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# **2008 Gender Relations Survey of Reserve Component Members**



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# **2008 GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS**

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# 2008 GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS

## Executive Summary

### *Background*

This report presents the results of the *2008 Workplace and Gender Relations Survey of Reserve Component Members (WGRR 2008)*. This is the second survey of gender-related issues in the Reserve components conducted by Defense Manpower Data Center (DMDC) as part of the quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481.

The *WGRR 2008* was fielded in February-May 2008. DMDC received completed surveys from 22,733 eligible respondents for a weighted response rate of 34%. This survey was modeled on its predecessor surveys, the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and the *2006 Workplace and Gender Relations Survey of Active Duty Members*.

This report includes a summary of Department of Defense (DoD) policies and programs associated with sexual assault and a description of the *WGRR 2008* survey content and methodology. In addition, the report includes an analysis of the prevalence of Reserve component members' experiences of unwanted sexual contact, sexual harassment, and sex discrimination in the Reserve components in the twelve months prior to taking the survey and the details of incidents they have experienced. The report also includes an analysis of the effectiveness of DoD and Reserve component policies and training on sexual assault and sexual harassment and an assessment of progress related to these issues in the military and in the nation.

### *Reporting Categories*

For each section of the report, results are presented for survey year by gender (if applicable), as well as Reserve component by gender and paygrade by gender. The Reserve component categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).<sup>1</sup> The paygrade reporting categories includes junior enlisted (E1-E4), senior enlisted (E5-E9), junior officers (O1-O3), and senior officers (O4-O6).<sup>2</sup> Where applicable, 2004 survey results are presented.

### *Major Findings*

This Executive Summary presents topline findings for each of the major sections of the report described below. Where applicable, 2008 results are also compared to results from the *2004 Workplace and Gender Relations Survey of Reserve Component Members (WGRR 2004)*.

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<sup>1</sup> Though U.S. Coast Guard Reserve members (USCGR) were included in the survey, results for the USCGR are not included in the report as required by Title 10 U.S. Code Section 481.

<sup>2</sup> Due to small cell sizes, warrant officers are not included in the paygrade analyses but are included in gender and Reserve component analyses.

## ***Unwanted Sexual Contact***

Although the term unwanted sexual contact does not appear in the Uniform Code of Military Justice (UCMJ), this term is used in this report to refer to a range of activities that the UCMJ prohibits, including rape, non-consensual sodomy (oral or anal sex), or indecent assault (unwanted, inappropriate sexual contact or fondling) that can occur regardless of gender, age, or spousal relationship. Incident rates of unwanted sexual contact are measured in two ways:

- A two-item measure based on the Sexual Experiences Questionnaire (SEQ), allowing results to be compared to the 2004 results
- A new baseline measure designed to be consistent with the definition in Article 120 of the UCMJ

For trend analysis between survey years 2004 and 2008, respondents were counted as experiencing unwanted sexual contact if they indicated they had been in a situation where military personnel or DoD civilians/contractors: (1) attempted to have sex with them without their consent or against their will, but were not successful; and/or (2) had sex with them without their consent or against their will. Based on this two-item measure, the 2008 unwanted sexual contact incident rate for women was 2.8% and 1.2% for men. There were no differences found between survey years among women and men.

The new baseline measure of unwanted sexual contact, consistent with the definition in Article 120 of the UCMJ, asked Reserve component members whether someone (either DoD or non-DoD), without their consent or against their will, sexually touched them, had (attempted or completed) sexual intercourse with them, oral sex with them, anal sex with them, or penetrated them with a finger or object. Based on the new baseline measure, 3.5% of women and 0.9% of men indicated experiencing unwanted sexual contact.

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

On the survey, Reserve component members who indicated in the new baseline measure that they experienced unwanted sexual contact were asked to consider the “one situation” occurring in the 12 months preceding the survey that had the greatest effect on them. With that “one situation” in mind, members were then asked questions about the circumstances and about reporting of the one situation. Results are reported for women, overall. Results are not reportable for men.<sup>3</sup>

***Behaviors Experienced.*** Members who indicated experiencing unwanted sexual contact were asked to identify the specific behaviors comprising the one event that had the greatest effect on them. Among the 3.5% of women who experienced unwanted sexual contact, 43% indicated experiencing attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching) and 29% indicated experiencing unwanted sexual touching as their only experience of unwanted sexual contact. Among the 3.5% of women who experienced unwanted sexual

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<sup>3</sup> While the total number of responses are high (34% responding), for some questions that are asked of selected respondents (e.g., details of unwanted sexual contact), results may be non-reportable due to small numbers or unstable estimates.

contact, 19% indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex) and 9% did not indicate the specific behaviors experienced.

***Circumstances of the One Situation.*** Among the 3.5% of women who experienced unwanted sexual contact, the circumstances of their experience were as follows:

- 40% indicated the situation occurred at their military or civilian work. 4% indicated the unwanted sexual contact occurred in their home/living quarters, 16% indicated it occurred in the home/living quarters of someone else, and 41% indicated it occurred at some other location.
- 68% indicated it occurred at a military installation. 33% indicated it occurred while activated, and 24% indicated it occurred while deployed.
- 34% indicated their experience included the use of alcohol and/or drugs, either by them or by the offender.
- 49% indicated the offender used force and/or threats to make them consent, and 28% indicated the offender used their authority improperly to coerce them to consent during the unwanted sexual contact.
- 34% indicated the offender sexually harassed them before the incident, 2% indicated the offender stalked them before the incident, and 22% indicated the offender both sexually harassed and stalked them before the incident.

***Characteristics of the Offenders.*** The 3.5% of women who experienced unwanted sexual contact were asked to describe the offender in their situation. The majority (99%) of women indicated the offender was male and that the offender acted alone (79%). The majority (96%) of women indicated the offenders were part of the military community, with 80% of women indicating all of the offenders were military personnel, 3% indicating all of the offenders were DoD civilian/contractors, and 13% indicating the offenders included both military personnel and DoD civilians/contractors.

When the 3.5% of women who experienced unwanted sexual contact were asked to describe their organizational relationship to the offenders, 66% indicated the offender was a military person of higher rank/grade (not in their chain-of-command) and 57% indicated the offender was a military coworker. A third (32%) of women indicated the offender was someone in their chain-of-command, and 11% indicated the offender was a military subordinate.

***Coming Forward for Help.*** The 3.5% of women who indicated they experienced unwanted sexual contact were asked if they talked about the situation with family, friends, chaplain, counselor, etc.; or if they sought professional help. Overall, 76% of these women indicated they discussed the situation with someone, such as a family member or friend and 24% sought professional help. They were also asked if they reported their experience. Twenty-six percent reported the incident to a military authority or organization, with less than 1% making a restricted report, 3% making an unrestricted report, and 23% were unsure if their report was restricted or unrestricted.

**Reasons for Not Reporting.** Of the 3.5% of women who indicated they experienced unwanted sexual contact, the majority (74%) chose not to report it to an authority or organization. The most frequently cited reasons women gave for not reporting the incident were:

- Thought they would be labeled a troublemaker (41%)
- Thought they would not be believed (37%)
- Not important enough to report (33%)
- Thought their performance evaluation/chance for promotion would suffer (26%)
- Thought reporting would take too much time and effort (22%)
- Feared they or others would be punished for infractions/violations (11%)
- Did not know how to report (5%)

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

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

**Sexual Harassment.** DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances” (Department of Defense, 1995). Incident rates of sexual harassment were derived using a two-step process. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the following types of unwanted gender-related behaviors from military personnel or DoD civilians/contractors: crude/offensive behavior, unwanted sexual attention, or sexual coercion (Q44), *and* they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Q45). In 2008, 20% of women and 3% of men indicated experiencing sexual harassment. There were no differences found between survey years among women and men.

**Components of Sexual Harassment.** Sexual harassment is comprised of three component measures. To be included in a rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the four behaviorally stated items defining that component measure. Q45 is not included in calculating the rates of the three components.

Crude/offensive behavior is defined as verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing. In 2008, 38% of women and 20% of men indicated experiencing crude/offensive behavior. There were no differences found between survey years among women and men.

Unwanted sexual attention is defined as repeated unwanted attempts to establish a sexual relationship. In 2008, 20% of women and 5% of men indicated experiencing unwanted sexual attention. There were no differences found between survey year among women and men.

Sexual coercion is defined as classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation. In 2008, 7% of women and 2% of men indicated



experiencing sexual coercion. There were no differences found between survey years among women and men.

***Sexist Behavior.*** Sexist behavior involves unwanted actions from military personnel or DoD civilians/contractors that refer to an individual's gender and are directed toward all persons of that gender. Experiences of sexist behavior include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent. To be included in the calculation of the sexist behavior rate, members must have experienced at least one of the four behaviorally stated items defining sexist behavior. In 2008, 41% of women and 14% of men indicated experiencing sexist behavior. There were no differences found between survey years among women and men.

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

Reserve component members who indicated experiencing unwanted gender-related behavior in the 12 months preceding the survey were asked to describe the one situation involving these behaviors that had the greatest effect on them. Members then indicated the circumstances surrounding that "one situation." In 2008, 49% of women and 24% of men experienced at least one unwanted gender-related behavior from military personnel or DoD civilians/contractors.

***Circumstances of the One Situation.*** Among the 49% of women and 24% of men who experienced unwanted gender-related behavior, the circumstances of their experience were as follows:

- 83% of women and 67% of men indicated that some or all of the behaviors in the one situation occurred at a military installation.
  - Of women and men who indicated that the behaviors occurred while on a military installation, 78% of women and 74% of men indicated the behaviors occurred at their military work and 85% of women and 78% of men indicated the behaviors occurred during duty hours.
  - Of women and men who indicated that the behaviors occurred while on a military installation, 39% of women and 14% of men indicated the behaviors took place in a work environment where members of their gender were uncommon.
  - Of women and men who indicated that the behaviors occurred while on a military installation, 26% of women and 30% of men indicated the behaviors occurred on a military installation at a military non-work location.
- 33% of women and 29% of men indicated the behaviors in the one situation occurred while they were activated, and 23% of women and 21% of men indicated the behaviors occurred while they were deployed.
- 14% of women and 16% of men indicated the behaviors occurred while at their civilian job, and 4% of women and 5% of men indicated the behaviors occurred while at their civilian school.
- 39% of women and 48% of men indicated the behaviors in the one situation happened once, 52% of women and 46% of men experienced them occasionally, and 9% of women and 6% of men experienced them frequently.

- In 2008 compared to 2004, more women and men indicated the behaviors only happened once.
- 59% of women and 67% of men indicated the one situation lasted less than one month, 20% of women and 12% of men indicated it lasted more than a month but less than six months, and 21% of women and 22% of men indicated it lasted more than six months.
- In 2008 compared to 2004, more women and men indicated the behaviors lasted less than one month.

***Characteristics of the Offenders.*** The 49% of women and 24% of men who experienced unwanted gender-related behavior were asked to describe the offender in their situation. The majority of women (87%) and men (53%) indicated the offender was male and 54% of women and 64% of men indicated that multiple offenders were involved. The majority (98%) of women and (97%) of men indicated the offenders were part of the military community, with 77% of women and 74% of men indicating all of the offenders were military personnel, 3% of women and 2% of men indicating all of the offenders were DoD civilian/contractors, and 19% of women and 21% of men indicating the offenders included both military personnel and DoD civilians/contractors.

When the 49% of women and 24% of men who experienced unwanted gender-related behavior were asked to describe their organizational relationship to the offenders, 57% of women and 50% of men indicated the offender was a military coworker and 48% of women and 28% of men indicated the offender was a military person of higher rank/grade (not in their chain-of-command). Twenty-eight percent of women and 20% of men indicated the offender was someone in their chain-of-command and 20% of women and 23% of men indicated the offender was a military subordinate. Thirty-three percent of women and 28% of men indicated the offender was in the category of other military person, and 8% of women and 10% of men indicated the offender was an unknown person.

***Reporting the Incident.*** The 49% of women and 24% of men who indicated they experienced unwanted gender-related behavior were asked if they reported the situation to civilian or National Guard/Reserve/DoD individuals or organizations. Thirty-three percent of women and men (17%) who reported their experience to an authority reported it to a military authority. Nine percent of women and 5% of men reported to both military and civilian authorities. Twenty-four percent of women and 12% of men only reported the situation to a military authority and 3% of women and 4% of men only reported the situation to a civilian authority.

Among those 33% of women and 17% of men who reported the situation to a military authority, the actions taken as a result of their coming forward varied, as described below:

- 22% of women and 20% of men indicated their complaint was investigated, and 47% of women and 46% of men indicated the situation was resolved informally.
- 51% of women and 48% of men indicated the person who bothered them was talked to about the behavior, and 23% of both women and men indicated some action was taken against the person who bothered them.

- 53% of women and 51% of men indicated the rules on harassment were explained to everyone in the place where the problem occurred.
- 44% of both women and men indicated the situation was corrected.
- 18% of women and 17% of men indicated they were encouraged to drop the complaint, and 26% of both women and men indicated their complaint was discounted or not taken seriously.
- 16% of women and 20% of men indicated that action was taken against them as a result of their making the report.

Among the 33% of women and 17% of men who reported the situation to a military authority, 7% of women and 3% of men formally reported it. Among the 7% of women who formally reported the situation, 26% indicated they experienced both professional and social retaliation, 16% experienced social retaliation alone, and 15% experienced professional retaliation alone.

Those who formally reported their experience and whose formal complaint process had been finalized were asked to assess their experience with the formal complaint process. Of these, 44% of women were satisfied with the availability of information about how to file a complaint and 31% were satisfied with treatment from personnel handling their complaint. A quarter (26%) of women were satisfied with amount of time it took to resolve their complaint. Twenty percent of women were satisfied with the complaint process overall. Results are not reportable for men. Seventy-one percent indicated their complaint was found to be true, 2% indicated their complaint was found to not be true, and 27% indicated authorities were unable to determine if the complaint was true or not. Most (64%) were dissatisfied with the outcome of their complaint, although 23% were satisfied with the outcome.

***Reasons for Not Reporting.*** Of the 49% of women and 24% of men who indicated they experienced unwanted gender-related behavior, the majority (66% of women and 83% of men) chose not to report it to a military authority. The most frequently cited reasons women and men gave for not reporting the incident were:

- Was not important enough to report (66% women, 64% men)
- Took care of the problem themselves (64% women, 50% men)
- Felt uncomfortable making a report (28% women, 18% men)
- Did not think anything would be done (28% women, 21% men)
- Thought they would be labeled a troublemaker (27% women, 16% men)
- Afraid of negative professional outcomes (25% women, 16% men)
- Feared retaliation (19% women, 13% men)
- Thought reporting would take too much time and effort (17% women, 18% men)
- Thought they would not be believed (11% women, 8% men)
- Did not report because they did not know how (9% women, 10% men)

### ***Sex Discrimination***

Sex discrimination is defined as treating individuals differently in their employment because of their sex (e.g., unfair or unequal access to professional development resources and

opportunities due to a Reserve component member's gender). On this survey, members were asked if they experienced three types of potentially discriminatory behaviors with regard to military evaluations, military career development, and military assignments, and whether their experience was related to their gender.

***Sex Discrimination.*** Members were asked if they had experienced, within the 12 months preceding the survey, any discriminatory behaviors related to military evaluations, military career development, or military assignments where their gender was a factor (Q42) *and* whether they considered at least one of the behaviors to be sex discrimination (Q43). Results for the gender discrimination behavior rate are comparable between 2008 and 2004. In 2008, 12% of women and 2% of men indicated experiencing sex discrimination. There were no differences found between survey years among women and men.

***Gender Discriminatory Behaviors.*** Sex discrimination is comprised of three component measures. To be included in a rate, respondents must have indicated they experienced, in the 12 months preceding the survey, one of the four behaviorally stated items defining that component measure. Q43 is not included in calculating the rates of the three components.

Evaluation discrimination assesses the member's belief that gender was a factor in others' judgments about their military performance (e.g., evaluations or awards). Eight percent of women and 3% of men indicated experiencing evaluation discrimination behaviors. There were no differences found between survey years among women and men.

