who had not been activated to report their senior leaders (Females 55% vs. 61%; Males 66% vs. 71%), installation leaders (Females 52% vs. 58%; Males 64% vs. 69%); and immediate supervisors (Females 59% vs. 64%; Males 68% vs. 73%) were making honest efforts to stop sexual harassment. More women and men stated their immediate supervisors made these efforts than the heads of their installations or ships (Females 59% vs. 52%; Males 64% vs. 58%), but these differences mainly reflect variations in the percentages of members who did not know what actions the installation/ship supervisors were taking. Some activated women (14-15%) believed that leaders at all levels were taking no action and some indicated they did not know (25-34%).

“The chain-of-command ‘formally supports’ policy but would rather not hear about problems.”
 - Male Senior Enlisted Respondent

Leadership Commitment

Leadership commitment to preventing sexual harassment must be visible and unequivocal, since

leaders set the standard for acceptable behavior. Leaders’ actions to create a positive climate include modeling respectful behavior to both male and female personnel. Question 90 asked Reserve component members to assess whether leaders consistently model respectful behavior and if leaders handle situations involving female members appropriately (Q90f,g,n).

Modeling respectful behavior

As Table 72 shows, women were less likely than men to indicate that, to a large extent, their leaders modeled respectful behavior to both male and female personnel in their unit/work group (56% vs. 62%) and at their duty station/ship (55% vs. 60%). The assessment of their leaders’ behavior did not differ for either women or men based on location (e.g., whether in their unit/work group or at their duty station/ship).

By Reserve Component. Women and men in the Naval Reserve were the most likely to report that, to a large extent, their leaders modeled respectful behavior to both male and female personnel in their unit/work group (Females 69% vs. 52-63%; Males 76% vs. 56-68%) and at their duty station/ship

Extent of Leadership Commitment	Response Option	Female	Male
Leaders consistently modeling respectful behavior to both male and female personnel in your unit/work group	Not at All	7	7
	Small/Moderate Extent	37	32
	Large/Very Large Extent	56	62
Leaders consistently modeling respectful behavior to both male and female personnel at your duty station/ship	Not at All	7	7
	Small/Moderate Extent	38	33
	Large/Very Large Extent	55	60
Male supervisors asking female officers to “deal with” problems involving female subordinates in your unit/work group	Not at All	37	38
	Small/Moderate Extent	41	39
	Large/Very Large Extent	22	23
Margin of Error		±1	±2

Table 72
 Percentage of Females and Males Indicating Leaders Model Respectful Behavior to Both Male and Female Personnel

(Females 68% vs. 50-63%; Males 75% vs. 55-69%) (DMDC, 2005b, pp. 680-681 & 696-697).

“My [immediate supervisor] makes a strong commitment to reducing sexual harassment and takes all sexual harassment claims very seriously. This gives me confidence that any claim I have will be processed judiciously.”

- Female Junior Officer Respondent

By Paygrade. For both women and men, senior officers were the most likely to report that, to a large extent, their leaders consistently modeled respectful behavior to personnel in their unit/work group (Females 70% vs. 53-59%; Males 79% vs. 56-70%) and at their duty station/ship (Females 68% vs. 51-58%; Males 78% vs. 54-69%). For men, as pay-grade group increased, the percentage of men agreeing that, to a large extent, their unit/work group (56%-79%) and duty station/ship (54%-78%) leaders modeled respectful behavior also increased (DMDC, 2005b, pp. 680-681 & 696-697).

By Reserve Program. For both women and men, there were no differences by Reserve Program in their assessment of the behaviors of their unit/work

group and duty station/ship leaders. For more information see DMDC, 2005b, pp. 680-681 & 696-697.

By Activation Status. Women and men who had been activated in the 24 months prior to taking the survey were less likely to indicate that, to a large extent, leaders in their military unit (Females 48% vs. 60%; Males 57% vs. 66%) and at their duty station/ship (Females 48% vs. 58%; Males 55% vs. 64%) were modeling respectful behavior toward women and men (Table 73).

“Actions and policy speak louder than lip service.”
- Female Senior Officer Respondent

“Dealing With” Female Subordinates

Table 72 shows that less than a quarter of women and men in the Reserve components reported that, to a large extent, male supervisors in their unit/work group ask female officers or NCOs/petty officers from other work groups to “deal with” problems involving female subordinates, and roughly 40% reported this does not happen at all. There were no differences by Reserve component, paygrade, Reserve Program, or activation status for either women or men (DMDC, 2005b, pp. 682-683).

Extent of Leadership Commitment	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Leaders consistently modeling respectful behavior to both male and female personnel in your unit/work group	48	57	60	66
Leaders consistently modeling respectful behavior to both male and female personnel at your duty station/ship	48	55	58	64
Male supervisors asking female officers to “deal with” problems involving female subordinates in your unit/work group	22	23	22	24
Margin of Error	±2	±2	±2	±2

Table 73

Percentage of Females and Males Indicating Leaders Model Respectful Behavior to a Large Extent to Both Male and Female Personnel, by Activation Status

Summary

By large majorities (about 90%), both women and men in the Reserve components indicated sexual harassment prevention and response policies and practices were publicized in their unit/work group and duty station/ship. Somewhat fewer (85%) reported sexual harassment complaint procedures were publicized, but about 30% of women and 20% of men did not know whether their Service or Reserve component had a sexual harassment complaint hotline available.

Roughly 70% of women and men indicated they received some form of training on sexual harassment prevention and response during the 12 months prior to taking the survey. Of those, about a quarter did not believe the training provided useful tools for dealing with sexual harassment, and less than half thought the training was very effective in reducing the number of sexual harassment incidents. About 30% of women and 20% of men reported the training did not make them feel safe to report sexual harassment complaints. Majorities of women and men agreed their leaders at different levels made honest and reasonable efforts to stop sexual harassment, but about one-third of women did not know if their senior and installation/ship leaders made these efforts and about one-quarter did not know if their immediate supervisors did so.

Sexual Harassment Policies and Practices

About 85-90% of women and men reported that sexual harassment policies and complaint procedures were publicized in their unit/work group and at their duty station/ship. Both women and men were about evenly split between those who indicated that these policies and procedures were publicized to a large-very large or small-moderate extent. More women in the Naval Reserve and fewer women in the Army National Guard and Army Reserve than in other Reserve components indicated that the policies and practices received extensive publicity. Junior enlisted members and those who served in TPUs were less likely than senior officers and those serving as AGR/TAR/ARs to report complaint procedures received high levels of publicity.

Similarly, more than 90% of women and men reported that sexual harassment complaints were

taken seriously at both unit/work group and duty station/ship levels, regardless of who filed them. More women (54-55%) and men (62-63%) reported that such complaints were taken seriously at both levels to a large extent. While women reported no differences both across Reserve components and Reserve Programs, men in the Naval Reserve and those serving as AGR/TAR/ARs were more likely to report that, to a large extent, sexual harassment complaints received serious attention. For both women and men, senior officers were more likely to take this view than junior enlisted members.

Almost as many (both about 85%) women and men reported that their duty station/ship had a specific office with the authority to investigate sexual harassment complaints. For women and men in the Air National Guard and Air Force Reserve, these percentages exceeded 90%. Junior enlisted women and men were least likely and senior officers were most likely to report that their installations had such offices.

By smaller majorities, women (69%) and men (79%) reported that their Service or Reserve component had a hotline for reporting sexual harassment complaints. Thus, nearly one-third of women and 21% of men appeared unaware of such a reporting resource. Women and men in the Naval Reserve, the Air Force Reserve, senior officers, and those serving as AGR/TAR/ARs were most likely to report the availability of complaint hotlines.

Sexual Harassment Training

About 70% of Reserve component women and men received training in sexual harassment prevention and response in the 12 months prior to taking the survey. Most participated in at least two training sessions during that time. More women and men in the Naval Reserve (86-88%) than in other components received training. Those in Air Force Reserve components (61-67%) reported fewer training sessions than members of the other Reserve components. There were no differences in the frequency of such training by paygrade or Reserve Program.

Nearly all (87-90%) Reserve component members reported that both enlisted personnel and officers were required to attend formal sexual harassment training in their units/work groups and at duty

stations/ships. Women and men in the Naval Reserve reported higher requirements for enlisted and officer training than those in the other Reserve components. Junior enlisted women and men reported lower requirements for enlisted and officer training than those in the other paygrades. More women serving as AGR/TAR/ARs than those serving in TPUs reported higher formal training requirements for enlisted members.

More than 80% of women and men reported that their Reserve component's training gave them a good understanding of the words and actions that constitute sexual harassment and the effects of sexual harassment in reducing unit cohesion and individual work performance. Although about three-fourths of women and men indicated that the training included useful tools for dealing with sexual harassment (Females 74%; Males 77%) and created a safe climate for complaint reporting (Females 72%; Males 79%), about one-quarter disagreed. Nearly one in three women who received training said the training did not make them feel it was safe to report unwanted, gender-related behaviors.

More than 90% of women and men believed that sexual harassment training was effective. However, less than half of both women (39%) and men (42%) reported that it was very effective. Most considered the training to be moderately effective.

Proactive Leadership

Overall, majorities of women (56-62%) and men (66-70%) in the Reserve components reported that leaders at three key levels (immediate supervisor, installation/ship supervisor, senior leadership) were

making honest and reasonable efforts to eliminate sexual harassment. Except for the Marine Corps Reserve (where there was no difference), fewer women than men (by 6 to 20 percentage points) held this view across Reserve components, paygrades, and Reserve Programs. Women in the Army National Guard (53%) and Army Reserve (51%) were less likely than those in other Reserve components (62-63%) to report that their installation/ship leaders were making such efforts.