Career discrimination assesses the member's belief that gender was a factor in their access to resources and mentoring that aid in military career development. Eight percent of women and 2% of men indicated experiencing career discrimination behaviors. There were no differences found between survey years among women and men.

Assignment discrimination assesses the member's belief that gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement. Seven percent of women and 2% of men indicated experiencing assignment discrimination behaviors. There were no differences found between survey years among women and men.

### ***Military Personnel Policies, Practices, and Training Related to Sexual Assault***

Reserve component members were asked their perceptions of sexual assault policies and practices; the availability of sexual assault support and resources; and the quantity and effectiveness of sexual assault training.

***Policies and Reporting Procedures Publicized.*** Reserve component members were asked to provide information on whether sexual assault procedures were publicized. Overall, 91% of women and 93% of men indicated sexual assault reporting procedures were publicized to some extent at their installation/ship.

***Sexual Assault Complaint Climate.*** Reserve component members were asked to assess the extent complaints and reports of sexual assault would be taken seriously in their work group and at their installation/ship. Overall, 97% of both women and men indicated reports of sexual

assault would be taken seriously to some extent at their installation/ship. Ninety-one percent of both women and men indicated members of their work group would feel free to report sexual assault to some extent without fear of reprisal.

***Sexual Assault Support and Resources.*** Reserve component members were asked if there were support resources at their installation/ship. Overall, 52% of women and 54% of men indicated there was a Sexual Assault Response Coordinator to help those who experience sexual assault at their installation/ship. Fifty-two percent of women and 53% of men indicated there was a Sexual Assault Victim Advocate to help those who experience sexual assault at their installation/ship.

***Accountability.*** Reserve component members were asked their perspectives on the extent people “get away with” sexual assault if it was reported in their work group. Overall, 69% of women and 76% of men indicated people would *not* get away with sexual assault in their work group if it was reported.

***Training.*** Reserve component members were asked to report whether they received training in the past 12 months on topics related to sexual assault and the frequency and effectiveness of the training. Overall, 80% of women and 84% of men indicated they had sexual assault training in the 12 months preceding the survey.

***Aspects of Sexual Assault Training.*** The 80% of women, and 84% of men who indicated they received sexual assault training were asked to rate their training. Their responses indicate at least 86% of women and men agreed their Reserve component’s sexual assault training conveyed the following:

- A good understanding of what actions are considered sexual assault
- How to avoid situations that might increase the risk of sexual assault
- How to obtain medical care following a sexual assault
- Role of the chain-of-command in handling sexual assaults
- Reporting options available if a sexual assault occurs
- Points of contact for reporting sexual assault (e.g., SARC, VA)
- Sexual assault is a mission readiness problem

***Perceived Effectiveness of Sexual Assault Training.*** The 80% of women and 84% of men who indicated they received sexual assault training were asked to assess the effectiveness of their training. Eighty-seven percent of women and 90% of men indicated their training was moderately or very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault. Eighty-five percent of women and 88% of men indicated their training was moderately or very effective in explaining the difference between restricted and unrestricted reporting.

### ***Military Personnel Policies, Practices, and Training Related to Sexual Harassment***

Reserve component members were asked their perceptions of sexual harassment policies and practices; the availability of sexual harassment support and resources; the quantity and

effectiveness of sexual harassment training; and military leaders' attempts to stop sexual harassment.

***Policies and Reporting Procedures Publicized.*** Reserve component members were asked to provide information on whether sexual harassment procedures and policies were publicized. In 2008, 95% of both women and men indicated policies forbidding sexual harassment were publicized to some extent at their installation/ship. The percentage of women and men who indicated policies forbidding sexual harassment were publicized to a large extent at their installation/ship was higher in 2008 than in 2004. In 2008, 91% of women and 93% of men indicated complaint procedures related to sexual harassment were publicized to some extent at their installation/ship. The percentage of women and men who indicated complaint procedures related to sexual harassment were publicized to a large extent at their installation/ship was higher in 2008 than in 2004.

***Sexual Harassment Complaint Climate.*** Reserve component members were asked to assess the sexual harassment complaint climate in their work group and at their installation/ship. Overall, 93% of both women and men indicated complaints about sexual harassment would be taken seriously to some extent in their work group no matter who files them. The percentage of women and men who indicated complaints about sexual harassment would be taken seriously to a large extent in their work group no matter who files them was higher in 2008 than in 2004. Overall, 97% of women and 96% of men indicated reports of sexual harassment would be taken seriously to some extent at their installation/ship. Ninety-two percent of women and 91% of men indicated members of their work group would feel free to report sexual harassment to some extent without fear of reprisal.

***Sexual Harassment Support Resources.*** Reserve component members were asked if there were support resources at their installation/ship. Overall, 50% of women and 55% of men indicated there was a specific office with the authority to investigate sexual harassment on their installation/ship.

***Accountability.*** Reserve component members were asked their perspectives on the extent people would "get away with" sexual harassment if it was reported in their work group. Overall, 58% of women and 66% of men indicated people would *not* get away with sexual harassment if it was reported.

***Training.*** Reserve component members were asked to report whether they received training in the past 12 months and the frequency and effectiveness of the training. Overall, 87% of women and 91% of men indicated they received sexual harassment training in the 12 months preceding the survey. The percentage of women and men who received training was higher in 2008 than in 2004.

***Aspects of Sexual Harassment Training.*** The 87% of women and 91% of men who received sexual harassment training were asked to rate their training. Their responses indicate at least 87% of women and men agreed their Reserve component's sexual harassment training effectively conveyed the following:

- A good understanding of what words and actions are considered sexual harassment

- Sexual harassment reduces cohesion and effectiveness of their Reserve component as a whole
- Behaviors that are offensive to others and should not be tolerated
- Useful tools for dealing with sexual harassment
- The process for reporting sexual harassment
- It is safe to complain about unwanted, sex-related attention
- Information about policies, procedures, and consequences of sexual harassment

***Perceived Effectiveness of Sexual Harassment Training.*** The 87% of women, and 91% of men who indicated they received sexual harassment training were asked to assess the effectiveness of their training. Eighty-four percent of women and 86% of men indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment. The percentage of women and men who indicated their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment was higher in 2008 than in 2004.

***Leadership.*** Reserve component members were asked whether their leaders “make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.” Results follow for three levels of leaders, the immediate military supervisor, senior leadership of the installation/ship, and senior leadership of the Reserve component. In 2008, at least 60% of women and 70% of men indicated that leaders at all three levels were making honest and reasonable efforts. Women and men were more positive about their Reserve component leaders’ efforts, their installation/ship leaders’ efforts, and their immediate supervisor’s efforts in 2008 than in 2004.

### ***Assessment of Progress***

Reserve component members were asked their perceptions of the prevalence of sexual harassment and sexual assault in the military and the nation compared to a few years ago and whether sexual harassment was more of a problem in the military or outside of the military.

***Sexual Harassment.*** In 2008, of members who had been in the military for at least four years, 39% of women and 54% of men indicated that sexual harassment in the military occurred less often now than it did a few years ago, 41% of women and 34% of men indicated that it occurred about as often now as a few years ago, and 21% of women and 12% of men indicated that it occurred more often now than a few years ago. The percentage of women and men who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2008 than in 2004.

In 2008, of members who had been in the military for at least four years, 36% of women and 49% of men indicated that sexual harassment in the military is less of a problem today than four years ago, 43% of women and 38% of men indicated that it is about the same as four years ago, and 22% of women and 14% of men indicated that it is more of a problem today than four years ago. The percentage of women and men who indicated that sexual harassment in the military is less of a problem today than four years ago was lower in 2008 than in 2004.

In 2008, 21% of women and 34% of men indicated that sexual harassment in the nation is less of a problem today than four years ago, 44% of women and 43% of men indicated that it is about the same as four years ago, and 36% of women and 23% of men indicated that it is more of a problem today than four years ago. The percentage of women and men who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2008 than in 2004.

***Sexual Assault.*** Questions regarding sexual assault were not asked in the previous survey. Therefore, trend analysis is not available. In 2008, of members who had been in the military for at least four years, 38% of women and 54% of men indicated that sexual assault in the military occurred less often now than it did a few years ago, 41% of women and 34% of men indicated that it occurred about as often now as a few years ago, and 21% of women and 12% of men indicated that it occurred more often now than a few years ago.

In 2008, of members who had been in the military for at least four years, 34% of women and 48% of men indicated that sexual assault in the military is less of a problem in 2008 than it was four years ago, 44% of women and 38% of men indicated that it is about the same as a few years ago, and 23% of women and 14% of men indicated that it is more of a problem today than a few years ago.

In 2008, 15% of women and 28% of men indicated that sexual assault in the nation is less of a problem today than four years ago, 46% of women and 45% of men indicated that it is about the same as four years ago, and 39% of women and 27% of men indicated that it is more of a problem today than four years ago.



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# **2008 GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS**

## **CHAPTER 1: INTRODUCTION**

The Department of Defense (DoD) is committed to providing a safe workplace environment for all its members. DoD has worked hard to develop and implement policies and programs to eliminate unlawful, gender-related behaviors. Such behaviors diminish respect for individuals, impair readiness and performance, and adversely affect recruitment and retention. The *2008 Workplace and Gender Relations Survey of Reserve Component Members (WGRR 2008)* is one source of information for evaluating these programs and assessing the overall environment in the military.

*WGRR 2008* is part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. DoD conducted the first survey of gender relations in the Reserve component force in 2004 (Lipari & Lancaster, 2004). The current survey has been designed to estimate the level of sex discrimination, sexual harassment, and sexual assault in the Reserve components and to provide information about consequences of sexual harassment and sexual assault. *WGRR 2008* was modeled on recent predecessor surveys of gender issues, the *WGRR 2004* and the *2006 Workplace and Gender Relations Survey of Active Duty Members*.

The remainder of this introduction provides a summary of DoD policies associated with sexual assault; an overview of the measurement of unwanted gender-related experiences, unwanted sexual contact, and sex discrimination; a description of the survey methodology and analytical procedures; and an overview of the contents of the remaining chapters. Results of the entire survey are tabulated in the *2008 Workplace and Gender Relations Survey of Reserve Component Members: Tabulations of Responses* (DMDC, 2009a).

### **DoD Sexual Assault Policies**

This section outlines current DoD sexual harassment and sexual assault policies and programs. First, we discuss the DoD sexual assault prevention and response policy, which was designed to eliminate sexual assault within DoD through a new directive issued since the *WGRR 2004*. This directive addresses initiatives related to education, training, and victim support. Then, we discuss the revised Uniform Code of Military Justice provision for sex offenses.

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

DoD refined the policy on sexual assault prevention and response through a series of directives issued in late 2004 and early 2005. DoD Directive 6495.01 established a comprehensive DoD policy on prevention and response to sexual assaults (Department of Defense, 2005). The policy states that all Military Services (the Army, the Navy, the Marine Corps, and the Air Force, including their National Guard and Reserve components) must:

Eliminate sexual assault within the Department of Defense by providing a culture of prevention, education and training, response capability, victim support,

reporting procedures, and accountability that enhances the safety and well-being of all its members.

The DoD directive also established restricted and unrestricted reporting of sexual assaults.<sup>4</sup> An enclosure to the directive defined the responsibilities of personnel who implement the Sexual Assault Prevention and Response (SAPR). Sexual Assault Response Coordinators (SARC) serve as the central point of contact to oversee sexual assault awareness, prevention and response training, and the care of sexual assault victims. Victim Advocates (VA) report to the SARCs and facilitate care for sexual assault victims by providing liaison assistance.

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

Effective October 1, 2007, Congress amended the UCMJ regarding sex offenses to consolidate and reorganize the array of military sex offenses. As amended, rape is defined in Article 120 of the UCMJ as a situation where any person causes another person of any age to engage in a sexual act by: (1) using force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant or similar substance that substantially impairs the ability of that person to appraise or control conduct (Title 10 U. S. Code Section 920, Article 120). The revised Article 120 of the UCMJ defines “consent” as “words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person.” The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the accused’s use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent.
- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise,” as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect.
- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

### **Measurement of Core Constructs**

The ability to calculate annual incident rates is a distinguishing feature of this survey.<sup>5</sup> Results are included in this report for rates for unwanted sexual contact, unwanted gender-related

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<sup>4</sup> Restricted reporting allows a sexual assault victim to confidentially disclose the details of the assault to specified individuals and receive medical treatment and counseling without prompting an official investigation. Unrestricted reporting is for sexual assault victims who want medical treatment, counseling, and an official investigation of the assault.

<sup>5</sup> See Appendix for a copy of the paper survey.

experiences, and sex discrimination.<sup>6</sup> Other results are presented in this report for potential antecedents and consequences of these core constructs.

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

Unwanted sexual contact refers to a range of activities that the UCMJ prohibits, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.<sup>7</sup> Unwanted sexual contact is measured by a single item (Q65) in the *WGRR 2008*. The 2004 survey did not include the single-item unwanted sexual contact measure, although the survey did include a two-item measure of attempted and/or actual sexual relations without the member's consent and against his or her will. Because of this change in the measure, results for the single-item measure of unwanted sexual contact are not comparable to the 2004 survey. However, trend analysis for 2004 and 2008 are provided based on the original two-item measure. The single-item measure of unwanted sexual contact includes behaviors addressed by the 2004 measure of sexual assault but also includes other behaviors (Table 1). Further details on the measurement characteristics of unwanted sexual contact are reported by DMDC (2009b).

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<sup>6</sup> A Reserve component member is included in an incident rate if he or she indicated in one survey item, more than one survey item, or all survey items included in that type of behavior. That is, a member is counted in a rate only once regardless of the number of items he or she endorsed.

<sup>7</sup> The UCMJ defines the term sexual contact within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, "unwanted" is used to clarify the term "sexual contact."

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

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

<sup>a</sup>For each item, members replied either Yes or No.

<sup>b</sup>For each item, members replied on a five-point scale ranging from Never to Very often.

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

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

The measurement of these behaviors is derived from the Sexual Experiences Questionnaire (SEQ) (Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995) which has been adapted for a military population (referred to as the DoD-SEQ). The DoD-SEQ consists of 12 behaviorally stated items measuring sexual harassment and four behaviorally stated items measuring sexist behavior (Table 2). Using classical test theory, item response theory, and factor analysis, the DoD-SEQ has been found to provide reliable measurement of gender-related

experiences (Fitzgerald, Magley, Drasgow, & Waldo, 1999; Stark, Chernyshenko, Lancaster, Drasgow, & Fitzgerald, 2002).

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

<b>Type of Behavior</b>	<b>How often during the past 12 months have you been in situations involving military personnel (active duty or Reserve) and/or DoD/Service civilian employees and/or contractors where one or more of these individuals (of either gender)...<sup>a</sup></b>
<b>Sexist Behavior</b>	Referred to people of your gender in insulting or offensive terms
	Treated you “differently” because of your gender (e.g., mistreated, slighted, or ignored you)
	Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)
	Put you down or was condescending to you because of your gender
<b>Crude/ Offensive Behavior</b>	Repeatedly told sexual stories or jokes that were offensive to you
	Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)
	Made offensive remarks about your appearance, body, or sexual activities
	Made gestures or used body language of a sexual nature that embarrassed or offended you
<b>Unwanted Sexual Attention</b>	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it
	Continued to ask you for dates, drinks, dinner, etc., even though you said “No”
	Touched you in a way that made you feel uncomfortable
	Intentionally cornered you or leaned over you in a sexual way <sup>b</sup>
<b>Sexual Coercion</b>	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior
	Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review or evaluation)
	Treated you badly for refusing to have sex
	Implied better assignments or better treatment if you were sexually cooperative

<sup>a</sup> For each item, members replied on a five-point scale ranging from Never to Very often.

<sup>b</sup> To distinguish between sexual harassment and unwanted sexual contact, the subitem “Stroked, fondled, or kissed you” from the 2004 survey was replaced with “Intentionally cornered you or leaned over you in a sexual way” in the 2008 survey.