For both women and men, senior officers were more likely than enlisted members to indicate that leaders were making reasonable efforts. More members thought their immediate supervisors rather than higher ranking (installation/ship and senior) leaders were making such efforts. There were no differences among leadership levels by Reserve Program. Women and men who had been activated in the 24 months prior to taking the survey were slightly less likely than non-activated members to report that their leaders at all levels were making efforts to stop sexual harassment. However, about twice as many activated as non-activated women believed that leaders at all levels were taking no action (14-15% vs. 7-8%).

Majorities of women (55-56%) and men (60-62%) reported that their leaders were consistently modeling respectful behavior to both male and female personnel, to a large extent, in their unit/work group and duty station/ship. More than 60% of both women and men indicated that male supervisors never asked female officers to "deal with" female subordinates in their unit/work group, at least to some extent.

Chapter 7

Assessment of Progress

This chapter examines perceptions of the progress the U.S. military and the nation, as a whole, have made in reducing the prevalence of sexual harassment. In the survey, Reserve component members were asked whether sexual harassment had become more or less of a problem in the military and in the nation over the last four years. They were also asked how often sexual harassment occurred in the military now, as compared to a few years ago, and to compare the frequency of sexual harassment at military and civilian workplaces.

Reservists were asked these questions because: (1) there are no generally accepted sexual harassment norms or large-scale survey data available for the civilian sector; and (2) this is the first Reserve sexual harassment survey, so no previous data are available to compare Reserve components' current performance and progress over time. Thus, obtaining Reservists' perceptions of progress in the military, and in the nation, provides valuable information as a substitute for trend data. The perceptions also offer insights into Reservists' views of the overall effectiveness of DoD's sexual harassment prevention and response policies that complement the data in previous chapters. Although asking people for their perceptions has limitations (e.g., memory can be faulty, those who stay in organizations may have more favorable views than those who leave), the advantages for including these questions on the survey far outweigh any concerns regarding the measurement of perceptions. The following sections provide results by gender, Reserve component, pay-grade, Reserve Program, and activation status where appropriate.

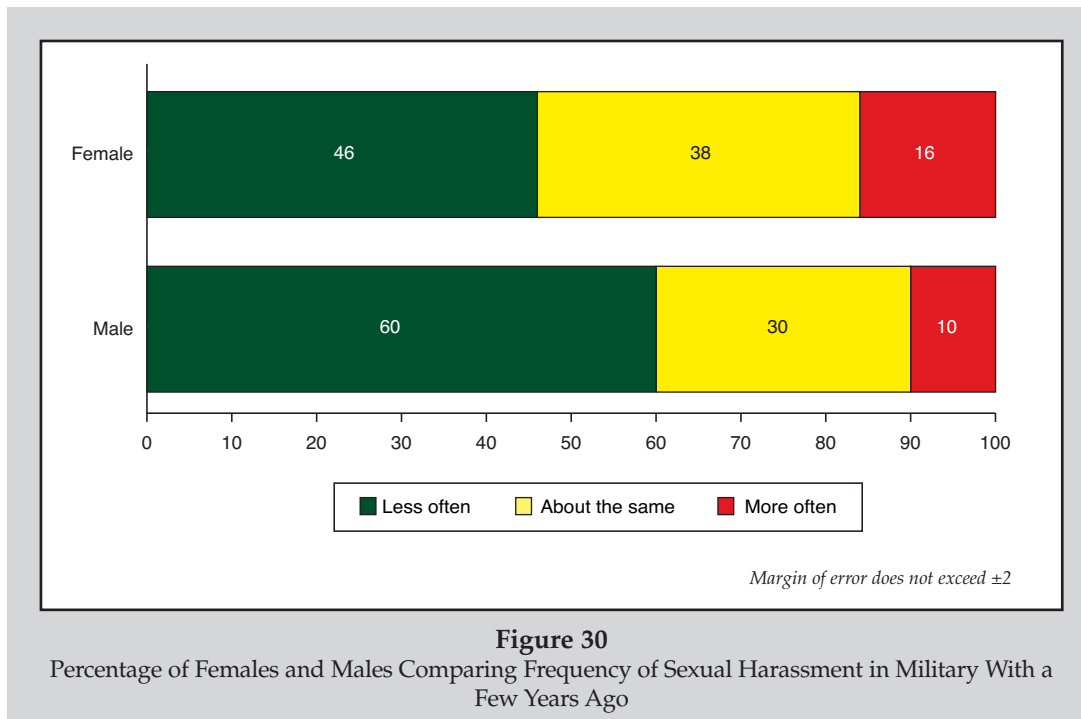
Prevalence of Sexual Harassment in the Military

Reserve component members who have been in the military for at least four years were asked if sexual harassment occurred more or less often today (2004) than a few years ago. The minimum of four years

Chapter 7 Highlights

- Nearly half (46%) of women and 60% of men reported that sexual harassment occurred less often in the military than a few years ago. However, 38% of men said the frequency of incidents was about the same.
- Similarly, when asked whether sexual harassment was more or less of a problem in the military over the past four years, 41% of women and 55% of men reported it was less of a problem.
- Women in the Naval Reserve were more likely, and those in the Army National Guard and Army Reserve were less likely, to report that sexual harassment was less of a problem in the military (56% vs. 36-37%).
- When asked whether sexual harassment was more or less of a problem in the nation over the past four years, a third of women (33%) and half of men (47%) reported it was less of a problem.
- Women in the Naval Reserve were more likely, and those in the Army National Guard and Army Reserve were less likely, to report that sexual harassment was less of a problem in the nation (44% vs. 29-30%).
- When asked to compare the rate of sexual harassment in military and civilian workplaces, 33% of women and 53% of men indicated it was less frequent in military workplaces.
- Women in the Marine Corps Reserve (36%), Army National Guard (27%), and Army Reserve (25%) were more likely than those in other Reserve components (14-17%) to report that sexual harassment was more of a problem in military than civilian workplaces.

of military experience was required in order to increase the Reserve component members' likelihood of having observed changes in the military. They were asked to choose from one of five response options: much less often, less often, about the same, more often, or much more often.



By Gender

Overall, roughly half of Reserve component members (Females 46%; Males 60%) reported sexual harassment occurred less often in the military today than a few years ago (Figure 30). The greater perception of progress by men than women was consistent across Reserve components, paygrades, Reserve Programs, and activation status. Twice as many men indicated that sexual harassment was less frequent than thought it was the same (60% vs. 30%). Similarly, more women (46%) reported that sexual harassment occurred less often than indicated that the rate was about the same as a few years ago (38%).

“The proliferation of sexual harassment is unacceptable. Less than half of the cases are reported. As a father and a member of the armed forces, I would not let my daughter join the armed services today.”
 - Male Senior Enlisted Respondent

By Reserve Component

Across all Reserve components, substantial percentages of women (38-61%), and the majority of men (56-77%), reported that sexual harassment occurred less frequently today than a few years ago (Table

74). Except for the Army National Guard and Army Reserve (where there were no differences), more women thought that sexual harassment occurred less often than those who indicated it was the same as a few years ago (49-61% vs. 29-39%). The Army National Guard and the Army Reserve, which account for nearly two-thirds of all Reservists, had larger percentages of women who reported sexual harassment as occurring more frequently today than a few years ago (both 20% vs. 10-13% for other Reserve components). Women (61%) and men (77%) in the Naval Reserve were more likely than women and men in the other Reserve components to report that sexual harassment occurred less often than a few years ago.

By Paygrade

As previously stated, this question was only asked of Reserve component members who had been in the military for at least four years; still, junior enlisted members with at least four years of service responded differently than Reserve component members in the other paygrades.

As shown in Table 75, junior enlisted members were the least likely (Females 38%; Males 51%), and senior officers were the most likely (Females 56%; Males 72%), to report sexual harassment occurred

Frequency of Sexual Harassment	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less often	46	60	38	56	41	57	61	77	51	66	49	62	52	62
About the same	38	30	41	32	39	31	29	18	38	28	39	30	36	30
More often	16	10	20	13	20	12	10	4	11	6	12	9	13	7
Margin of Error	±2	±2	±3	±2	±2	±3	±3	±3	±6	±6	±3	±3	±4	±4

Table 74
Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Component

Frequency of Sexual Harassment	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less often	38	51	46	60	48	64	56	72
About the same	40	35	37	29	39	30	36	24
More often	22	14	17	11	14	6	8	5
Margin of Error	±3	±4	±2	±2	±4	±5	±3	±3

Table 75
Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Paygrade

less often in the military today than a few years ago. For women, junior enlisted members (22%) were the most likely, and senior officers (8%) were the least likely, to report sexual harassment occurred in the military more often today. For men, junior and senior enlisted members were more likely than junior and senior officers to report that sexual harassment occurred more often than a few years ago (11-14% vs. 5-6%).

"I personally think the military is getting better on the topic of equality. During the 80's and 90's, I personally experienced a great deal of sexual harassment. Today that type of harassment is virtually not there, and I am glad!"

- Female Junior Officer Respondent

In addition, across all paygrades, women were less likely than men to indicate that sexual harassment occurred less often today than a few years ago

(Females 38-56%; Males 51-72%). Senior enlisted women (37%) were more likely than senior enlisted men (29%) to report sexual harassment was about the same as a few years ago. Similarly, senior women officers (36%) were more likely than senior male officers (24%) to hold this viewpoint.