The incident rates for sexist behavior, crude/offensive behavior, unwanted sexual attention, and sexual coercion reflect that the Reserve component member experienced at least one of the four items that compose the respective rate. A counting algorithm was used to determine the 12-month incident rate of sexual harassment behaviors. To be included in the calculation of the sexual harassment rate, members must have experienced at least one behavior defined as sexual harassment and indicated they considered some or all of the behaviors to be sexual harassment.

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

This survey measures three potentially gender discriminatory behaviors: evaluation, career development, and assignment. Incident rates were derived from a list of 12 behaviorally stated items modified from DMDC's racial/ethnic equal opportunity surveys (Table 3).

The discriminatory behavior incident rates for Evaluation, Career, and Assignment reflect that the Reserve component member experienced, as a result of their gender, at least one of the four items that comprise the respective rate. Evaluation discrimination behaviors assess the member's belief that gender was a factor in others' judgments about his/her performance (e.g., evaluations or awards). Career discrimination behaviors assess the member's belief that gender was a factor in his/her access to resources and mentoring that aid in career development (e.g., professional networks). Assignment discrimination behaviors assesses the belief that gender was a factor in the member's not getting assignments he/she wanted or ones that use his/her skills or facilitate career advancement.<sup>8</sup>

A counting algorithm was used to determine the frequency of sex discrimination. To be included in the calculation of the sex discrimination rate, members must have experienced at least one behavior defined as gender discriminatory (e.g., evaluation, career, or assignment) and indicated they considered some or all of the behaviors to be sex discrimination.<sup>9</sup> Details on the measurement characteristics, such as internal scale consistency, are reported by DMDC (2009b).

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<sup>8</sup> For the purpose of this analysis, a Reserve component member was considered to have had a gender-motivated experience for item Q42L "Did you not get a job assignment that you wanted and for which you were qualified" only if he/she indicated in Q42M that the assignment was legally open to women.

<sup>9</sup> Incidents were only counted as occurring if the Reserve component member indicated he/she had experienced a behavior and believed that gender was a factor. All other responses were considered "No" responses.



**Table 3.**

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

<b>Discrimination Behaviors</b>	<b>During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?<sup>a</sup></b>
<b>Evaluation</b>	You were rated lower than you deserved on your last evaluation
	Your last evaluation contained unjustified negative comments
	You were held to a higher performance standard than others
	You did not get an award or decoration given to others in similar circumstances
<b>Career</b>	You did not have a professional relationship with someone who advised (mentored) you on career development or advancement
	You did not learn until it was too late of opportunities that would have helped your career
	You were unable to get straight answers about your promotion possibilities
	You were excluded from social events important to career development and being kept informed
<b>Assignment</b>	Your current assignment has not made use of your job skills
	Your current assignment is not good for your career if you continue in the military
	You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement
	You did not get a job assignment that you wanted and for which you were qualified

<sup>a</sup> For each item, members replied No; Yes, but your gender was NOT a factor; or Yes, and your gender was a factor.

## **Survey Methodology**

The *WGRR 2008* was administered via both Web and paper surveys. The survey administration process began on February 4, 2008, with the mail out of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data collection on the Web started on February 8, 2008, with paper surveys mailed on February 25 and 29, 2008 to those who did not respond via the Web. Web and paper survey administration continued through May 8, 2008.

The population of interest for the survey consisted of Reserve component members of the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve

(USAFR), and U.S. Coast Guard Reserve (USCGR)<sup>10</sup> who (1) had at least six months of service at the time the questionnaire is first fielded and (2) are below flag rank. Single-stage, nonproportional, stratified random sampling<sup>11</sup> procedures were used. The sample consisted of 71,718 individuals drawn from the sample frame constructed from DMDC's *Reserve Component Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a National Guard/Reserve component as of the first day of the survey, February 8, 2008 (1.27% of sample).

Completed surveys (defined as answering 50% or more of the survey questions asked of all participants, including the critical question, Q44, on sexual harassment) were received from 22,733 eligible respondents. The overall weighted response rate for eligible sample members was 34%. Data were weighted using the industry standard three-stage process to reflect the populations of interest. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three-stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of the sample members (i.e., 500 out of 1,000) completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because

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<sup>10</sup> Though USCGR members were included in the survey, results for the USCGR are not included in this report.

<sup>11</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Reserve component (e.g., all male U.S. Army Reserve personnel in one group, all female U.S. Navy Reserve personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from them to analyze. Weights are used so that groups are correctly represented in the analyses.

the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason, a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women, but the nonresponse-adjusted weighted estimate from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women so that the final weights for men and women would be 24.3 and 10 which would give unbiased estimates of the total and of women and men in the subgroup.

Further details on the statistical methods applied to sampling and weighting are reported by DMDC (2009c).

Because of the weighting on the *WGRR 2008*, conventional formulas for calculating the margin of error will overstate the reliability of the estimate.<sup>12</sup> For this report, variance estimates were calculated using SUDAAN<sup>®</sup> PROC DESCRIPT (Research Triangle Institute, Inc., 2004).

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

Estimates may be unstable (and thus not reportable) because they are based on a small number of observations or a relatively large variance in the data or weights. Particularly unstable estimates are suppressed or annotated. “NR” indicates the estimate is Not Reportable and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.3). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification.

## Analytical Procedures

In this report, results are presented by gender for each Reserve component, paygrade, and survey year. Definitions for reporting categories follow:

- Gender—The reporting category is self-explanatory.
- Reserve component—The categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

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<sup>12</sup> As a result of differential weighting, only certain statistical software procedures, such as SUDAAN<sup>®</sup>, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

- Paygrade—The reporting category includes E1-E4 junior enlisted paygrades, E5-E9 senior enlisted paygrades, O1-O3 junior officer paygrades, and O4-O6 senior officer paygrades.<sup>13</sup>
- Survey year—Where applicable, 2004 survey results are presented.

Only statistically significant group comparisons are discussed in this report.<sup>14</sup> Comparisons are generally made along a single dimension (e.g., Reserve component) at a time. In this type of comparison, the responses of one group are compared to the weighted average of the responses of all other groups in that dimension.<sup>15</sup> For example, responses of women in the ARNG are compared to the weighted average of the responses from women in the USAR, USNR, USMCR, ANG, and USAFR. Where the questions were similar to those asked in the 2004 survey, trends are discussed. Analyses by year are made for men and women by comparing results for each analysis group in 2008 against the same group in 2004.

The tables and figures in the report are numbered sequentially. The titles describe the subgroup and survey item presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the end of the table. Ranges of margins of error in tables are presented when more than one estimate is displayed in a column. As shown in Figure 1, margins of error in figures are presented both for each estimate and as a range for all estimates. Further information about the survey measures, results, and percent responding are presented in DMDC (2009b).

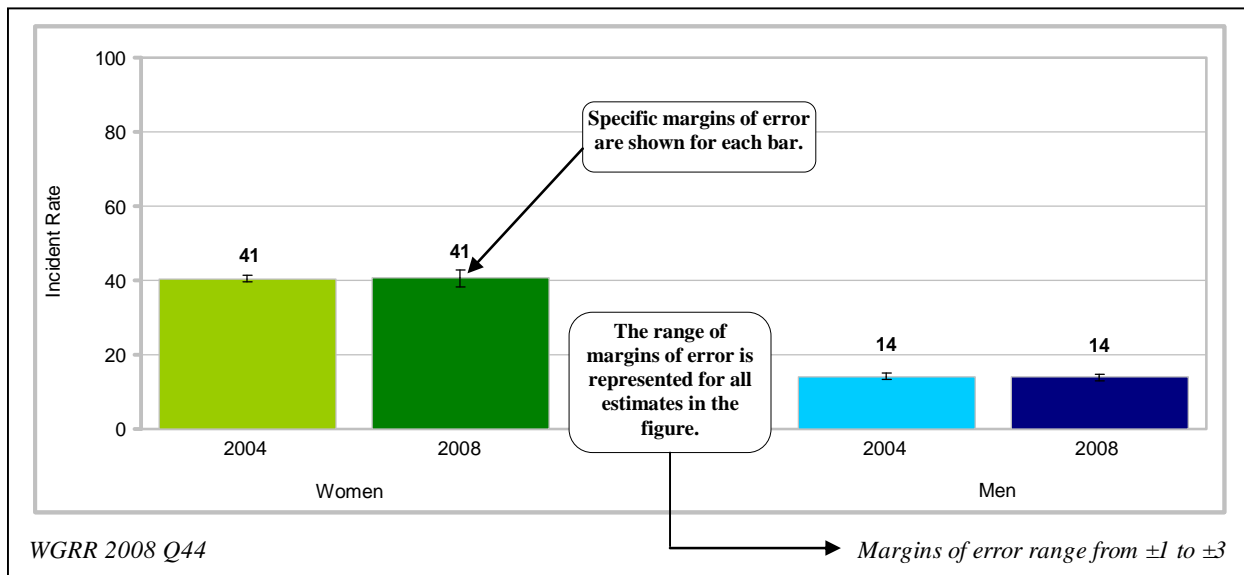
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<sup>13</sup> Due to small cell sizes, warrant officers are not included in the paygrade analyses but are included in gender and Reserve component analyses.

<sup>14</sup> In all cases, the use of the word “significantly” is not used, because it is redundant. In some cases, differences might appear to be significantly different in comparison to the differences between other variables, but are not noted as different in the text. In these cases, the margins of error are higher, rendering differences not statistically significant. Instances where a finding appears to be large are typically footnoted to clarify that the difference is not statistically significant.

<sup>15</sup> When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

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



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

Topics covered in the report are organized into seven chapters. Further information about survey items covered in this report are presented in DMDC (2009a).

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

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

Chapter 4 covers responses to questions asked of Reserve component members who indicated they experienced sex discrimination. The overall sex discrimination rate and rates of discrimination in evaluations, career development, and assignments are presented.

Chapter 5 presents survey results on Reserve component members' perceptions of sexual assault policies and procedures and their effectiveness; the availability of sexual assault support and resources for those who experience it; and the quantity and effectiveness of sexual assault training.

Chapter 6 presents survey results on Reserve component members' perceptions of sexual harassment policies and practices and their effectiveness; the quantity and effectiveness of sexual harassment training; and an assessment of military leaders' attempts to stop sexual harassment.

In Chapter 7, Reserve component members' perceptions of the prevalence of sexual assault and sexual harassment in the military and the nation are reported. Reserve component members were asked to judge the prevalence of sexual assault and sexual harassment within both the military and the nation today compared to a few years ago.

## CHAPTER 2: UNWANTED SEXUAL CONTACT

This chapter examines Reserve component members' experiences of unwanted sexual contact. Unwanted sexual contact includes rape, non-consensual sodomy (oral or anal sex), or indecent assault (unwanted, inappropriate sexual contact or fondling) and can occur regardless of gender, age, or spousal relationship. Furthermore, lack of consent does not require physical resistance but might include coercion or incapacitation. To remove any ambiguity regarding prohibited sexual contact, Article 120 of the Uniform Code of Military Justice includes the following definition:

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

The following sections describe the unwanted sexual contact incident rates as assessed in the *WGRR 2008*. In addition, this chapter also provides information on the specific behaviors experienced and the circumstances in which unwanted sexual contact incidents occurred. On the survey, Reserve component members who indicated on the single-item measure that they had experienced unwanted sexual contact were asked to consider the "one situation" occurring in the past 12 months that had the greatest effect on them. With that one situation in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions, such as:

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

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

For trend analysis, respondents were counted as experiencing unwanted sexual contact if they indicated they had been in a situation where one or more individuals: (1) attempted to have sex with them without their consent or against their will, but were not successful (Q44q)<sup>16</sup>; and/or (2) had sex with them without their consent or against their will (Q44r). The same questions were asked in both surveys, thus allowing trend comparisons between survey years. This section describes the unwanted sexual contact incident rate (two-item measure), overall for women and men.<sup>17</sup>

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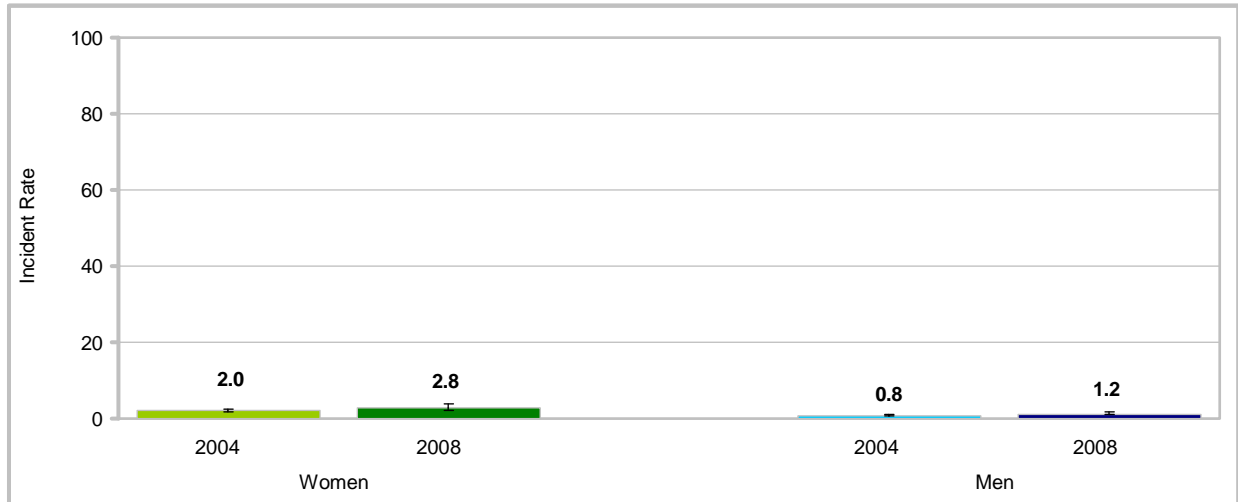
<sup>16</sup> To review exact survey item wording, the questionnaire is provided in the appendix.

<sup>17</sup> See Chapter 1 for additional discussion of the measurement approach, such as definitions of the reporting categories and analytical procedures.

### By Gender by Year

In 2008, 2.8% of women and 1.2% of men indicated experiencing unwanted sexual contact based on the two-item measure (Figure 2). There were no differences found by survey year for women and men.

**Figure 2.**  
*Unwanted Sexual Contact Rate (Two-Item Measure), by Gender and Year*



WGRR 2008 Q44

Margins of error range from  $\pm 0.3$  to  $\pm 1.1$

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

The single-item measure of unwanted sexual contact is consistent with the definition in Article 120 of the UCMJ. Reserve component members were asked (Q65)<sup>18</sup> whether they had experienced unwanted sexual contact (e.g., sexual touching, attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object) without their consent or against their will.<sup>19</sup> This section describes the unwanted sexual contact incident rates, by Reserve component and paygrade for women and men.<sup>20</sup> Because the single-item measure was new in the 2008 survey, trend data are not available.

<sup>18</sup> To review exact survey item wording, the questionnaire is provided in the appendix.

<sup>19</sup> See Chapter 1 for additional discussion of the measurement approach, such as definitions of the reporting categories and analytical procedures.

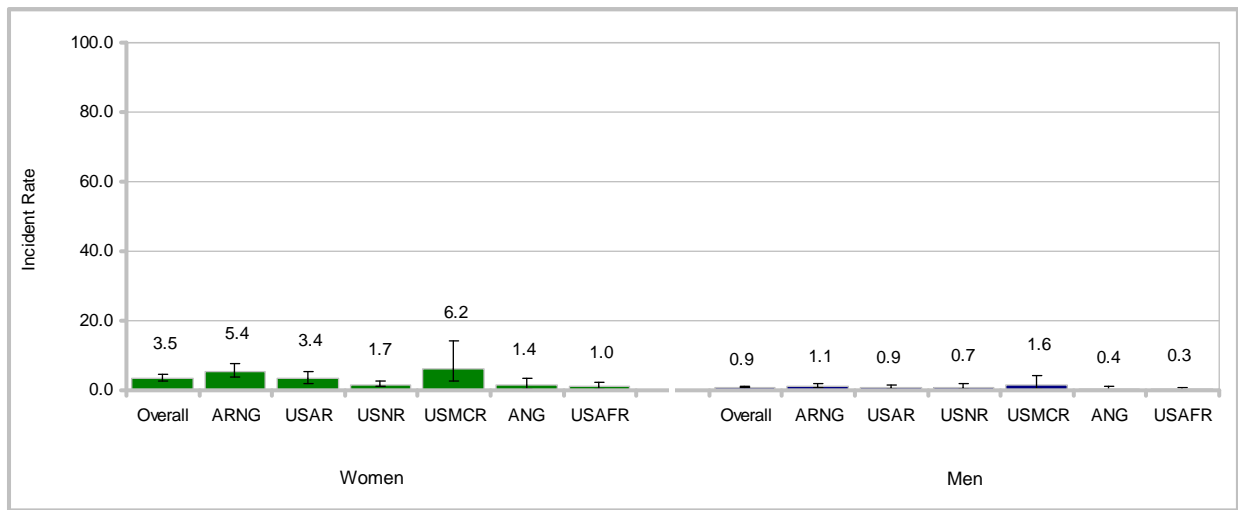
<sup>20</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).