By Reserve Program

Regardless of Reserve Program, fewer women than men believed that sexual harassment occurred less frequently in the military today than a few years ago (Females 45-50%; Males 59-65%) (Table 76). In both the TPU and AGR/TAR/AR programs, more women and men believed sexual harassment occurred less often than those who believed it was about the same or occurred more frequently. Somewhat fewer women and men who served in TPUs than as AGR/TAR/ARs reported that sexual harassment occurred less often than a few years ago. For men, more Reserve component members who served in TPUs than as AGR/TAR/ARs

Frequency of Sexual Harassment	TPU		AGR/TAR/AR	
	F	M	F	M
Less often	45	59	50	65
About the same	38	30	35	27
More often	17	11	15	8
<i>Margin of Error</i>	±2	±2	±3	±3

Table 76
Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Reserve Program

Frequency of Sexual Harassment	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less often	40	57	49	63
About the same	41	32	36	28
More often	19	12	15	9
<i>Margin of Error</i>	±2	±2	±2	±2

Table 77
Percentage of Females and Males Comparing Frequency of Sexual Harassment in Military With a Few Years Ago, by Activation Status

reported sexual harassment occurred more often today than a few years ago (11% vs. 8%).

By Activation Status

With the rise in the number of Reserve component activations and deployments in recent years, it is increasingly important to measure perceptions of the frequency of sexual harassment for Reserve component members who have and have not been activated in the 24 months prior to taking the survey.

Women who had been activated during the 24 months prior to the survey were more likely to indicate sexual harassment occurred more often than a few years ago (19% vs. 15%) (Table 77). Women and men who were activated were less likely to report sexual harassment occurring less often now than a few years ago (Females 40% vs. 49%; Males 57% vs. 63%). Regardless of activation status in the 24 months prior to taking the survey, most men (57-

63%) and many women (40-49%) indicated that sexual harassment occurred less often than a few years ago.

Sexual Harassment as a Problem in the Military

In addition to being asked if sexual harassment occurred more or less often in the military than a few years ago, Reserve component members were asked to evaluate whether sexual harassment had become more or less of a problem in the military during the last four years. Thus, the previous section assessed Reserve component members' perceptions of changes in the frequency of sexual harassment; whereas, this section measures the extent to which sexual harassment was perceived as more or less of a problem than four years ago.

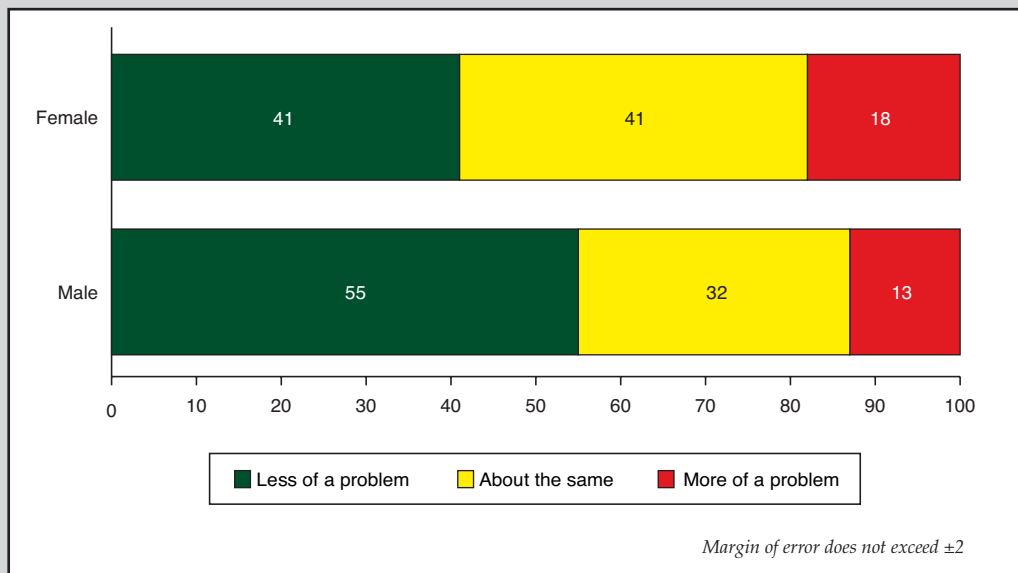


Figure 31
Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years

By Gender

Fewer women (41%) than men (55%) indicated that sexual harassment was less of a problem than four years ago (Figure 31). Equal percentages of women reported sexual harassment had become less of a problem or that the problem was about the same (both 41%). Eighteen percent of Reserve women indicated sexual harassment was more of a problem, while about a third of the men (32%) indicated it was about the same over the past four years. The difference in how women and men viewed sexual harassment, as a problem in the military was consistent, regardless of Reserve component, paygrade, Reserve Program, or activation status.

“The military has come a long way.”
- Female Senior Enlisted Respondent

By Reserve Component

Across all Reserve components, a third or more of women (33%-43%) and a quarter or more of men (23%-33%) reported that the extent to which sexual harassment was a problem had remained about the same over the past four years (Table 78). Army National Guard and Army Reserve women were less likely to think sexual harassment was less of a problem in the military over the past four years than women in the other Reserve components (36-37% vs. 44-56%) (Table

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem	41	55	36	51	37	53	56	72	49	57	44	57	44	59
About the same	41	32	43	33	42	33	33	23	37	32	42	32	41	30
More of a problem	18	13	20	16	21	15	11	6	13	10	14	11	15	11
Margin of Error	±2	±2	±3	±2	±2	±3	±3	±3	±6	±6	±3	±3	±3	±4

Table 78
Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Reserve Component

Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem	36	46	41	56	42	59	52	67
About the same	41	37	41	31	43	32	38	26
More of a problem	23	17	18	14	15	9	10	7
Margin of Error	±3	±4	±2	±2	±4	±5	±3	±3

Table 79

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

78). Men in the Naval Reserve (72%) were the most likely to indicate sexual harassment had decreased as a problem in the military over the last four years.

By Paygrade

As Table 79 shows, for all paygrades, fewer women (36-52%) than men (46-67%) indicated sexual harassment was less of a problem than four years ago. For both women and men, senior officers were the most likely, and junior enlisted members were the least likely, (Females 52% vs. 36%; Males 67% vs. 46%) to report sexual harassment had become less of a problem in the military over the past four years. Also, for women, more junior enlisted members (23%) and fewer senior officers (10%) reported sexual harassment was a greater problem today than four years ago.

For men, junior and senior enlisted members were more likely than junior and senior officers to report that sexual harassment was more of a problem

(14-17% vs. 7-9%). Regardless of paygrade, similar percentages of women (38-43%) indicated the problem was unchanged.

“The continuing problem with harassment of any type within the military is not that it is necessarily accepted or condoned but that unless it is of an egregious nature it is not severely dealt with. If you want it to disappear it must be swiftly dealt with at all levels.”

- Male Senior Officer Respondent

By Reserve Program

Fewer women than men in both Reserve Programs (TPU and AGR/TAR/AR) indicated sexual harassment was less of a problem in the military than it was four years ago (Females 41-45%; Males 55-60%) (Table 80). Men who served in TPUs were more likely than men who served as AGR/TAR/ARs to report sexual harassment was more of a problem

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less of a problem	41	55	45	60
About the same	41	32	39	31
More of a problem	18	14	16	9
Margin of Error	±2	±2	±3	±3

Table 80

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

(14% vs. 9%). There were no differences for women, by Reserve Program, in their assessment of the degree to which sexual harassment is perceived as a problem in the military.

The majority of men who served in TPUs (55%) and AGR/TAR/ARs (60%) indicated sexual harassment was less of a problem, while about one-third (31-32%, respectively) reported no change. In contrast, the same percentages of women (both 41%) serving in TPUs indicated that there was less of a problem as reported no change. More women who served as AGR/TAR/ARs reported a reduced problem than reported the problem was unchanged (45% vs. 39%). More women (16-18%) than men (9-14%) in both programs indicated sexual harassment was a greater problem than it was four years ago.

By Activation Status

For both women and men, those who had been activated in the 24 months prior to taking the survey were less likely than those who had not been activated to say sexual harassment in the military has become less of a problem over the last four years (Females 37% vs. 44%; Males 52% vs. 59%) (Table 81). Those who had been activated were slightly more likely to report that the problem had increased.

Sexual Harassment as a Problem in the Nation

Members were also asked their perceptions of sexual harassment in the nation today, as compared to four years ago. Similar to the question regarding the extent to which sexual harassment was a

problem in the military, Reserve component members were asked to evaluate the extent to which sexual harassment in the nation was a problem.

By Gender

About one-third of women (33%) and almost half of men (47%) indicated that sexual harassment was less of a problem in the nation than four years ago (Figure 32). Although its magnitude varies, the gender difference in perceptions of sexual harassment was consistent across Reserve components, pay-grades, Reserve Program, and activation status. More women reported no change (43%) than reported that sexual harassment was less of a problem in the nation (33%) over the past four years. Nearly one in four women (24%) and one-sixth of men (16%) said sexual harassment was more of a problem.