### By Gender by Component

Overall, 3.5% of women and 0.9% of men indicated experiencing unwanted sexual contact (Figure 3). Women in the ARNG (5.4%) were more likely than women in the other Reserve components to indicate experiencing unwanted sexual contact, whereas women in the USNR (1.7%), ANG (1.4%), and USAFR (1.0%) were less likely.<sup>21</sup> Men in the USAFR (0.3%) were less likely than men in the other Reserve components to indicate experiencing unwanted sexual contact.

**Figure 3.**  
*Unwanted Sexual Contact Rate (Single-Item Measure), by Gender and Component*



WGRR 2008 Q65

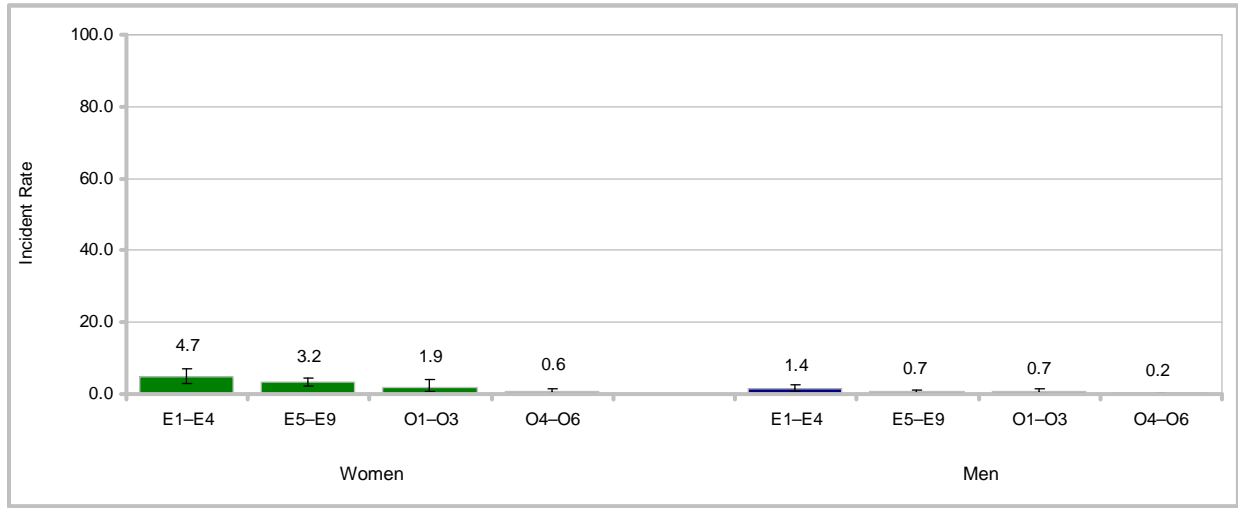
Margins of error range from  $\pm 0.5$  to  $\pm 8.1$

### By Gender by Paygrade

Among women and men, senior officers (0.6% and 0.2%) were less likely than women and men in the other paygrades to indicate experiencing unwanted sexual contact (Figure 4).

<sup>21</sup> Note that 6.2% of USMCR women indicated they experienced unwanted sexual contact. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

**Figure 4.**  
***Unwanted Sexual Contact Rate (Single-Item Measure), by Gender and Paygrade***



WGRR 2008 Q65

Margins of error range from  $\pm 0.3$  to  $\pm 2.3$

## Characteristics of the One Situation

This section provides information on the circumstances in which experiences of unwanted sexual contact occurred. On the survey, Reserve component members who indicated they experienced at least one unwanted sexual contact behavior were then asked (Q66)<sup>22</sup> to answer questions about the “one situation” that had the greatest effect on them occurring in the year before taking the survey. Results are reported for women, overall. Results are not reportable for men or women by Reserve component and paygrade.<sup>23</sup>

### ***USC Behaviors Experienced***

The following sections describe the rates for specific behaviors experienced in the one situation. Members who indicated experiencing unwanted sexual contact (single-item measure) were asked to identify the specific behaviors comprising the one situation. Because multiple behaviors are often experienced during a single incident, combinations of behaviors experienced are presented in Figure 5. Respondents were counted in unwanted sexual touching (single category) if they indicated experiencing sexual touching (without experiencing attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object). Respondents were counted in attempted sexual intercourse, anal, or oral sex (with or without unwanted touching) if they indicated experiencing attempted sexual intercourse, oral sex, anal sex, or penetration by a finger or object (without experiencing completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object). Respondents were counted in completed

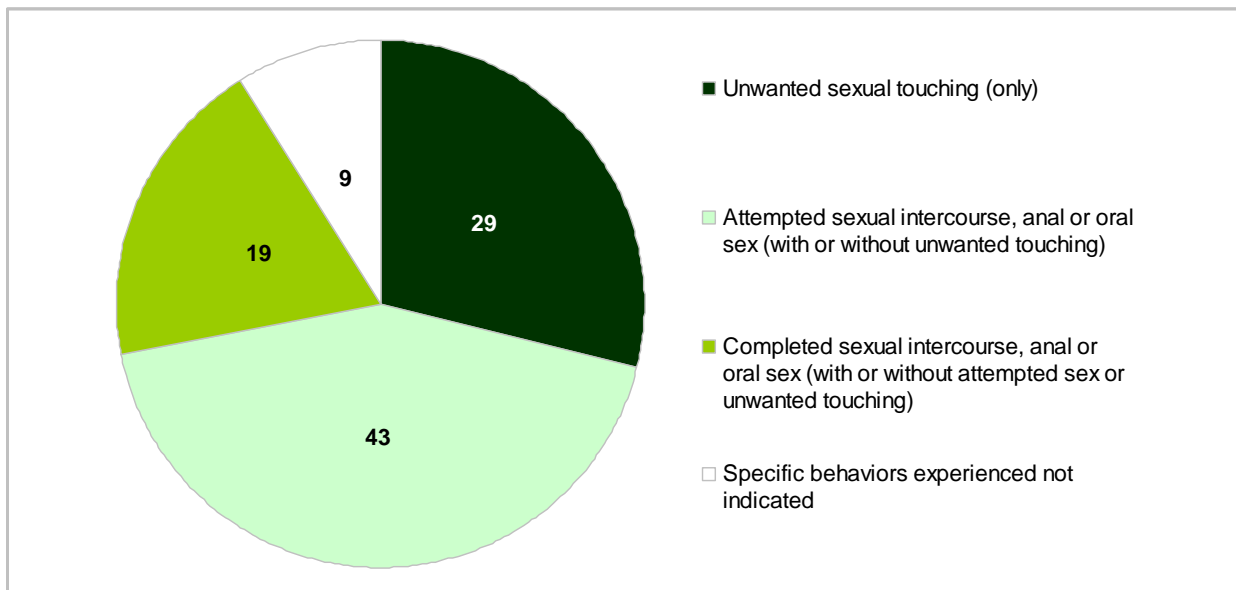
<sup>22</sup> To review exact survey item wording, the questionnaire is provided in the appendix.

<sup>23</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

sexual intercourse, anal, or oral sex (with or without unwanted touching or attempted sexual intercourse, anal, or oral sex) if they indicated experiencing completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

As shown in Figure 5, of the 3.5% of women who experienced unwanted sexual contact, 29% indicated unwanted sexual touching was their only experience of unwanted sexual contact and 43% of women experienced attempted sexual intercourse, oral sex, or anal sex (with or without unwanted touching). Nineteen percent indicated experiencing completed sexual intercourse, oral sex, or anal sex (with or without unwanted touching, and/or attempted sexual intercourse, oral sex, or anal sex). Nine percent of women who experienced unwanted sexual contact did not indicate the specific behaviors experienced.

**Figure 5.**  
*Combinations of Unwanted Sexual Contact Behaviors (Single-Item Measure) in the One Situation for Women*



WGRR 2008 Q66

Margins of error range from  $\pm 10$  to  $\pm 14$

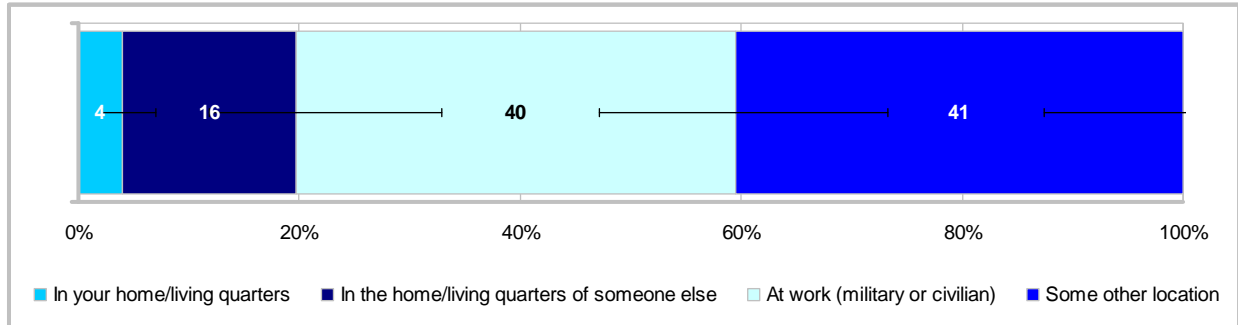
### **Circumstances of the One Situation**

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

Reserve component members who indicated experiencing unwanted sexual contact were asked to identify where the situation occurred. They could respond that it occurred in their home/living quarters, in the home/living quarters of someone else, at work, or some other place not specified in the questionnaire.

Overall, of the 3.5% of women who experienced unwanted sexual contact, 40% indicated that it occurred at their military or civilian work (Figure 6). Four percent of women indicated the unwanted sexual contact occurred in their home/living quarters, 16% in the home/living quarters of someone else, and 41% at some other location.

**Figure 6.**  
*Location Where the One Situation Occurred for Women*



WGRR 2008 Q68

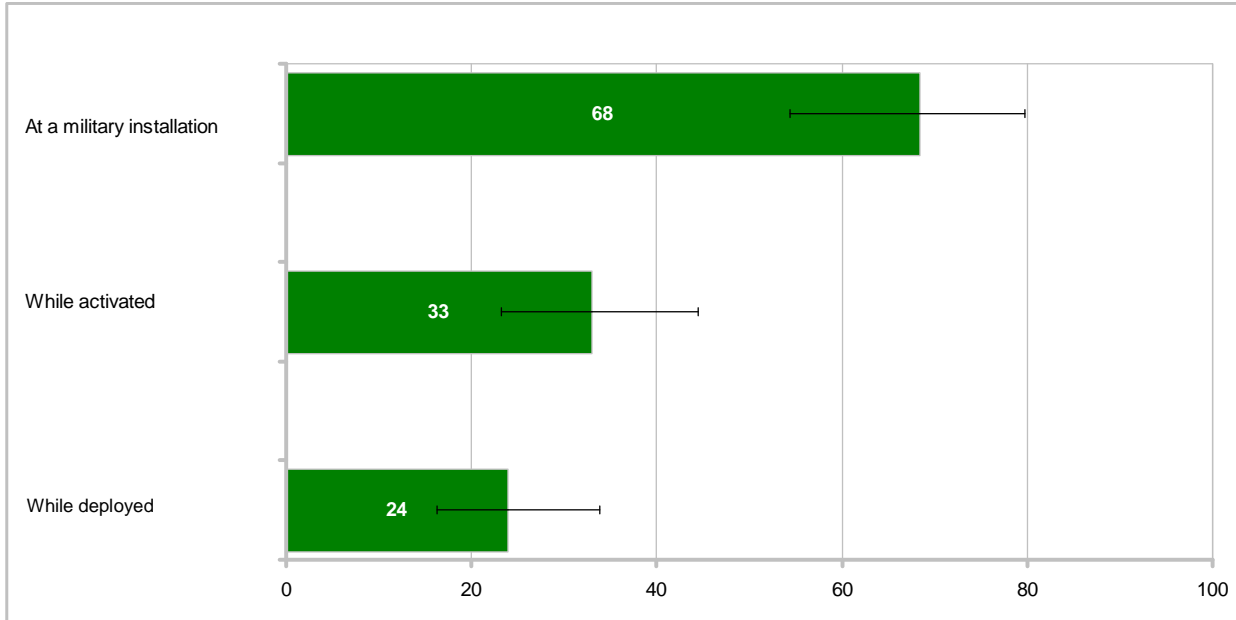
Margins of error range from  $\pm 4$  to  $\pm 14$

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

Reserve component members who indicated they experienced unwanted sexual contact were asked to identify the characteristics of the setting where the one situation with the greatest effect occurred. They could respond that it occurred at a military installation, while activated, or while deployed.

Overall, of the 3.5% of women who experienced unwanted sexual contact, about two thirds (68%) indicated that it occurred at a military installation (Figure 7). Thirty-three percent indicated the experience occurred while they were activated, and 24% while they were deployed.

**Figure 7.**  
***Characteristics of the Work Setting Where the One Situation Occurred for Women***



WGRR 2008 Q67

Margins of error range from  $\pm 10$  to  $\pm 14$

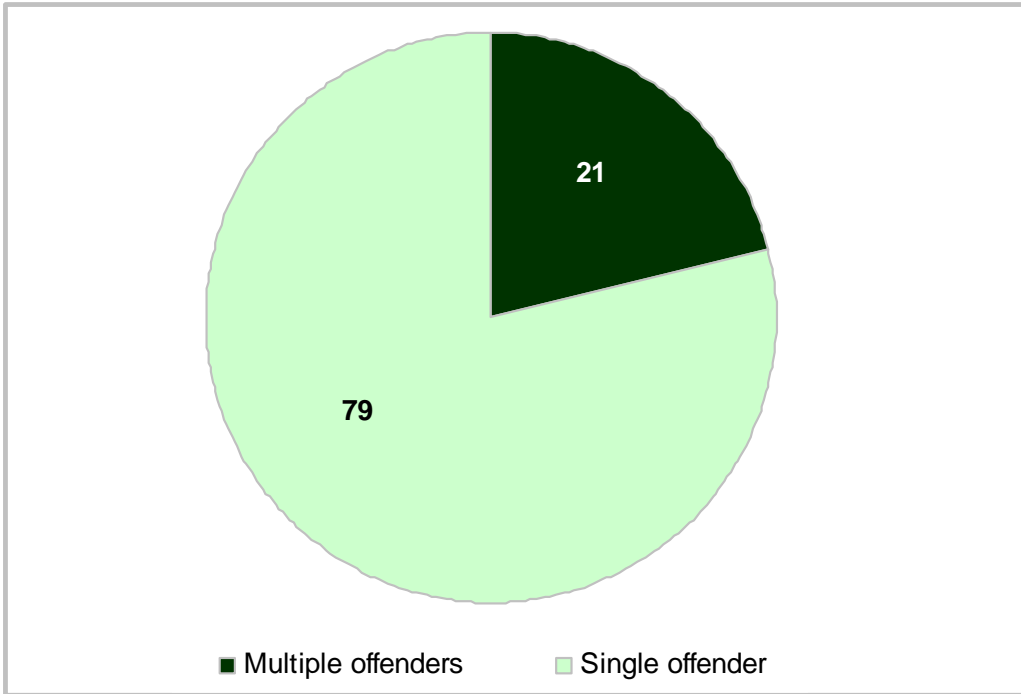
### ***Characteristics of the Offenders in the One Situation***

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

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

Respondents were asked to indicate the gender of the offender and whether multiple offenders were involved. Overall, of the 3.5% of women who experienced unwanted sexual contact, 99% indicated the offender was male and 1% indicated the offender was female. Twenty-one percent of women indicated that multiple offenders were involved (Figure 8).