By Reserve Component

As shown in Table 82, women in all Reserve components were less likely than men to state that sexual harassment had become less of a problem in the nation during the past four years (Females 29-44%; Males 43-61%). Women and men in the Naval Reserve were more likely than women and men in the other Reserve components to report that sexual harassment was less of a problem in the nation today than four years ago (Females 44% vs. 29-36%; Males 61% vs. 43-50%). Women in the Naval Reserve were slightly more likely to report that sexual harassment is less of a problem in the nation than they were to report that there was no change from four years ago (44% vs. 38%). However, in the other Reserve components, women were less positive about the degree of improvement of sexual harassment in our nation. For

Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less of a problem	37	52	44	59
About the same	43	33	40	30
More of a problem	20	15	16	11
Margin of Error	±2	±2	±2	±2

Table 81
 Percentage of Females and Males Indicating Level of Sexual Harassment in Military Over Last Four Years, by Activation Status

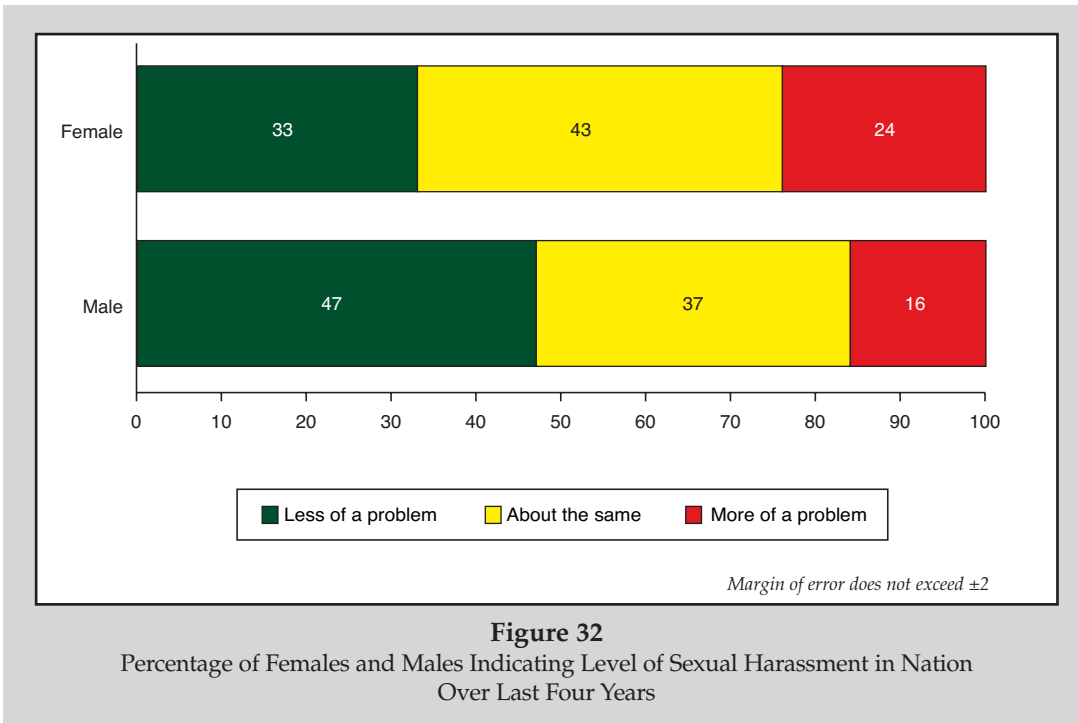


Figure 32
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem	32	47	30	43	29	44	44	61	34	48	36	50	34	49
About the same	43	37	43	37	44	39	38	29	43	38	46	36	44	39
More of a problem	24	17	27	19	27	18	18	10	22	14	19	14	23	13
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±3	±5	±5	±3	±3	±3	±4

Table 82
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Component

example, women in the other Reserve components were more likely to report no change in the level of sexual harassment (43-46%) than they were to report that sexual harassment occurred less frequently in the nation than four years ago (29-36%). About one-fifth to one-quarter of women (18-27%) in the Reserve components thought sexual harassment in the nation was more of a problem today than four years ago.

By Paygrade

Across paygrades, fewer women than men reported that sexual harassment was less of a problem in the nation than four years ago (Females 27-42%; Males 41-59%) (Table 83). For both women and men, junior enlisted members were least likely to report that

sexual harassment had become less of a problem in the last four years (Females 27% vs. 35-42%; Males 41% vs. 48-59%). Junior enlisted women were the most likely to report that sexual harassment was more of a problem in the nation than four years ago (31% vs. 14-22%). For both women and men, officers were less likely than enlisted members to report that sexual harassment in the nation was more of a problem (Females 14-15% vs. 22-31%; Males 8-10% vs. 17-20%). Except for senior officers (where there was no difference), more women across paygrades reported no change in sexual harassment as a problem in the nation than indicated it had become less of a problem over the past four years (42-48% vs. 27-37%).

By Reserve Program

Table 84 shows that fewer women than men in both Reserve programs stated that sexual harassment in the nation was less of a problem than four years ago (32-38% vs. 46-49%). More women who served as AGR/TAR/ARs (38%) than those who were in TPU status (32%) reported that sexual harassment was less of a problem. For both women and men,

“I think sexual harassment violations are always going to be a problem, wherever you go. However, the Military is far ahead of the private sector and DoD civilians in their effort to address/eliminate sexual harassment issues. ”

- Female Senior Enlisted Respondent

Reserve component members who served in TPUs were more likely than those who served as AGR/TAR/ARs to report that sexual harassment

had become more of a problem in the nation (Females 25% vs. 19%; Males 17% vs. 12%). There were also notable differences between Reserve Programs in members’ views of sexual harassment in the nation. More women who served in TPUs indicated that sexual harassment was about the same (43%) than indicated that it was less of a problem (32%) during the past four years. There was no difference among women who served as AGR/TAR/ARs. Women who served in TPUs were more likely than those who served as AGR/TAR/ARs to regard sexual harassment as a greater problem in the nation (25% vs. 19%) and were less likely to report sexual harassment was less of a problem (32% vs. 38%) than four years ago (Table 84).

By Activation Status

Regardless of activation status, about a third of women (31-33%) reported sexual harassment in the nation was less of a problem over the last four years

Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem	27	41	35	48	37	55	42	59
About the same	42	39	44	36	48	36	44	33
More of a problem	31	20	22	17	15	10	14	8
Margin of Error	±2	±3	±2	±2	±4	±5	±3	±3

Table 83

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

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less of a problem	32	46	38	49
About the same	43	37	42	38
More of a problem	25	17	19	12
Margin of Error	±1	±2	±3	±4

Table 84

Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Reserve Program

(Table 85). Nearly half of men (46-48%) stated sexual harassment was less of a problem. There were no differences for either women or men based on activation status.

Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less of a problem	31	46	33	48
About the same	45	38	42	36
More of a problem	24	17	24	16
Margin of Error	±2	±2	±2	±2

Table 85
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Activation Status

Military/Civilian Comparisons

The military has a record of providing equal opportunity that often exceeds comparable progress in civilian society (Moskos and Butler, 1996). There are no private-sector or national benchmarks for the military to compare itself empirically to the civilian sector on sexual harassment issues. Therefore, in the survey, Reserve component members were asked their perceptions of the relative frequency of sexual harassment in the military and in the civilian workplace. As Table 53 indicates, unlike active-duty Service members, most Reserve component members (Females 75%; Males 77%) work in civilian organizations while they also serve in either the National Guard or Reserves. This provides them with an exceptional perspective for comparing military and civilian workplaces. In this section,

findings are presented for Reserve component members' assessments of whether sexual harassment occurred more often at military versus civilian workplaces.

By Gender

Fewer women (33%) than men (53%) reported that sexual harassment occurred less often at military than civilian workplaces (Figure 33). A substantial percentage of women (44%) indicated there was no difference between military and civilian workplaces. Of those who saw a difference, women were roughly twice as likely as men to report that sexual harassment was more of a problem in the military than in civilian workplaces (23% vs. 12%). The gender difference in opinions on this issue varies in

magnitude, but was consistent across Reserve components, paygrades, Reserve Programs, and activation status.

By Reserve Component

Across Reserve components, less than half of women (29-41%) and more than half of men (51-60%) reported that sexual harassment occurred

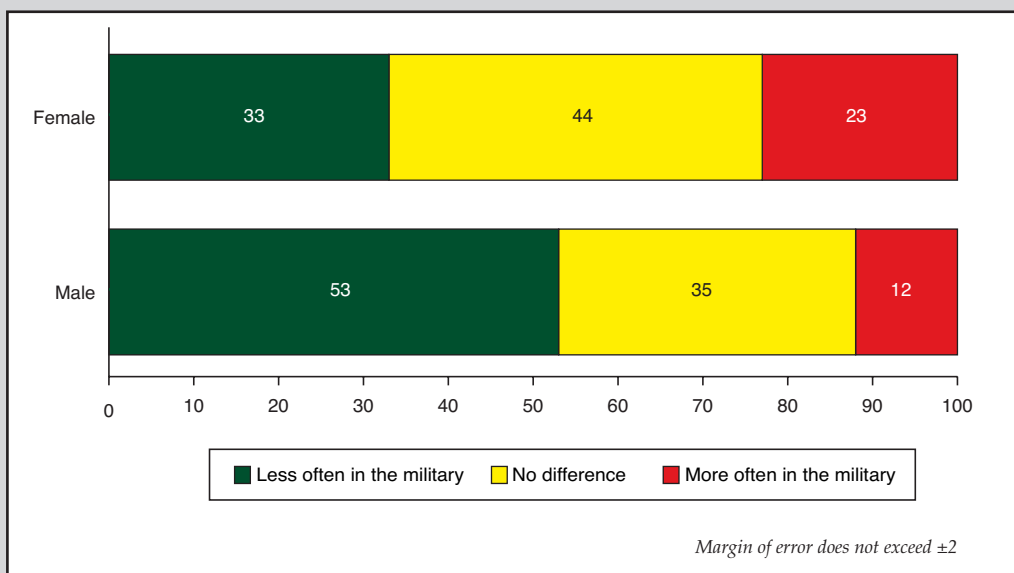


Figure 33
Percentage of Females and Males Indicating Level of Sexual Harassment More of a Problem Inside or Outside Military

less often at military than civilian workplaces (Table 86). In most Reserve components, more women (34-45%) than men (29-36%) reported no difference between sexual harassment rates in military and civilian workplaces. More women than men reported that sexual harassment occurred more often in the military (Females 14-36%; Males 8-15%). Compared to the other Reserve components, many more women and men in the Naval Reserve and the Air Force Reserve components indicated sexual harassment occurred less at military than civilian workplaces than indicated it occurred more often in military workplaces (Females 39-41% vs. 14-17%; Males 59-60% vs. 8-9%).

Nearly equal percentages of women in the Army National Guard, Army Reserve, and Marine Corps Reserve reported that sexual harassment occurred less often at military workplaces than reported it occurred more often (29-30% vs. 25-36%). Women in the Marine Corps Reserve were the most likely to report that sexual harassment occurred more often at military than civilian workplaces (36% vs. 16-27% for other components). Men in the Army National Guard, Army Reserve, and Marine Corps Reserve

were more likely than men in the other components to report that, compared to civilian workplaces, sexual harassment occurred more often at military workplaces (13-15% vs. 8-9%).

"I practice sexual harassment law in my civilian occupation. The [Service] does a far better job than 99% of civilian employers that I have seen and sets a far superior tone on equal rights and harassment than the civilian world."

- Male Senior Officer Respondent

By Paygrade

Across all paygrades, fewer women than men reported sexual harassment occurred less often in military versus civilian workplaces (Females 29-43%; Males 51-63%) (Table 87). In paygrade groups below that of senior officers, more women reported

Extent of Problem	Total		ARNG		USAR		USNR		USMCR		ANG		USAFR	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Less often in the military	33	53	29	51	30	51	39	60	30	56	40	55	41	59
No difference	44	35	44	36	45	35	45	30	34	29	43	36	45	33
More often in the military	23	12	27	13	25	13	16	9	36	15	17	9	14	8
Margin of Error	±1	±2	±2	±2	±2	±3	±3	±4	±5	±5	±3	±3	±3	±4

Table 86
Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Component

Extent of Problem	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less often in the military	33	51	33	53	29	55	43	63
No difference	42	36	45	35	48	33	44	30
More often in the military	25	13	22	12	23	12	14	7
Margin of Error	±2	±3	±2	±2	±4	±5	±3	±3

Table 87
Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Paygrade

no military-civilian difference than reported sexual harassment occurred less often in the military (42-48% vs. 29-33%). For both women and men, senior officers were the most likely to report that sexual harassment occurred less often at military than civilian workplaces (Females 43% vs. 29-33%; Males 63% vs. 51-55%).

By Reserve Program

In both Reserve Programs, substantially fewer women than men (Females 32-40%; Males 53-65%) believed that sexual harassment occurred less frequently at military than civilian workplaces (Table 88). Nearly equal numbers of women in both programs reported no military-civilian difference (44-45%). Women and men who served in TPUs were less likely than women and men who served as AGR/TAR/ARs to report that sexual harassment occurred less often at military workplaces compared to civilian workplaces (Females 32% vs. 40%; Males 53% vs. 65%). For both women and men, Reserve component members who served in TPUs were more likely than those who served as AGR/TAR/

ARs to report that, compared to civilian workplaces, sexual harassment occurred more often in the military.

By Activation Status

Regardless of activation status, women were more likely than men to say that sexual harassment occurred more often at military than civilian workplaces (Females 19-29%; Males 10-14%) (Table 89). For activated women, nearly equal numbers reported sexual harassment as occurring more or less often in the military (29% vs. 28%). In contrast, more non-activated women thought sexual harassment occurred less frequently in the military than reported it occurred more often (36% vs. 19%).

"I feel that, overall, the military has put into place policies, procedures, and training about sexual harassment to a much larger extent than the civilian workforce."

- Female Senior Enlisted Respondent

Extent of Problem	TPU		AGR/TAR/AR	
	F	M	F	M
Less often in the military	32	53	40	65
No difference	44	35	45	27
More often in the military	23	12	16	8
Margin of Error	±2	±2	±4	±4

Table 88

Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Reserve Program

Extent of Problem	Activated Past 24 Months		Not Activated Past 24 Months	
	F	M	F	M
Less often in the military	28	50	36	57
No difference	43	36	45	33
More often in the military	29	14	19	10
Margin of Error	±2	±2	±4	±4

Table 89

Percentage of Females and Males Indicating Level of Sexual Harassment More of Problem Inside or Outside Military, by Activation Status

Summary

The results of this chapter indicate that substantial percentages of women (38-61%) and more than half of men (56-77%) in the Reserve components reported sexual harassment occurred less frequently and was less of a problem in the military than a few years ago. Women had more mixed views than men regarding whether sexual harassment was more or less a problem in the nation and whether sexual harassment occurred more often in the military or civilian workplaces. At the same time, at least one-third of Reserve component members, both women and men, indicated there had been little or no change in sexual harassment problems in the military, in the nation, or between military and civilian workplaces during the past four years. More women than men consistently reported that sexual harassment occurred more frequently in the military than a few years ago, was more of a problem in the military and the nation over the last four years, and occurred more frequently at military than civilian workplaces. More women than men indicated that sexual harassment was unchanged or had increased.

Sexual Harassment in the Military

Overall, most men and many women believed sexual harassment occurred less frequently (Females 46%, Males 60%) and was less of a problem (Females 41%, Males 55%) in the military than a few years ago. Fewer women in the Army National Guard and Army Reserve than women in the other components (36-37% vs. 44-56%) held this view. In the latter components, women were about evenly split on whether sexual harassment was less of a problem or was about the same. About 20% of women in the Army Reserve components believed sexual harassment occurred more frequently and was more of a problem than before, and about 12-15% of men agreed. Fewer women and men who were junior enlisted members, and more who were senior officers, reported sexual harassment occurred less frequently and was less of a problem than those in other ranks. There was no difference by Reserve Program and only a slight difference by activation status.

Sexual Harassment in the Nation

About one-third of women (33%) and almost half of men (47%) thought sexual harassment had become less of a problem in the nation during the last four years. Fewer women than men reported an improvement across all Reserve components, paygrades, Reserve Programs, and activation statuses. More women (43%) reported no change in sexual harassment as a problem in the nation than reported it was less of a problem (33%). Women (44%) and men (61%) in the Naval Reserve were more likely than those in other components to report that sexual harassment was less of a problem in the nation. Unlike women in the other Reserve components, about equal percentages of women in the Army National Guard and Army Reserve indicated that sexual harassment was more (both 27%) or less (30% and 29%, respectively) of a problem. For both women and men, perceptions that sexual harassment was less of a problem than four years ago increased with paygrade. Junior enlisted women were nearly evenly divided as to whether sexual harassment had become more (31%) or less (27%) of a problem in the past four years. Fewer women and men who served in TPUs (Females 32%; Males 46%) than those who served as AGR/TAR/ARs (38% and 49%, respectively) indicated sexual harassment was less of a problem in the nation. There were no differences by activation status.

Military vs. Civilian Workplaces

Reserve component members also addressed the relative frequency of sexual harassment in their military and civilian workplaces. Across paygrades and Reserve Programs, more women said sexual harassment occurred less often at military than civilian workplaces, with more women senior officers (43%) than any other group reporting that sexual harassment occurred less often in the military. Across Reserve components, a majority of men (51-60%) reported less sexual harassment in the military than in civilian workplaces. Although at least twice as many men said there was less sexual harassment in military than civilian workplaces (51-60% vs. 8-13%), many women in the Marine Corps Reserve (36%), Army National Guard (27%), and Army Reserve (25%) thought sexual harassment was more frequent in the military.