**Figure 8.**  
*Single or Multiple Offenders Involved in the One Situation for Women*



WGRR 2008 Q69

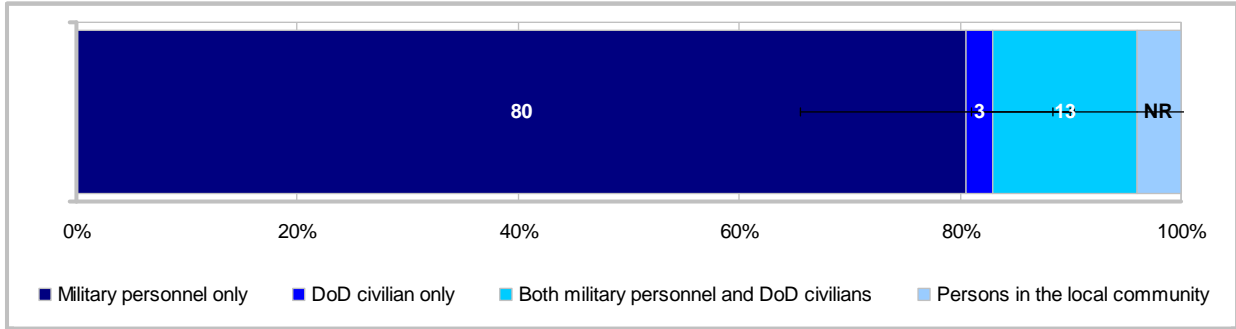
Margins of error do not exceed  $\pm 13$

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

Reserve component members who indicated they experienced unwanted sexual contact were asked to identify the organizational affiliation of the offender(s). They could indicate that the offender(s) were military members, DoD civilian employees, DoD civilian contractors, persons from the local community, or unknown persons. For analysis purposes, DoD civilians and contractors are grouped together and results for unknown persons are not analyzed.

Overall, of the 3.5% of women who experienced unwanted sexual contact, 96% indicated the offenders were part of the military community, with 80% indicating all of the offenders in the situation were other military personnel (Figure 9). Three percent indicating all of the offenders were DoD civilians/contractors. Ten percent indicating the offenders included both military personnel and DoD civilians/contractors.

**Figure 9.**  
***Military or Civilian Status of the Offenders in the One Situation for Women***



WGRR 2008 Q70

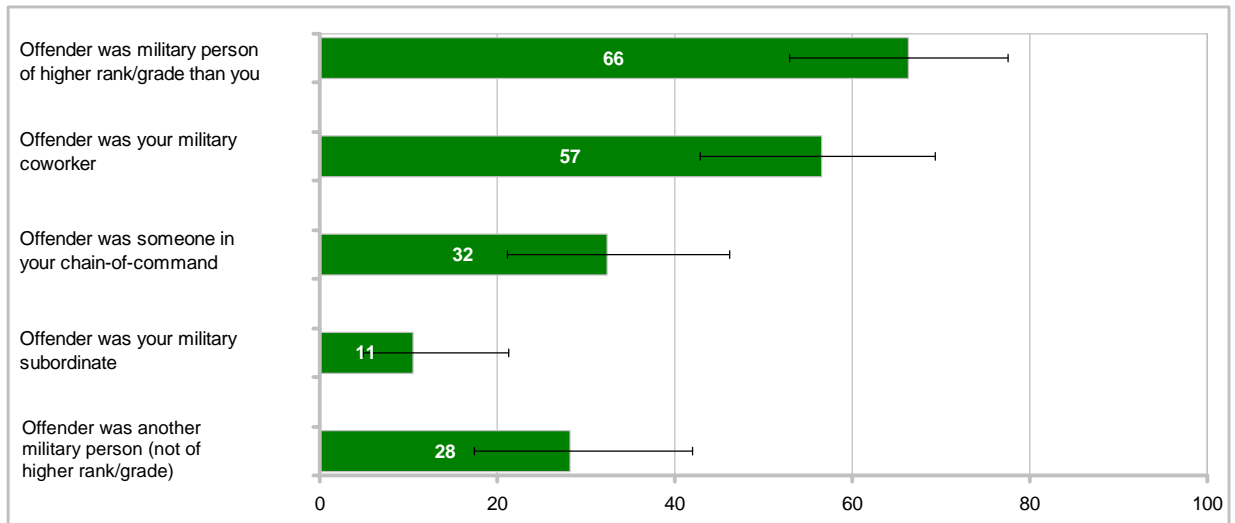
Margins of error range from  $\pm 2$  to  $\pm 16$

***Organizational Level of Military Offenders in the One Situation***

Reserve component members who indicated they had experienced unwanted sexual contact were asked to identify the organizational level of the offender in the one situation with the greatest effect. They could respond that the offender was someone in their military chain-of-command, a military person of higher rank/grade (not in their chain of command), a military coworker, or a military subordinate.

Of the 3.5% of women who experienced unwanted sexual contact, 66% indicated the offender was another military person of higher rank/grade and 32% indicated the offender was someone in their chain-of-command (Figure 10). More than half (57%) indicated the offender was a military coworker, 28% indicated the offender was another military person (not of higher rank/grade), and 11% indicated the offender was a military subordinate.

**Figure 10.**  
***Organizational Level of Military Offenders in the One Situation for Women***



WGRR 2008 Q70

Margins of error range from  $\pm 11$  to  $\pm 14$

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

Reserve component members who indicated they had experienced unwanted sexual contact were asked if drugs and/or alcohol were involved in the incident. The rate for alcohol/drug involvement overall is presented first, followed by details on the circumstances of alcohol or drug involvement.

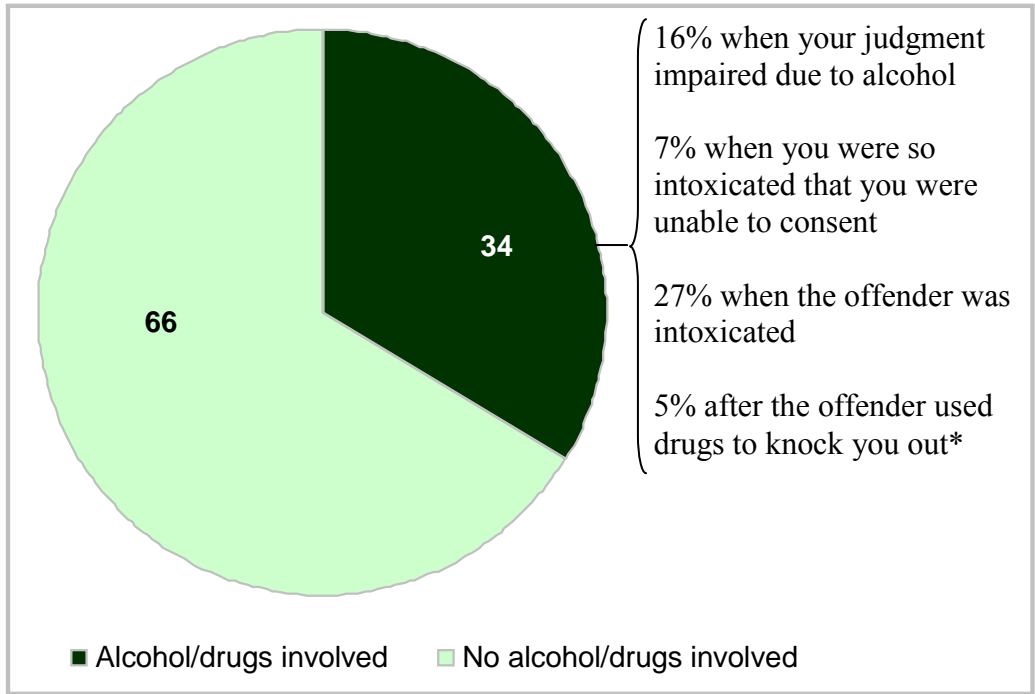
#### ***Rate of Alcohol/Drug Involvement***

Of the 3.5% of women who indicated they experienced unwanted sexual contact, 34% indicated their experience included the use of alcohol and/or drugs, either by them or by the offender (Figure 11). Respondents could select one or more responses and of the 3.5%:

- 16% indicated the experienced occurred when their judgment was impaired due to the influence of alcohol
- 7% indicated they were intoxicated and unable to consent
- 27% indicated the offender was intoxicated
- 5% indicated the offender used drugs to knock them out



**Figure 11.**  
***Alcohol/Drug Involvement in Unwanted Sexual Contact for Women<sup>24</sup>***



WGRR 2008 Q71

*Margins of error do not exceed ±13*

\*Reserve Component members could indicate one or more ways in which alcohol/drugs were involved

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

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

Reserve component members who indicated they had experienced unwanted sexual contact were asked if the offender used some form of coercive behavior to acquire their consent. Coercive behavior refers to the use of threats or physical force, as well as the improper use of authority to acquire consent. This section summarizes the responses of members overall and for each question.

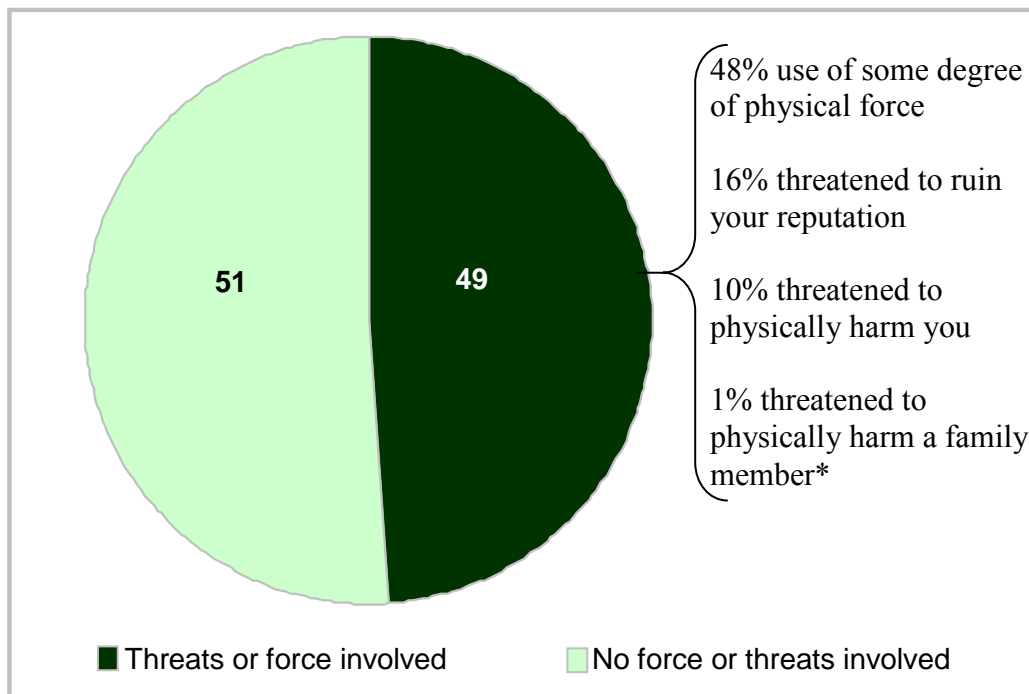
Of the 3.5% of women who experienced unwanted sexual contact, 49% indicated the offender used threats and/or force to make them consent (Figure 12). Respondents could select one or more responses and of the 3.5%:

- 48% indicated the offender used some form of physical force, such as holding them down to make them consent

<sup>24</sup> Categories are not mutually exclusive.

- 16% of women indicated the offender threatened to ruin their reputation
- 10% indicated the offender threatened them with physical harm
- 1% indicated the offender threatened to physically harm a member of their family if they did not consent

**Figure 12.**  
*Threats or Physical Force in Unwanted Sexual Contact for Women<sup>25</sup>*



WGRR 2008 Q72

Margins of error do not exceed  $\pm 13$

\*Reserve Component members could indicate the offender used one or more forms of threats or force

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

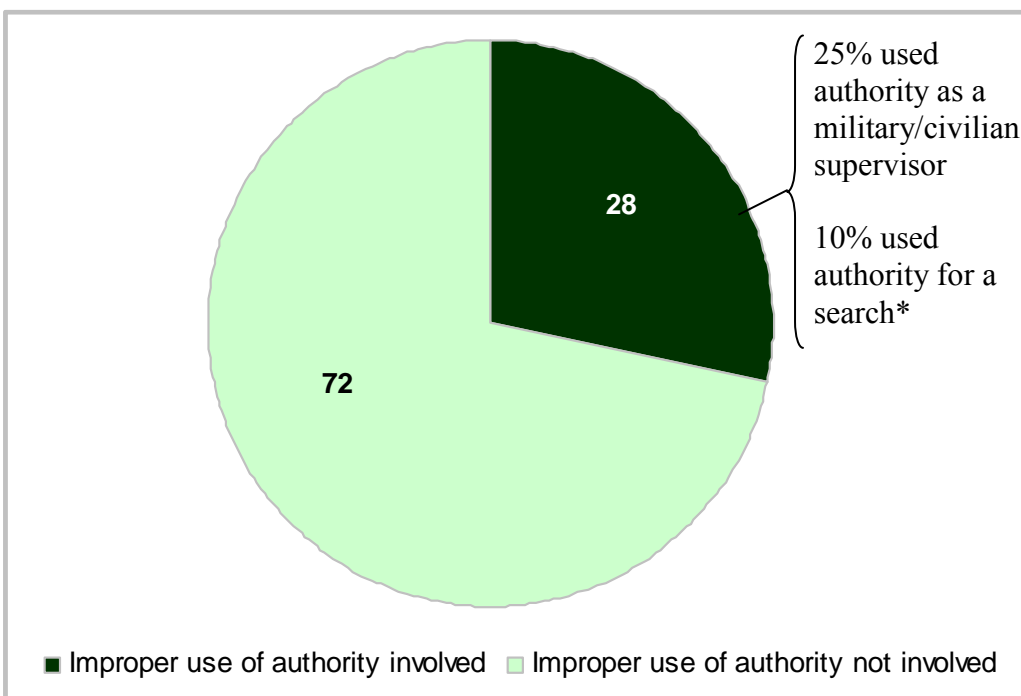
Reserve component members who indicated they had experienced unwanted sexual contact were asked if the offender used their authority inappropriately during the situation (e.g., used their authority for a body/personal search or medical procedure). This section summarizes the responses of women overall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

<sup>25</sup> Categories are not mutually exclusive.

Of the 3.5% of women who indicated they experienced unwanted sexual contact, 28% indicated the offender used their authority improperly during the unwanted sexual contact (Figure 13). Respondents could select one or more responses and of the 3.5%:

- 25% indicated the offender used their authority as a military or civilian supervisor during the situation
- 10% indicated the offender used their authority for a body/personal search

**Figure 13.**  
***Improper Use of Authority in Unwanted Sexual Contact for Women<sup>26</sup>***



WGRR 2008 Q72

Margins of error do not exceed  $\pm 14$

\*Reserve Component members could indicate the offender used either or both improper authorities

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

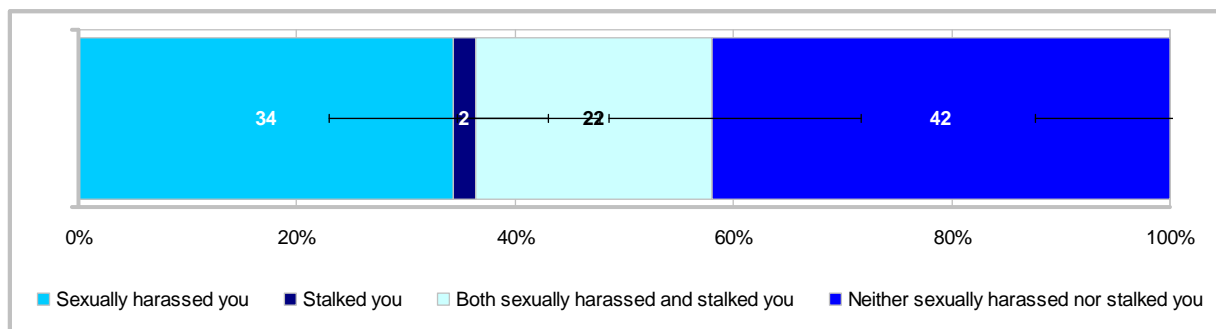
As a precursor to unwanted sexual contact, an offender might stalk or sexually harass an intended victim. Stalking involves behaviors that are not overtly sexual but targets an individual and creates fear for the person's physical safety, including fear of sexual assault. On the survey, members who indicated they had experienced unwanted sexual contact were asked if the

<sup>26</sup> Categories are not mutually exclusive.

offender sexually harassed or stalked them before the incident. Results were divided into four categories: members who experienced only sexual harassment, those who experienced only stalking, those who experienced both sexual harassment and stalking before the incident, and those who experienced neither sexual harassment nor stalking. Results are reported for women, overall. Results are not reportable for men or women by Reserve component and paygrade.