References

- Arvey, R. D., & Cavanaugh, M. A. (1995). Using surveys to assess the prevalence of sexual harassment: Some methodological problems. *Journal of Social Issues, 51*, 39-52.
- Bastian, L. D., Lancaster, A. R., & Reyst, H. E. (1996). *Department of Defense 1995 sexual harassment survey*. Arlington, VA: DMDC.
- Capaccio, T. (2004). Pentagon may shorten Iraq tours, Guard chief says. *Bloomberg.com*, October 19, 2004.
- Cleveland, J. N., Vescio, T. K., & Barnes-Farrell, J. L. (2005). Gender discrimination in organizations. In R. L. Dipboye and A. Colella (Eds.), *Discrimination at work*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Culbertson, A. L. & Rosenfeld, P. (1994). Sexual harassment in the active duty Navy. *Military Psychology, 6*, 69-93.
- Defense Equal Opportunity Council. (1995). *Report of the task force on discrimination and sexual harassment* (Vols. I and II). Washington, DC: Author.
- Department of Defense. (1992). *Department of Defense Directive 6400.1, Family advocacy program (FAP)*. June 23, 1992. Washington, DC: Author.
- Department of Defense. (1995). *Department of Defense 1995 sexual harassment survey* [Data file and documentation on CD-ROM]. (1997). Arlington, VA: DMDC.
- Department of Defense. (1998). Armed Forces Information Service news articles, *DoD announces good order discipline changes*. July 31, 1998. Washington, DC: Author.
- Department of Defense. (2000-2003). *First, second, and third annual reports of the defense task force on domestic violence*. Washington, DC: Author.
- Department of Defense. (2001a). *Memorandum for the Secretaries of the Military Departments, Subject: Domestic violence*. November 19, 2001. Washington, DC: Author.
- Department of Defense. (2001b). *Quadrennial defense review report*. Washington, DC: Author.
- Department of Defense. (2002a). *Review of reserve component contributions to national defense*. Washington, DC: Author.
- Department of Defense, Office of the Under Secretary of Defense for Personnel and Readiness. (2002b). *Standardized survey measure of sexual harassment*. Washington, DC: Author.
- Department of Defense, Office of the Under Secretary of Defense for Personnel and Readiness. (2002c). *Survey method for counting incidents of sexual harassment*. Washington, DC: Author.
- Department of Defense. (2003). *Defense Department Advisory Committee on Women in the Services, 2003 Report*. Washington, DC: Author.
- Department of Defense. (2004a). *Defense Department Advisory Committee on Women in the Services, 2004 Report*. Washington, DC: Author.
- Department of Defense. (2004b). *Defense Department briefing on Task Force Report on Care of Victims of Sexual Assault*. May 13, 2004. Washington, DC: Author.
- Department of Defense. (2004c). *Joint statement of Dr. David S. C. Chu, Under Secretary of Defense for Personnel and Readiness, and Ms. Ellen P. Embrey, Deputy Assistant Secretary of Defense for Force Health Protection and Readiness, before the House Armed Services Subcommittee on Total Force*. June 3, 2004. Washington, DC: Author.
- Department of Defense. (2004d). *DoD news release No. 877-04, Commander named for sexual assault task force*. September 9, 2004. Washington, DC: Author.
- Department of Defense. (2004e). *DoD news release No. 933-04, Defense Department announces sexual harassment task force*. September 22, 2004. Washington, DC: Author.
- Department of Defense. (2004f). *DoD news release No. 972-04, Defense task force civilian co-chair selected*. September 30, 2004. Washington, DC: Author.
- Department of Defense (2004g). Office of the Assistant Secretary of Defense (Reserve Affairs). *Introduction to the Office of the Assistant Secretary of Defense for Reserve Affairs briefing*. September 9, 2004. Washington, DC: Author.

References

- Department of Defense (2004h). Office of the Assistant Secretary of Defense (Reserve Affairs). *Official Guard and Reserve Manpower Strengths and Statistics, FY 2004 Summary*. Washington, DC: Author.
- Department of Defense. (2004i). Office of the Assistant Secretary of Defense (Reserve Affairs). *Rebalancing forces: Easing the stress on the guard and reserve*. Washington, DC: Author.
- Department of Defense (2004j). Office of the Assistant Secretary of Defense (Reserve Affairs). *Total force briefing*. September 21, 2004. Washington, DC: Author.
- Department of Defense. (2004k). *Remarks by Dr. Chu, DoD Briefing on DoD and AF IG reports. News transcript*. December 7, 2004. Washington, DC: Author.
- Department of Defense. (2004l). *Remarks by Gen. T. Michael Moseley, Vice Chief of Staff of the U.S. Air Force, DoD Briefing on DoD and AF IG reports. News transcript*. December 7, 2004. Washington, DC: Author.
- Department of Defense. (2004m). *Task Force Report on Care for Victims of Sexual Assault*. Washington, DC: Author.
- Department of Defense. (2004n). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Collaboration with civilian authorities for sexual assault victim support (JTF-SAPR-010)*. December 17, 2004. Washington, DC: Author.
- Department of Defense. (2004o). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Collateral misconduct in sexual assault cases (JTF-SAPR-001)*. November 12, 2004. Washington, DC: Author.
- Department of Defense. (2004p). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Commander checklist for responding to allegations of sexual assault (JTF-SAPR-005)*. December 15, 2004. Washington, DC: Author.
- Department of Defense. (2004q). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Data call for CY04 sexual assaults (JTF-SAPR-003)*. November 22, 2004. Washington, DC: Author.
- Department of Defense. (2004r). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Department of Defense (DoD) definition of sexual assault (JTF-SAPR-006)*. December 13, 2004. Washington, DC: Author.
- Department of Defense. (2004s). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Increased victim support and a better accounting of sexual assault cases (JTF-SAPR-002)*. November 22, 2004. Washington, DC: Author.
- Department of Defense. (2004t). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Response capability for sexual assault (JTF-SAPR-008)*. December 17, 2004. Washington, DC: Author.
- Department of Defense. (2004u). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Review of administrative separation actions involving victims of sexual assault (JTF-SASPR-004)*. November 22, 2004. Washington, DC: Author.
- Department of Defense. (2004v). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Training standards for DoD personnel on sexual assault prevention & response (JTF-SAPR-007)*. December 13, 2004. Washington, DC: Author.
- Department of Defense. (2004w). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Training standards for pre-deployment information on sexual assault and response training (JTF-SAPR-012)*. December 17, 2004. Washington, DC: Author.
- Department of Defense. (2004x). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Training standards for sexual assault response training (JTF-SAPR-011)*. December 17, 2004. Washington, DC: Author.
- Department of Defense. (2005a). DoD Civilian Personnel Policy Council, *DoD policy on prevention and response to sexual assault*. February 2, 2005. Washington, DC: Author.
- Department of Defense. (2005b). Deputy Secretary of Defense, *Memorandum, Confidentiality policy for victims of sexual assault (JTF-SAPR-009)*. March 16, 2005. Washington, DC: Author.
- Department of Defense. (2005c). *DoD news release No. 007-05, DoD announces new policy on prevention and response to sexual assault*. January 4, 2005. Washington, DC: Author.

- Department of Defense. (2005d). *DoD news release No. 299-05, DoD announces release of 2004 DACOWITS report*. March 30, 2005. Washington, DC: Author.
- Department of Defense. (2005e). Office of the Assistant Secretary of Defense (Reserve Affairs), *E-mail on Reserve sexual harassment survey report*. July 15, 2005. Washington, DC: Author.
- Department of Defense. (2005f). Secretary of Defense, *Memorandum, Sexual assault prevention and response*. May 3, 2005. Washington, DC: Author.
- Department of Defense. (2005g). Under Secretary of Defense for Personnel and Readiness, *Memorandum, Essential training tasks for a sexual assault response capability (JTF-SAPR-013)*. April 26, 2005. Washington, DC: Author.
- Department of Defense Inspector General. (1992). *Tailhook 91: Part I - review of the Navy investigations*. September 1992. Washington, DC: Author.
- Department of Defense Inspector General. (1993). *Tailhook 91: Part II - events at the 35th Annual Tailhook Symposium*. February 1993. Washington, DC: Author.
- Department of Defense Inspector General. (1994). *Review of military department investigations of allegations of discrimination by military personnel*. Washington, DC: Author.
- Department of Defense Inspector General. (1997). *Special investigation of initial entry training, equal opportunity, and sexual harassment policies and procedures*. Washington, DC: Author.
- Department of Defense Inspector General. (2003). *Interim report on the United States Air Force Academy sexual assault survey (Project No. 2003C004)*. September 11, 2003. Washington, DC: Author.
- Department of Defense Inspector General. (2004). *Evaluation of sexual assault, reprisal, and related leadership challenges at the United States Air Force Academy (Report No. IPO2004C003)*. December 3, 2004. Washington, DC: Author.
- Department of Defense Inspector General. (2005). *Executive summary, Report on the service academy sexual assault and leadership survey (Project No. 2003C004)*. March 4, 2005. Washington, DC: Author.
- Department of the Air Force. (1999). *Air Force instruction 36-2909, Professional and unprofessional relationships*. Washington, DC: Author.
- Department of the Air Force. (2002). *Air Force domestic violence letter*. July 24, 2002. Washington, DC: Author.
- Department of the Air Force. (2003a). Air Force Print News Today, *Former academy leader to retire*. July 11, 2003. Washington, DC: Author.
- Department of the Air Force. (2003b). Memorandum from Secretary Roche to Michael L. Dominguez, Assistant Secretary of the Air Force for Manpower and Reserve Affairs, *Oversight of implementation of the academy Agenda for Change and recommendations of the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the Air Force Academy*. August 14, 2003. Washington, DC: Author.
- Department of the Air Force. (2003c). *Secretary of the Air Force and Chief of Staff memorandum, Agenda for change*. March 2003. Washington, DC: Author.
- Department of the Air Force. (2003d). U.S. Air Force news release, *Air Force sets up phone line for sexual assault victims*. March 17, 2003. Washington, DC: Author.
- Department of the Air Force. (2004a). U.S. Air Force news release, *Sheppard AFB review team findings announced*. February 26, 2004. Washington, DC: Author.
- Department of the Air Force. (2004b). *HQ Air Force Academy, Fall 2004 cadet climate survey*. October 4, 2004. Washington, DC: Author.
- Department of the Air Force. (2004c). *Air Combat Command, Sexual assault assessment team report*. March 2-17, 2004 (released December 17, 2004). Washington, DC: Author.
- Department of the Air Force. (2004d). Air Combat Command News Service. December 17, 2004. Washington, DC: Author.
- Department of the Air Force. (2004e). Secretary of the Air Force and Chief of Staff, *Memorandum, Interim measure for victim support*. April 1, 2004. Washington, DC: Author.
- Department of the Air Force General Counsel. (2003). *Report of the Working Group Concerning the Deterrence of and Response to Incidents of Sexual Assault at the U.S. Air Force Academy*. Washington, DC: Author.

References

- Department of the Air Force Inspector General. (2004). *Summary report concerning the handling of sexual assault cases at the United States Air Force Academy*. Washington, DC: Author.
- Department of the Air Force Manpower and Reserve Affairs. (2004). *Report concerning the assessment of USAF sexual assault prevention and response*. Washington, DC: Author.
- Department of the Army. (1998). *Army National Guard Vision 2010*. Washington, DC: Author.
- Department of the Army. (1999). *Army Regulation 600-20, Army command policy*. March 2, 1999. Washington, DC: Author.
- Department of the Army. (2000). *Army National Guard, I Am the Guard, History of the Army National Guard, 1636-2000*. Washington, DC: Author.
- Department of the Army. (2001). *Army memorandum: Reporting FAP incidents*. December 5, 2001. Washington, DC: Author.
- Department of the Army. (2004a). Acting Secretary of the Army, *Memorandum for the Assistant Secretary of the Army (Manpower and Reserve Affairs), Task force on sexual assault policies*. February 6, 2004. Washington, DC: Author.
- Department of the Army. (2004b). Acting Secretary of the Army and U.S. Army Chief of Staff Memorandum, *Army policy on sexual assault*. April 7, 2004. Washington, DC: Author.
- Department of the Army. (2004c). *The Acting Secretary of the Army's task force report on sexual assault policies*. Washington, DC: Author.
- Department of the Army Inspector General. (1997). *Special investigation of initial entry training, equal opportunity and sexual harassment policies and procedures*. Washington, DC: Author.
- Department of the Navy. (1999a). Navy Instruction 5370.2A, *Fraternization policy*. Washington, DC: Author.
- Department of the Navy. (1999b). *U.S. Marine Corps policy statement on fraternization*. Washington, DC: Author.
- Department of the Navy. (2000). OPNAVINST 1752.1A, *Sexual assault victim intervention (SAVI) program*. May 2000. Washington, DC: Author.
- Department of the Navy. (2002a). *CNO administrative message*. April 2002. Washington, DC: Author.
- Department of the Navy. (2002b). *USMC ALMAR number 008/02: Domestic violence*. February 12, 2002. Washington, DC: Author.
- DMDC. (2005a). *2004 Workplace and Gender Relations Survey of Reserve Component Members: Tabulation of responses* (Report No. 2004-020). Arlington, VA: Author.
- DMDC. (2005b). *2004 Workplace and Gender Relations Survey of Reserve Component Members: Administration, datasets, and codebook* (Report No. 2004-021). Arlington, VA: Author.
- DMDC. (2005c). *Number of Reserve component members activated and deployed by Service component and month/year, based on the Contingency Tracking System through May 31, 2005* (DRS 8947). Arlington, VA: Author.
- Emergency Wartime Supplemental Appropriations Act, 2003, Pub. L. 108-11, 117 Stat. 559 (2003).
- Emery, E. (2004). Survey: AFA embracing anti-rape reforms. *Denver Post*, October 5, 2004, at p. 1.
- Family Advocacy Program, DoDD 6400.1 (2004, August). Washington, DC: Department of Defense.
- Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17, 425-445.
- Fitzgerald, L. F., Shullman, S. L., Bailey, N., Richards, M., Swecker, J., Gold, Y., Ormerod, M., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the work place. *Journal of Vocational Behavior*, 32, 152-175.
- Fitzgerald, L. F., Swan, S., & Fischer, L. (1995). Why didn't she just report him? The psychological and legal implications of women's responses to sexual harassment. *Journal of Social Issues*, 51, 117-138.
- Glomb, T. M. & Liao, H. (2003). Interpersonal aggression in work groups: Social influence, reciprocal, and individual effects. *Academy of Management Journal*, 46, 486-496.
- Gutek, B. A. & O'Connor, M. (1995). The empirical basis of the reasonable woman standard. *Journal of Social Issues*, 51, 151-167.

- Lipari, Rachel N., & Lancaster, Anita R. (2002). *Armed Forces 2002 sexual harassment survey*. Arlington, VA: DMDC.
- Martindale, M. (1990). *Sexual harassment in the military: 1988*. Arlington, VA: DMDC.
- Miller, L. L. (1997). Not just weapons of the weak: Gender harassment as a form of protest for Army men. *Social Psychology Quarterly*, 60, 32-51.
- Moskos, C. C., & Butler, J. S. (1996). *All that we can be: Black leadership and racial integration the Army way*. New York: Basic Books.
- Murrell, A. J., Olson, J. E., & Frieze, I. H. (1995). Sexual harassment and gender discrimination: A longitudinal study of women managers. *Journal of Social Issues*, 51, 139-150.
- National Defense Authorization Act for Fiscal Year 2000, Pub. L. 106-65, 113 Stat. 512 (1999).
- National Defense Authorization Act for Fiscal Year 2002, Pub. L. 107-107, 115 Stat. 1012 (2001).
- National Defense Authorization Act for Fiscal Year 2004, Pub. L. 108-136, 117 Stat. 1392 (2003).
- Ormerod, A. J., Lawson, A. K., Lytell, M. C., Wright, C. V., Sims, C. S., Brummel, B. J., Drasgow, F., Lee, W. C., & Fitzgerald, L. F. (2005). *2004 Workplace and Gender Relations Survey of Reserve Component Members: Report on scales and measures* (Report No. 2004-022). Arlington, VA: DMDC.
- Riemer, R. A. (Ed.). (2005). *2004 Workplace and Gender Relations Survey of Reserve Component Members: Statistical methodology report* (Report No. 2004-019). Arlington, VA: DMDC.
- Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005, Pub. L. 108-375, 118 Stat. 1811 (2004).
- Rosen, L. N. & Martin, L. (1997). Sexual harassment, cohesion, and combat readiness in U.S. Army support units. *Armed Forces and Society*, 24, 221-244.
- Schultz, V. (1998). Reconceptualizing sexual harassment. *The Yale Law Journal*, 107, 1683-1805.
- Stiehm, J. H. (1998). Army opinions about women in the Army. *Gender Issues*, 16, 88-98.
- U.S. Congress. (1994). Violent Crime Control and Law Enforcement Act of 1994, Pub. L. 103-322.
- U.S. Congress. (1999). *Congressional commission on military training and gender-related issues*. Washington, DC: Author.
- U.S. Congress. (2003). *Report of the panel to review sexual misconduct allegations at the U.S. Air Force Academy*. September 22, 2003. Washington, DC: Author.
- U.S. Congress. (2004). Congressional Record, September 30, 2004. Washington, DC: Author.
- U.S. General Accounting Office. (1993a). *Air Force Academy: Gender and racial disparities* (GAO/NSIAD-93-244). September 1993. Washington, DC: Author.
- U.S. General Accounting Office. (1993b). *Naval Academy: Gender and racial disparities* (GAO/NSIAD-93-54). April 1993. Washington, DC: Author.
- U.S. General Accounting Office. (1994a). *DOD Service Academies: More actions needed to eliminate sexual harassment* (GAO/NSIAD-94-6). January 1994. Washington, DC: Author.
- U.S. General Accounting Office. (1994b). *Military Academy: Gender and racial disparities* (GAO/NSIAD-94-95). March 1994. Washington, DC: Author.
- U.S. General Accounting Office. (1995). *DOD service academies: Update on extent of sexual harassment* (GAO/NSIAD-95-58). March 1995. Washington, DC: Author.
- U.S. General Accounting Office. (2003). *Military education: Student and faculty perceptions of student life at the military academies* (GAO-03-1001). September 2003. Washington, DC: Author.
- U.S. Government Accountability Office. (2004a). *Military personnel: DoD needs to address long-term reserve force availability and related mobilization and demobilization issues* (GAO-04-1031). September 2004. Washington, DC: Author.
- U.S. Government Accountability Office. (2004b). *Reserve forces: Actions needed to better prepare the national guard for future overseas and domestic missions* (GAO-05-21). November 2004. Washington, DC: Author.
- U.S. Merit Systems Protection Board. (1981). *Sexual harassment in the federal workplace: Is it a problem?* Washington, DC: U.S. Government Printing Office.
- U.S. Merit Systems Protection Board. (1988). *Sexual harassment in the federal workplace: An update*. Washington, DC: U.S. Government Printing Office.

References

- U.S. Merit Systems Protection Board. (1995). *Sexual harassment in the federal workplace: Trends, progress, continuing challenges*. Washington, DC: U.S. Government Printing Office.
- Victim and Witness Assistance, DoDD 1030.1 (2004, April). Washington, DC: Department of Defense.
- Violence Against Women Act, Title IV of the Violent Crime Control and Law Enforcement Act of 1994, Pub. L. 103-322 (1994).
- Washington Post. (2004). U.S. troops mark end of mission in Bosnia, *Washington Post*, November 25, 2004, at p. 19.
- Welsh, S. (1999). Gender and sexual harassment. *Annual Review of Sociology*, 25, 169-90.
- White, J. (2004). General tasked with combating sexual assault: McClain aims to make military a model on handling cases. *Washington Post*, November 3, 2004, at p. A13.
- Williams, C. L., Guiffre, P. A., & Dellinger, K. (1999). Sexuality in the workplace: Organizational control, sexual harassment, and the pursuit of pleasure. *Annual Review of Sociology*, 25, 73-93.
- Zubeck, P. (2004). Report draws line on confidentiality. *Colorado Springs Gazette*, November 30, 2004, at p. 1.

Appendix A

2004 Workplace and Gender Relations Survey of Reserve Component Members



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

2004 Workplace and Gender Relations Survey of Reserve Component Members



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



COMPLETION INSTRUCTIONS

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

RIGHT



WRONG



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

CORRECT ANSWER



INCORRECT ANSWER



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

MAILING INSTRUCTIONS

- Please return your completed survey in the business reply envelope. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., P.O. Box 5720, Hopkins, MN 55343).
- If you are returning the survey from another country, be sure to return the business reply envelope only through a U.S. government mail room or post office.
- Foreign postal systems will not deliver business reply mail.