Overall, of the 3.5% of women who experienced unwanted sexual contact, 22% indicated the offender both sexually harassed and stalked them before the incident (Figure 14). Thirty-four percent of women indicated the offender sexually harassed them before the incident and 2% indicated the offender stalked them before the incident. Forty-two percent of women indicated the offender did not sexually harass or stalk them before the incident.

**Figure 14.**  
*Sexual Harassment or Stalking Before Unwanted Sexual Contact for Women*



WGRR 2008 Q73

Margins of error range from  $\pm 7$  to  $\pm 14$

### **Coming Forward for Help**

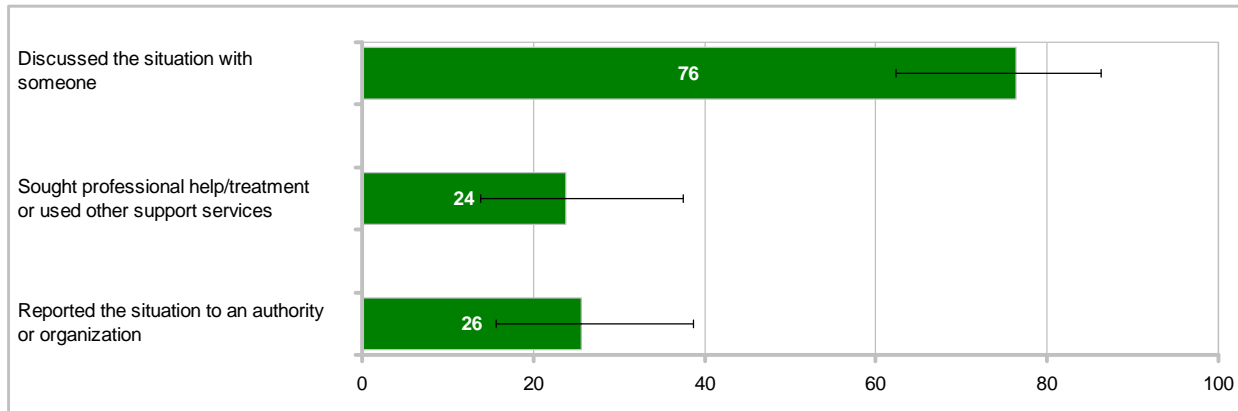
Members who indicated they experienced unwanted sexual contact were asked if they talked about the situation with someone, such as a family member, friend, chaplain, or counselor. They were also asked if they sought professional help and how satisfied they were with the professional help received. Members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

Of the 3.5% of women who experienced unwanted sexual contact, the majority (76%) indicated that they discussed the situation with someone, such as a family member or friend (Figure 15).<sup>27</sup> Twenty-four percent of women who experienced an incident of unwanted sexual

<sup>27</sup> Among women who experienced unwanted sexual contact, 54% discussed the situation with their spouse/significant other; 74% discussed it with a friend; 24% discussed it with a family member; 14% discussed it with a chaplain, counselor, ombudsman, or health care provider; 6% discussed it with a civilian hotline or crisis center; and 5% discussed it with a military hotline or Military OneSource.

contact sought professional help.<sup>28</sup> Twenty-six percent of women who experienced an incident of unwanted sexual contact reported it to an authority or organization with less than 1% making a restricted report, 3% an unrestricted report, and 23% unsure if their report was restricted or unrestricted.

**Figure 15.**  
*Discussed Unwanted Sexual Contact, Sought Professional Help, or Reported the Situation for Women*



WGRR 2008 Q74, 75, and 77

Margins of error range from ±13 to ±14

### **Reasons for Not Reporting**

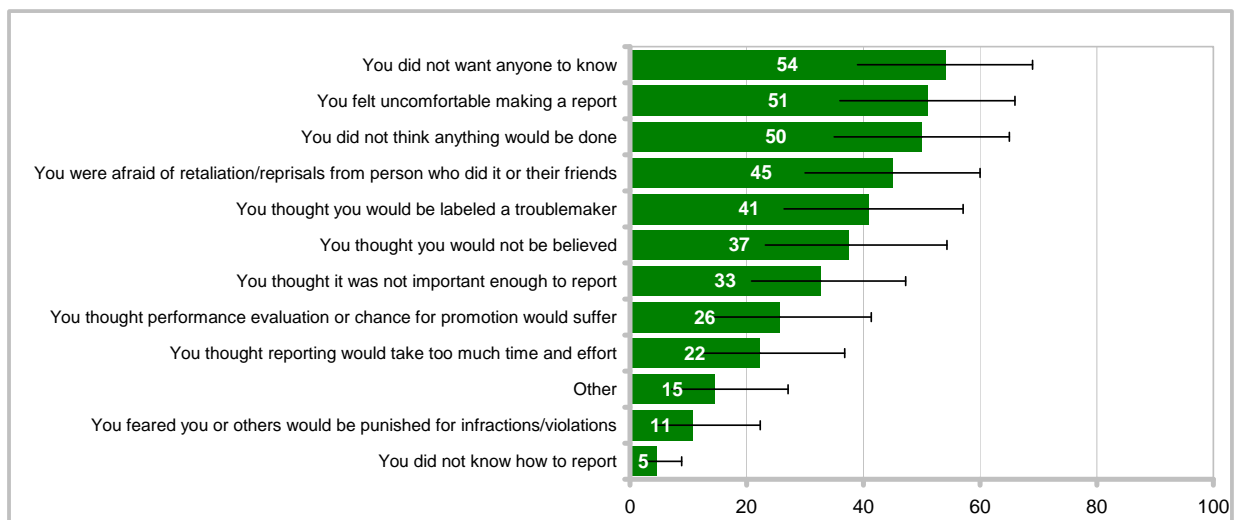
As shown in Figure 15, the majority of women (74%) who experienced unwanted sexual contact chose not to report their experience to an authority or organization. Unwanted sexual contact encompasses a range of behaviors that vary in severity, which may factor into the decision to report such experiences. However, research on civilians indicates that even the most egregious of these behaviors, such as completed sexual assault, is often unreported. There are several reasons why Reserve component members might choose not to report an experience of unwanted sexual contact. Reserve component members were presented with a list of 11 common reasons for choosing not to report their experiences and were asked to indicate all of the reasons that applied to their situation (Figure 16).

The most frequently cited reasons women gave for not reporting an incident of unwanted sexual contact included did not want anyone to know (54%) and they felt uncomfortable making a report (51%)(Figure 16). Half of women (50%) who experienced unwanted sexual contact indicated they did not report because they did not think anything would be done and 37% did not report because they thought they would not be believed. Forty-five percent of women did not report because they were afraid of retaliation/reprisals from the person who did it or from their

<sup>28</sup> Among women who experienced unwanted sexual contact, 3% sought help from military/DoD-related service providers only, 10% sought help from civilian service providers only, and 10% sought help from both military/DoD-related and civilian service providers.

friends. Some women chose not to report because it might have career implications. For example, 41% feared being labeled a troublemaker, 26% thought their performance evaluation or chance for promotion would suffer, and 11% were afraid that they or others would be punished for infractions or violations. Thirty-three percent of women did not report because they thought it was not important enough to report and 22% thought reporting would take too much time and effort. Five percent of women who experienced unwanted sexual contact did not report their experience because they did not know how to report it. Fifteen percent of women indicated a reason other than the 11 presented in the survey.

**Figure 16.**  
***Reasons Women Indicated for Not Reporting the One Situation***



WGRR 2008 Q84

Margins of error range from  $\pm 4$  to  $\pm 17$

## CHAPTER 3: UNWANTED GENDER-RELATED EXPERIENCES

This chapter includes findings on Reserve component members' experiences of unwanted gender-related behaviors (e.g., sexual harassment and sexist behavior). Conceptually, unwanted gender-related behaviors are less severe than unwanted sexual contact, although they are still potentially psychologically damaging. In this chapter, the incident rates of sexual harassment and sexist behavior are presented, including details of the experience that had the greatest effect on the Reserve component member.

### Sexual Harassment

This section includes survey findings regarding sexual harassment experiences among Reserve component members. DoD defines sexual harassment as “A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment (Department of Defense, 1995).”<sup>29</sup>

Incident rates of sexual harassment were derived from a list of 12 behavioral items (Q44). As measured in this survey, sexual harassment is comprised of specific types of unwanted gender-related behaviors, defined by both the U.S. legal system and DoD as behaviors that might lead to a hostile work environment, or represent *quid pro quo* harassment. Three component measures of sexual harassment are derived from Q44. The component measures and corresponding items are as follows: crude/offensive behavior (Q44a, c, e, f), unwanted sexual attention (Q44h, j, m, n), and sexual coercion (Q44k, l, o, p).<sup>30</sup>

Items are derived from the Sexual Experiences Questionnaire (SEQ), the most frequently used survey measure of sexual harassment (Arvey & Cavanaugh, 1995; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). Items were modified for use by DoD (referred to as the DoD-SEQ) by the original researchers at the University of Illinois and DMDC (Ormerod et al.,

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<sup>29</sup> Sexual harassment is based on subitems Q44a, c, e, f, h, j, k, l, m, n, o, p. To review exact survey item wording, the questionnaire is provided in the appendix.

<sup>30</sup> See Chapter 1 for additional discussion of the measurement approach such as definitions of the reporting categories and analytical procedures.

2003).<sup>31</sup> Incident rates indicate whether the individual reported experiencing at least one of the behaviors in a category (e.g., sexual coercion) from military personnel or DoD civilians/contractors in the 12 months preceding the survey.

Incident rates of sexual harassment were derived in a two-step process. In order to be included in the calculation of the sexual harassment rate, respondents must have indicated they experienced one of the following types of unwanted gender-related behaviors: crude/offensive behavior, unwanted sexual attention, or sexual coercion in the 12 months preceding the survey (Q44), AND they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment (Q45). In the first step of the calculation, Reserve component members were asked to indicate how often they had been in situations involving these behaviors, ranging from never to very often. In the second step, Reserve component members were asked how many (some, none, all) of the behaviors they marked in Q44 were sexual harassment.

In this section, results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.<sup>32</sup>

### ***By Gender by Year***

In 2008, 20% of women and 3% of men indicated experiencing sexual harassment (Figure 17). There were no differences found between survey years among women and men in their experiences of sexual harassment.

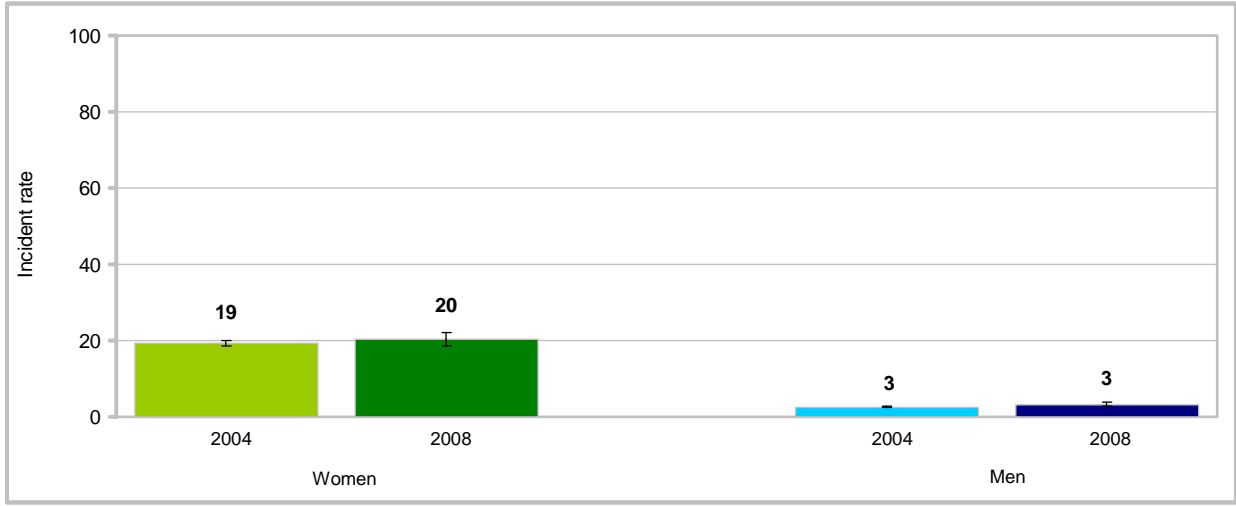
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<sup>31</sup> The SEQ was modified to replace the old item n “Made unwanted attempts to stroke, fondle, or kiss you” (due to its similarity to unwanted sexual contact) with the newly worded item n: “Intentionally cornered you or leaned over you in a sexual way.” Psychometric analysis indicated that Item n functions the same as the item that was removed and maintains the reliability of the measure.

<sup>32</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).



**Figure 17.**  
*Sexual Harassment Rates, by Gender and Year*



WGRR 2008 Q45

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

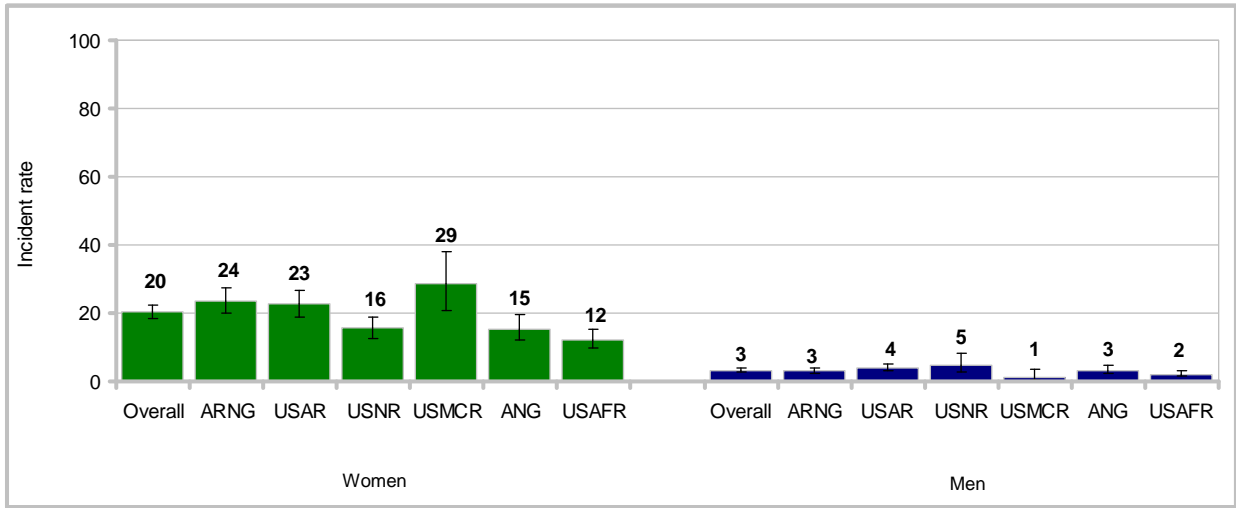
**By Gender by Component**

Women in the USNR (16%), ANG (15%), and USAFR (12%) were less likely than women in the other Reserve components to indicate experiencing sexual harassment (Figure 18).<sup>33</sup>

Men in the USMCR (1%) were less likely than men in the other Reserve components to indicate experiencing sexual harassment (Figure 18).