PRIVACY NOTICE

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

AUTHORITY: 10 USC Sections 136, 481, 1782, and 2358.

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

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to ascertain if you have responded and to use record data to properly analyze the survey data. Survey data are never added to personnel or administrative record data. Personal identifying information is not used in any reports. Only group statistics will be reported.

COPYRIGHTED MATERIAL

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

BACKGROUND

1. Are you . . . ?

- Male
- Female

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

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

3. Are you Spanish/Hispanic/Latino?

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

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

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

Please print.

5. What is your marital status?

- Married
- Separated
- Divorced
- Widowed
- Never married

6. Of which Reserve component are you a member?

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

7. What is your current paygrade? Mark one.

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

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

- Yes No

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

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

YEARS

SATISFACTION AND RETENTION INTENTION

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

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

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

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

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

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

YEARS

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

- | | |
|--|---|
| <input type="checkbox"/> Much better | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better | <input type="checkbox"/> Much worse |
| <input type="checkbox"/> About what you expected | |

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

- | | |
|--|---|
| <input type="checkbox"/> Much better | <input type="checkbox"/> Somewhat worse |
| <input type="checkbox"/> Somewhat better | <input type="checkbox"/> Much worse |
| <input type="checkbox"/> About what you expected | |

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

	Very satisfied	
	Satisfied	
Neither satisfied nor dissatisfied		
	Dissatisfied	
Very dissatisfied		

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| | | | | |
| a. Your total compensation (i.e., base pay, allowances, and bonuses) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The type of work you do in your military job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Your opportunities for promotion in your unit | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. The quality of your coworkers in your unit | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. The quality of your supervisor in your unit | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Military values, lifestyle, and tradition | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Amount of enjoyment from your National Guard/Reserve duty | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Training received during your unit drills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Your unit's morale | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Opportunities for leadership in your unit | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Types of assignments received | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Assignment stability | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Your personal workload | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Time required at National Guard/Reserve activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Your possibility of being activated or deployed in the future | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. Number of recent activations or deployments you have experienced | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- Voluntary
- Involuntary
- Both

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

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

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

- CONUS
- OCONUS
- Both

24. Are you currently activated?

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

25. Are you currently deployed?

- Yes
- No

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

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

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

- Yes
- No

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

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

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

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

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

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

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

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

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

- Yes
- No

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

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

34. Do you have a civilian job?

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

35. Are you a student in a civilian school?

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

YOUR MILITARY WORKPLACE

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

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

DAYS

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

YEARS

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

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

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

- Male
- Female

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

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

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

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

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

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. I know what is expected of me at work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I have the materials and equipment I need to do my work right | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. At work, I have the opportunity to do what I do best every duty day.... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. In the last 7 duty days, I have received recognition or praise for doing good work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My supervisor, or someone at work, seems to care about me as a person | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. There is someone at work who encourages my development | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. At work, my opinions seem to count | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. The mission/purpose of my Reserve component makes me feel my job is important | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. My coworkers are committed to doing quality work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. I have a best friend at work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

42. Continued

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| k. In the last 6 months, someone at work has talked to me about my progress | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. This last year, I have had opportunities at work to learn and to grow | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. My supervisor helps everyone in my workgroup feel included | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. At my workplace, all employees are kept well informed about issues and decisions that affect them | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

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

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

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

THE PEOPLE YOU WORK WITH AT YOUR MILITARY WORKPLACE

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

THE WORK YOU DO AT YOUR MILITARY WORKPLACE

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

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

Very often
Often
Sometimes
Once or twice
Never

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

READINESS, HEALTH, AND WELL-BEING

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

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

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

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

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

Definitely true
Mostly true
Mostly false
Definitely false

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

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

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

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

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

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

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

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

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

Very often
Often
Sometimes
Once or twice
Never

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

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

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

- a. Activation or deployment
- b. Military work and civilian career (for example, hours, coworkers, change, supervisors)
- c. Finances (yours and your family's) . .
- d. Health (yours and your family's) . . .
- e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative)

53. Continued

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

- f. Relationship with your spouse or significant other
- g. Relationship with your children or other family members
- h. Time away from your family
- i. Crime in your community
- j. Natural disasters (for example, fires, floods, storms, earthquakes) . .
- k. Terrorism, including threat of terrorism
- l. War or hostilities, including threat of war
- m. Loss of civilian job
- n. Loss of career advancement opportunities

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

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

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

Please print.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

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

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

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

Please print.

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

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

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

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

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

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

Very often
Often
Sometimes
Once or twice
Never

- | | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | | | |
| a. Repeatedly told sexual stories or jokes that were offensive to you? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

◆ 57. Continued

Very often
Often
Sometimes
Once or twice
Never

- k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
- m. Touched you in a way that made you feel uncomfortable?
- n. Made unwanted attempts to stroke, fondle, or kiss you?
- o. Treated you badly for refusing to have sex?
- p. Implied faster promotions or better treatment if you were sexually cooperative?
- q. Attempted to have sex with you without your consent or against your will, but was not successful?
- r. Had sex with you without your consent or against your will?
- s. Other unwanted gender-related behavior? *Unless you mark "Never," please describe below.*

Please print.

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

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

ONE SITUATION WITH THE GREATEST EFFECT

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

59. Continued

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

Did this
Did not do this

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

Please print.

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

60. To what degree was this situation . . .

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

61. Where and when did this situation occur?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- Once
- Occasionally
- Frequently

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

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

70. Is the situation still going on?

- Yes
- No

71. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to forget it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) you didn't like what he or she was doing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

71. Continued

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

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

Please print.

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

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

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

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

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

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

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

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

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

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

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

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

78. Is the action still being processed?

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

79. Was your complaint found to be true?

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

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

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

- a. The outcome of your complaint was explained to you
- b. The situation was corrected
- c. Some action was taken against the person(s) who bothered you
- d. Nothing was done about the complaint
- e. Action was taken against you

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

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

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

Please print.

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

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

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

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

83. Continued

	Yes	No
h. You thought your military coworkers would be angry if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You wanted to fit in	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You thought reporting would take too much time and effort	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You thought you would be labeled a troublemaker if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. A peer talked you out of making a formal complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. A supervisor talked you out of making a formal complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. You did not want to hurt the person's or persons' feelings, family, or career	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. You thought your performance evaluation or chance for promotion would suffer if you reported	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. You were afraid of retaliation from the person(s) who did it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. You thought it would negatively impact your civilian job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
t. Although the incident(s) occurred in a civilian environment, you thought it would negatively impact your military career	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
u. You were warned not to complain	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
v. You had already reported the situation to civilian individuals or organizations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
w. Some other reason	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

PERSONNEL POLICY AND PRACTICES

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

Don't know
No
Yes

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

TIMES

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

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

Please print.

90. To what extent are/is . . .

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

IN YOUR MILITARY UNIT/ WORKGROUP

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AT YOUR MILITARY DUTY STATION/SHIP

- h. Policies forbidding sexual harassment publicized?
- i. Complaint procedures related to sexual harassment publicized?
- j. Complaints about sexual harassment taken seriously no matter who files them?
- k. There is a specific office with the authority to investigate sexual harassment complaints?
- l. Enlisted members required to attend formal sexual harassment training?
- m. Officers required to attend formal sexual harassment training?
- n. Leaders consistently modeling respectful behavior to both male and female personnel?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THANK YOU FOR YOUR TIME AND ASSISTANCE

REPORT DOCUMENTATION PAGE				Form Approved OMB No. 0704-0188	
<p>The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.</p> <p>PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.</p>					
1. REPORT DATE (DD-MM-YYYY) 01-06-2005		2. REPORT TYPE Final Report		3. DATES COVERED (From - To) March 2004-June 2004	
4. TITLE AND SUBTITLE 2004 Sexual Harassment Survey of Reserve Component Members				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S) Lipari, R. N., Lancaster, A. R., & Jones, A. M.				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
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	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S) 2005-010	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for Public Release; distribution unlimited.					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT This report provides the results for the 2004 Workplace and Gender Relations Survey of Reserve component Members (2004 WGRR). The overall purpose of the WGRR is to document the extent to which Reserve component members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events, and the Reserve component members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Survey results are tabulated in this report as a Reserve Component total by gender, Reserve component, Reserve program, and activation status.					
15. SUBJECT TERMS Demographics, workplace, activation, deployment, health and well-being, gender-related experiences, gender relations, personnel policies, sexual harassment, sexual assault, sex discrimination, Reserve components					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT UU	18. NUMBER OF PAGES 154	19a. NAME OF RESPONSIBLE PERSON Rachel N. Lipari
a. REPORT U	b. ABSTRACT U	c. THIS PAGE U			19b. TELEPHONE NUMBER (include area code) (703) 696-1125

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

5d. PROJECT NUMBER. Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

5f. WORK UNIT NUMBER. Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

6. AUTHOR(S). Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

11. SPONSOR/MONITOR'S REPORT NUMBER(S). Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

12. DISTRIBUTION/AVAILABILITY STATEMENT. Use agency-mandated availability statements to indicate the public availability or distribution limitations of the report. If additional limitations/ restrictions or special markings are indicated, follow agency authorization procedures, e.g. RD/FRD, PROPIN, ITAR, etc. Include copyright information.

13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

16. SECURITY CLASSIFICATION. Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

17. LIMITATION OF ABSTRACT. This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