<sup>33</sup> Note that 29% of USMCR women indicated they experienced sexual harassment. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

**Figure 18.**  
*Sexual Harassment Rates, by Gender and Component*



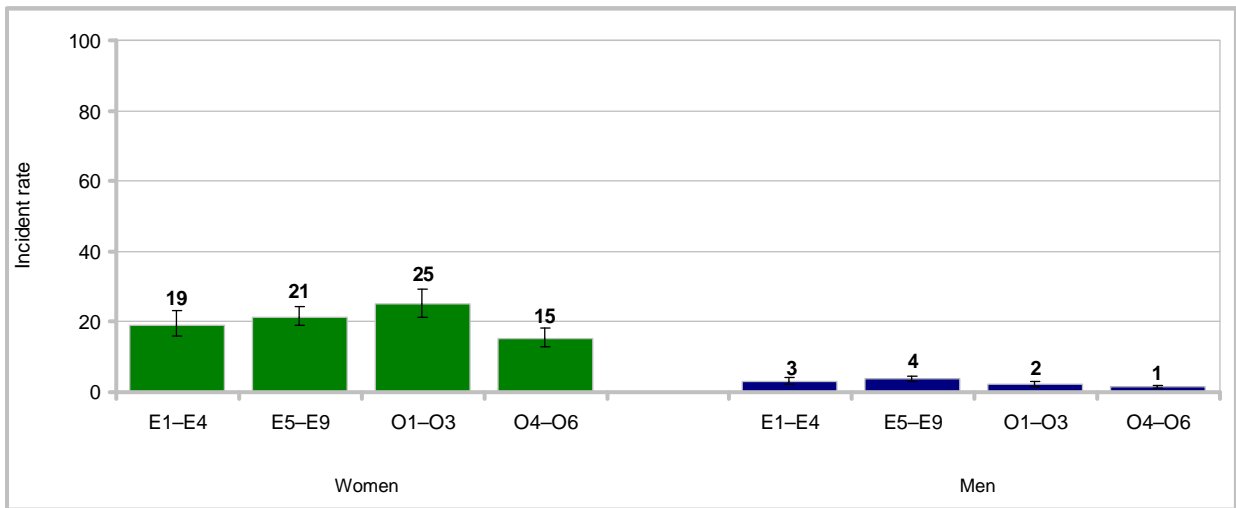
WGRR 2008 Q45

Margins of error range from  $\pm 1$  to  $\pm 10$

**By Gender by Paygrade**

Among women and men, senior officers were less likely than women and men in the other paygrades to indicate experiencing sexual harassment (Figure 19).

**Figure 19.**  
*Sexual Harassment Rates, by Gender and Paygrade*



WGRR 2008 Q45

Margins of error range from  $\pm 1$  to  $\pm 5$

## Components of Sexual Harassment

This section examines Reserve component members' responses to questions on experiences of unwanted gender-related behaviors that are the components of sexual harassment. The components are:

- Crude/offensive behavior—verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing;
- Unwanted sexual attention—attempts to establish a sexual relationship;
- Sexual coercion—classic *quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation.

For each type of behavior, Reserve component members were asked to indicate whether they experienced the behavior by military personnel or DoD civilians/contractors in the 12 months preceding the survey. Response options included never, once or twice, sometimes, often, or very often. Unlike the sexual harassment rate, calculating the rates for crude/offensive behavior, unwanted sexual attention, and sexual coercion is a single-step process (i.e., Reserve component members who responded once or twice, sometimes, often, or very often are counted). The labeling item (Q45) is not included in calculating the rates of the three components.<sup>34</sup> This section includes results for Reserve component members who indicated experiencing any of the behaviors in each component measure. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

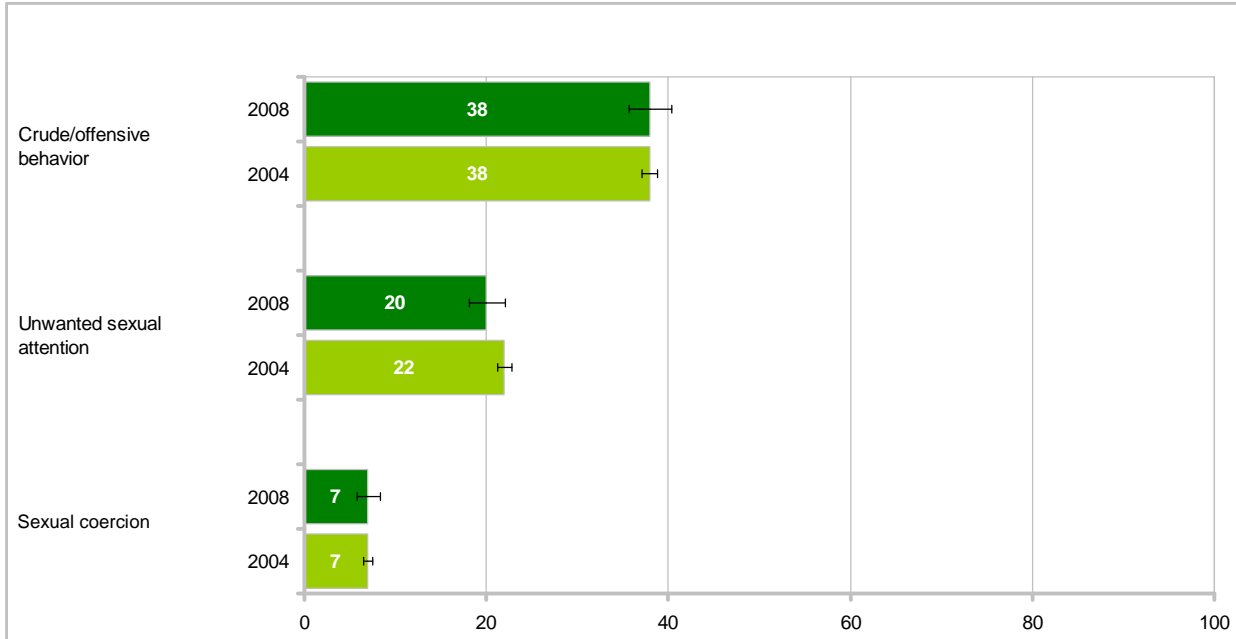
### ***By Gender by Year***

In 2008, 38% of women and 20% of men indicated experiencing crude/offensive behavior (Figure 20 and Figure 21, respectively). Twenty percent of women and 5% of men indicated experiencing unwanted sexual attention, and 7% of women and 2% of men indicated experiencing sexual coercion. There were no differences found between survey years among women and men in their experiences of the components of sexual harassment.

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<sup>34</sup> The labeling item asked respondents if none, some, or all of the behaviors were sexual harassment. The SEQ survey measure is not designed to label specific behaviors as sexual harassment.

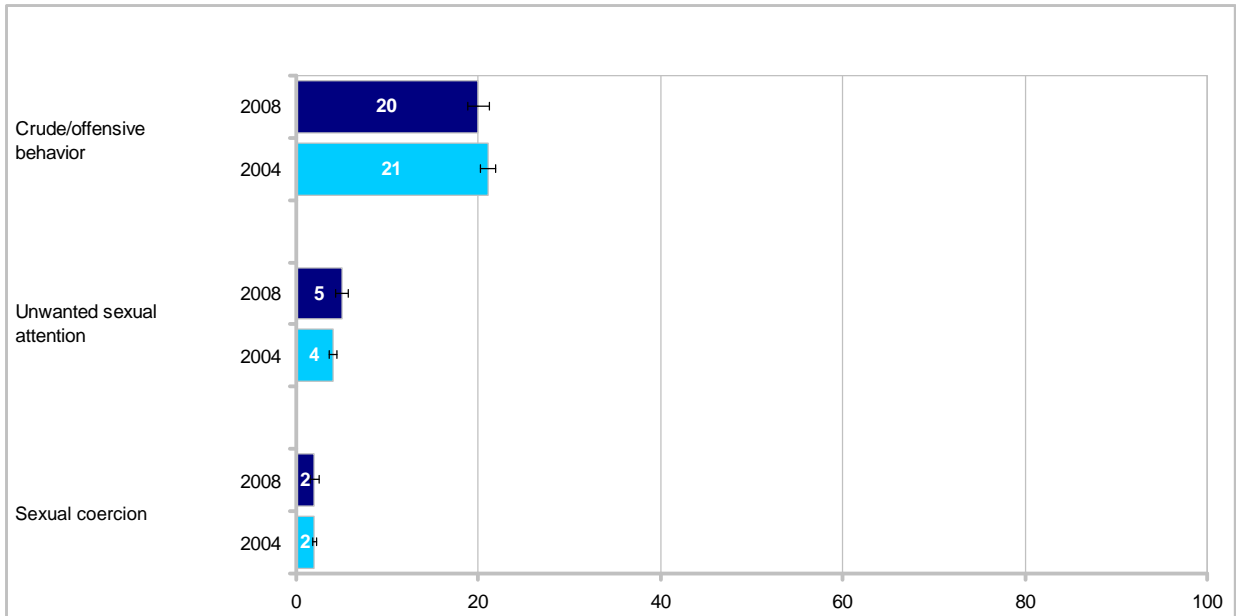
**Figure 20.**  
*Rates for Components of Sexual Harassment, for Women by Year*



WGRR 2008 Q44

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

**Figure 21.**  
*Rates for Components of Sexual Harassment, for Men by Year*



WGRR 2008 Q44

Margins of error do not exceed  $\pm 1$

### **By Gender by Component**

Women in the USMCR (57%) were more likely than women in the other Reserve components to indicate they experienced crude/offensive behavior, whereas women in the USNR (30%) and USAFR (27%) were less likely (Table 4). Men in the ARNG (22%) were more likely than men in the other Reserve components to indicate they experienced crude/offensive behavior, whereas men in the USMCR (11%) and USAFR (16%) were less likely.

Women in the ARNG (25%) were more likely than women in the other Reserve components to indicate they experienced unwanted sexual attention, whereas women in the USNR (16%), ANG (15%), and USAFR (11%) were less likely.<sup>35</sup> Men in the ANG (3%) and USAFR (2%) were less likely than men in the other Reserve components to indicate they experienced unwanted sexual attention.

Women in the USAR (10%) were more likely than women in the other Reserve components to indicate they experienced sexual coercion, whereas women in the USNR (3%), ANG (2%), and USAFR (2%) were less likely.<sup>36</sup> Men in the USAFR (1%) were less likely than men in the other Reserve components to indicate they experienced sexual coercion.

**Table 4.**  
*Rates for Components of Sexual Harassment, by Gender and Component*

Incident Rate	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Crude/Offensive Behavior</b>	42	22	39	22	30	19	57	11	38	18	27	16
<b>Unwanted Sexual Attention</b>	25	6	23	6	16	5	28	3	15	3	11	2
<b>Sexual Coercion</b>	9	3	10	2	3	3	14	2	2	1	2	1
<i>Margins of Error</i>	$\pm 3-5$	$\pm 1-3$	$\pm 4-5$	$\pm 1-3$	$\pm 1-4$	$\pm 3-4$	$\pm 9-10$	$\pm 3-5$	$\pm 2-6$	$\pm 1-3$	$\pm 2-4$	$\pm 1-3$

*Note.* WGRR 2008 Q44. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

### **By Gender by Paygrade**

Among women, senior enlisted members (41%) were more likely than women in the other paygrades to indicate they experienced crude/offensive behavior (Table 5). Among men,

<sup>35</sup> Note that 28% of USMCR women indicated they experienced unwanted sexual attention. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

<sup>36</sup> Note that 14% of USMCR women indicated they experienced sexual coercion. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

senior enlisted members (23%) were more likely than men in the other paygrades to indicate they experienced crude/offensive behavior, whereas senior officers (17%) were less likely.

Among women and men, senior officers were less likely than women and men in the other paygrades to indicate they experienced both unwanted sexual attention and sexual coercion.

**Table 5.**  
*Rates for Components of Sexual Harassment, by Gender and Paygrade*

Incident Rate	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Crude/Offensive Behavior</b>	34	18	41	23	41	19	35	17
<b>Unwanted Sexual Attention</b>	21	5	21	5	22	4	11	3
<b>Sexual Coercion</b>	8	3	7	2	7	2	3	1
<i>Margins of Error</i>	$\pm 3-5$	$\pm 2-3$	$\pm 2-4$	$\pm 1-2$	$\pm 4-5$	$\pm 2-3$	$\pm 2-4$	$\pm 1-2$

*Note.* WGRR 2008 Q44

## **Sexist Behavior**

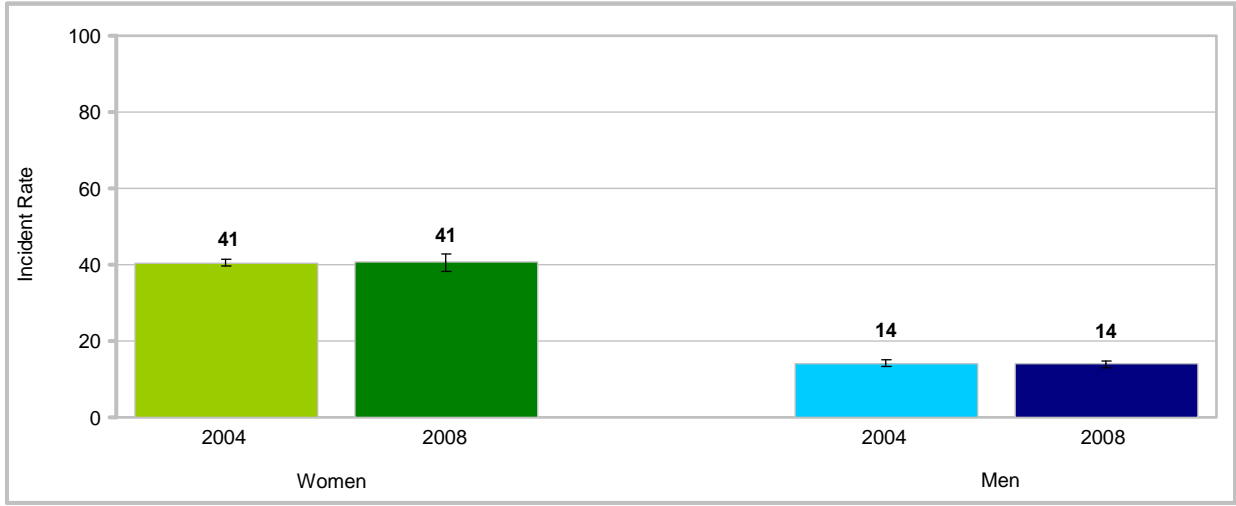
Unlike behaviors associated with sexual harassment, which include unwanted gender-related experiences directed toward an individual, sexist behavior involves unwanted actions that refer to an individual's gender and are directed toward all persons of that gender. Sexist behavior is defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent (Fitzgerald et al., 1988). These behaviors can contribute to a negative environment.

Members were asked whether, in the 12 months preceding the survey, they had experienced insulting, offensive, or condescending attitudes due to their gender by military personnel or DoD civilians/contractors. Unlike the sexual harassment rate, calculating the rate for sexist behavior is a single-step process (i.e., Reserve component members who responded once or twice, sometimes, often, or very often are counted). Reserve component members were not asked to indicate if they considered any of the behaviors to be sexist behavior. This section includes results for members who indicated any experience of these behaviors. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

### **By Gender by Year**

In 2008, 41% of women and 14% of men indicated experiencing sexist behavior (Figure 22). There were no differences found between survey years among women and men in their experiences of sexist behavior.

**Figure 22.**  
*Sexist Behavior Rates, by Gender and Year*



WGRR 2008 Q44

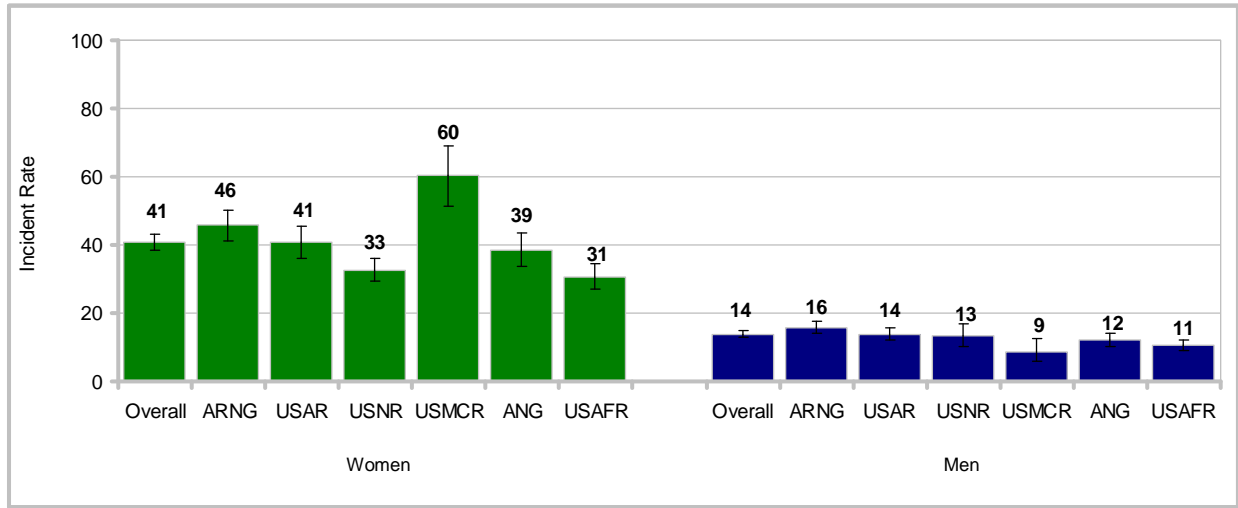
Margins of error range from  $\pm 1$  to  $\pm 3$

***By Gender by Component***

Women in the ARNG (46%) and USMCR (60%) were more likely than women in the other Reserve components to indicate they experienced sexist behavior, whereas women in the USNR (33%) and USAFR (31%) were less likely (Figure 23).

Men in the ARNG (16%) were more likely than men in the other Reserve components to indicate they experienced sexist behavior, whereas men in the USMCR (9%) and USAFR (11%) were less likely (Figure 23).

**Figure 23.**  
*Sexist Behavior Rates, by Gender and Component*



WGRR 2008 Q44

Margins of error range from ±1 to ±10

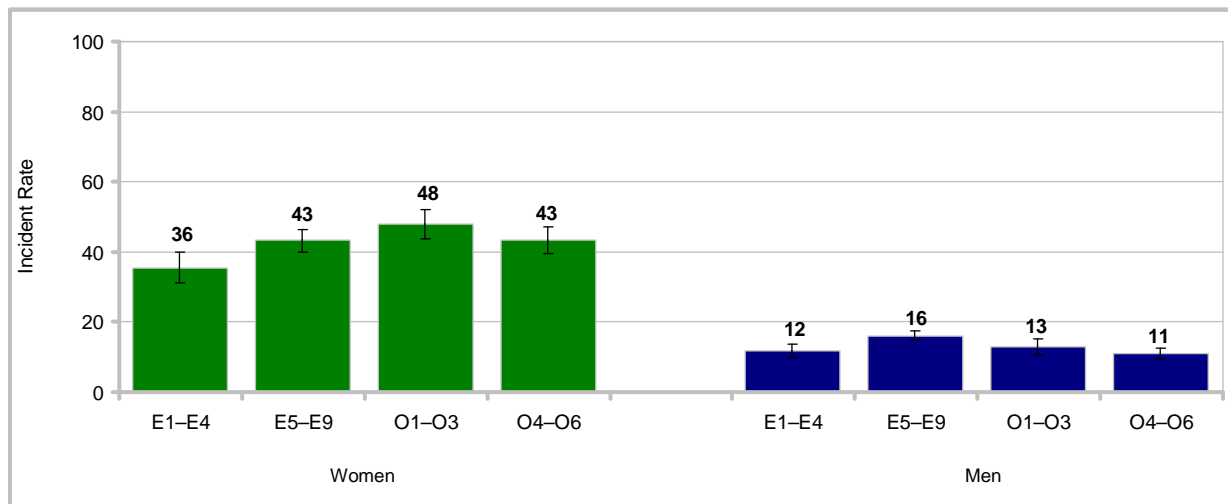
**By Gender by Paygrade**

Among women, junior officers (48%) were more likely than women in the other paygrades to indicate they experienced sexist behavior, whereas junior enlisted members (36%) were less likely (Figure 24).

Among men, senior enlisted members (16%) were more likely than men in the other paygrades to indicate they experienced sexist behavior, whereas junior enlisted members (12%) and senior officers (11%) were less likely (Figure 24).



**Figure 24.**  
*Sexist Behavior Rates, by Gender and Paygrade*



WGRR 2008 Q44

Margins of error range from  $\pm 2$  to  $\pm 5$

## Characteristics of the One Situation

Reserve component members who indicated experiencing unwanted gender-related behavior from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked to describe the one situation involving these behaviors that had the greatest effect on them. Members then indicated the circumstances surrounding that “one situation.” Information from this section of the survey helps to answer questions, such as:

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

### *Circumstances of the One Situation*

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

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

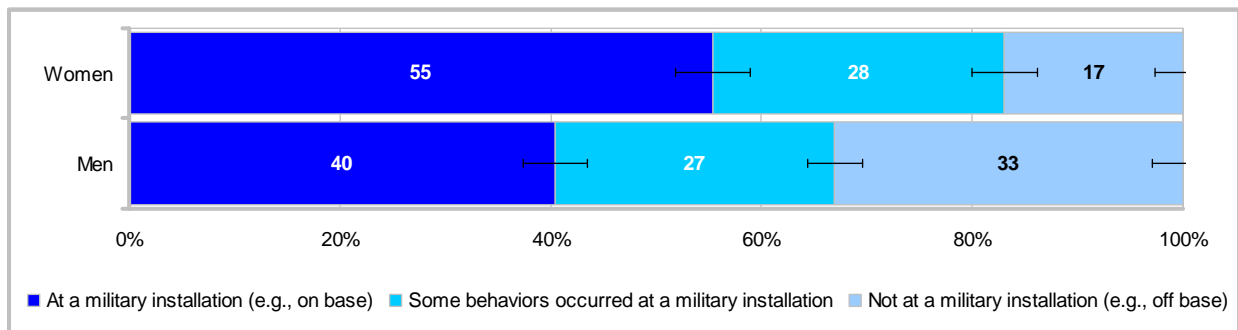
Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked to identify if the behaviors occurred at a military installation. They could

respond that all of the behaviors occurred at a military installation, some of the behaviors occurred at a military installation and some did not, or the behaviors did not occur at a military installation. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

**By Gender.** Of the 49% of women who experienced unwanted gender-related behaviors, 83% indicated that some or all of the behaviors in the one situation occurred at a military installation (Figure 25).

Of the 24% of men who experienced unwanted gender-related behaviors, 67% indicated that some or all of the behaviors in the one situation occurred at a military installation (Figure 25).

**Figure 25.**  
*Location Where the One Situation Occurred, by Gender*



WGRR 2008 Q48

Margins of error range from  $\pm 3$  to  $\pm 4$

**By Gender by Component.** There were no differences among women by Reserve component in whether all, some, or none of the behaviors in the one situation occurred at a military installation (Table 6).

Of men who experienced unwanted gender-related behaviors, men in the USAFR (53%) were more likely than men in the other Reserve components to indicate that all of the behaviors occurred at a military installation (Table 6). Men in the USAFR (25%) were less likely than men in the other Reserve components to indicate none of the behaviors occurred at a military installation.

**Table 6.**  
***Location Where the One Situation Occurred, by Gender and Component***

Where did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>At a military installation<sup>a</sup></b>	54	39	58	36	49	47	56	42	56	45	58	53
<b>Some behaviors occurred at a military installation</b>	31	27	23	27	34	27	30	26	29	27	24	22
<b>Not at a military installation</b>	15	35	19	36	18	27	14	32	15	29	18	25
<i>Margins of Error</i>	±6-7	±5	±6-8	±6	±5-7	±10-12	±13-16	±16-17	±8-9	±7-8	±7-8	±6-7

*Note.* WGRR 2008 Q48. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. <sup>a</sup>Percentages are shown for Reserve component members who responded some or all of the behaviors occurred at each location.

***By Gender by Paygrade.*** Among women who experienced unwanted gender-related behaviors, junior officers (10%) were less likely than women in the other paygrades to indicate none of the behaviors occurred at a military installation (Table 7).

Among men who experienced unwanted gender-related behaviors, senior enlisted members (30%) were more likely than men in the other paygrades to indicate some of the behaviors occurred in both a military and non-military location (Table 7).

**Table 7.**

***Location Where the One Situation Occurred, by Gender and Paygrade***

Where did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>At a military installation<sup>a</sup></b>	55	40	54	39	61	47	60	45
<b>Some behaviors occurred at a military installation; some did not</b>	28	22	28	30	29	24	23	25
<b>Not at a military installation</b>	18	39	18	31	10	29	17	30
<i>Margins of Error</i>	±7-8	±6-7	±5	±4	±5-7	±7-8	±5-6	±5-6

*Note.* WGRR 2008 Q48

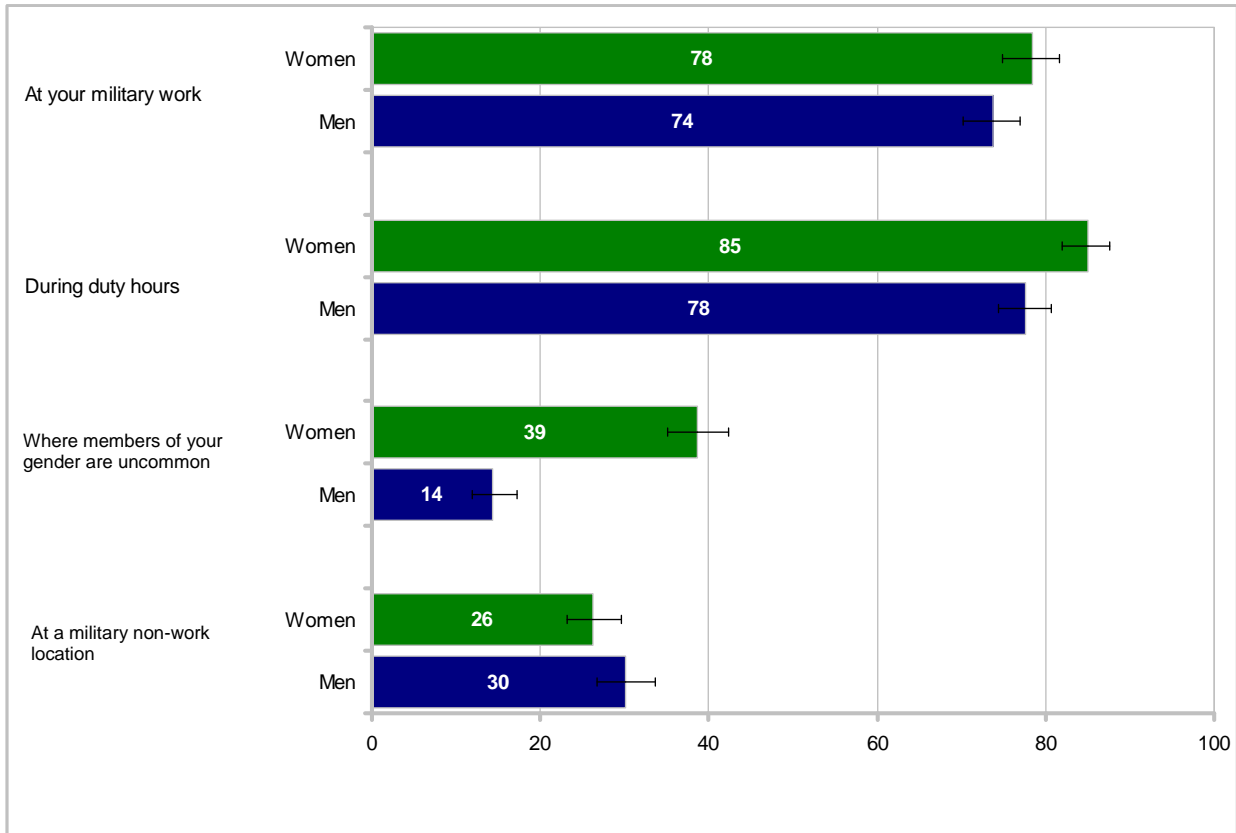
<sup>a</sup>Percentages are shown for Reserve component members who responded some or all of the behaviors occurred at each location.

***Characteristics of the Military Setting in Which One Situation Occurred***

Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey and indicated that some or all of the behaviors occurred at a military installation were asked where the behaviors occurred on base. Respondents could indicate the behaviors in the situation on base occurred at their military work location, during duty hours, in a work environment where members of their gender were uncommon, or at a military non-work location (e.g., gym, exchange/commissary, bowling alley). Because the situation could be either a single event or a set of related events, Reserve component members were asked to indicate if the behaviors in the situation occurred at any of these four locations. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

***By Gender.*** Of members who experienced unwanted gender-related behaviors while on a military installation, about three quarters of women (78%) and men (74%) indicated the behaviors occurred at their military work (Figure 26). Eighty-five percent of women and 78% of men indicated the behaviors occurred during duty hours, 39% of women and 14% of men indicated the behaviors occurred in a work environment where members of their gender were uncommon, and 26% of women and 30% of men indicated the behaviors occurred in a military non-work location (e.g., gym, exchange/commissary, bowling alley).

**Figure 26.**  
*Characteristics of the Military Setting in Which the One Situation Occurred, by Gender*



WGRR 2008 Q49

Margins of error range from  $\pm 3$  to  $\pm 4$

**By Gender by Component.** Of women who experienced unwanted gender-related behaviors while on a military installation, women in the USMCR (58%) and ANG (52%) were more likely than women in the other Reserve components to indicate the behaviors occurred in a military work environment where members of their gender were uncommon, whereas women in the USAR (28%) were less likely (Table 8).

Of men who experienced unwanted gender-related behaviors while on a military installation, men in the ANG were more likely than men in the other Reserve components to indicate the behaviors occurred at their military work (83%) and during duty hours (86%) (Table 8). Men in the ANG (17%) were less likely than men in the other Reserve components to indicate the behaviors occurred at a military non-work location.

**Table 8.**

*Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Component*

Where and when did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
At your military work	78	71	76	74	85	75	81	NR	81	83	81	80
During duty hours	87	75	83	77	84	79	85	NR	85	86	86	83
Where members of your gender are uncommon	42	16	28	16	39	10	58	NR	52	12	37	10
At a military non-work location	27	30	27	35	32	34	42	NR	22	17	22	21
Margins of Error	±6-7	±5-6	±7-8	±7-8	±4-8	±9-13	±13-14	--	±7-9	±6-7	±7-8	±7-8

*Note.* WGRR 2008 Q49. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

**By Gender by Paygrade.** Among women who experienced unwanted gender-related behaviors while on a military installation, senior officers (88%) were more likely than women in the other paygrades to indicate the behaviors occurred at their military work and less likely to indicate the behaviors occurred at a military non-work location (17%) (Table 9).

Among men who experienced unwanted gender-related behaviors while on a military installation, junior officers (84%) were more likely than men in the other paygrades to indicate the behaviors occurred at their military work (Table 9).

**Table 9.**

*Characteristics of the Military Setting in Which the One Situation Occurred, by Gender and Paygrade*

Where and when did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
At your military work	75	72	79	73	81	84	88	74
During duty hours	82	80	86	75	89	82	88	82
Where members of your gender are uncommon	40	17	37	14	43	11	37	10
At a military non-work location	26	33	28	30	29	25	17	26
<i>Margins of Error</i>	±7-8	±8-9	±5-6	±4-5	±7	±6-8	±5-7	±5-6

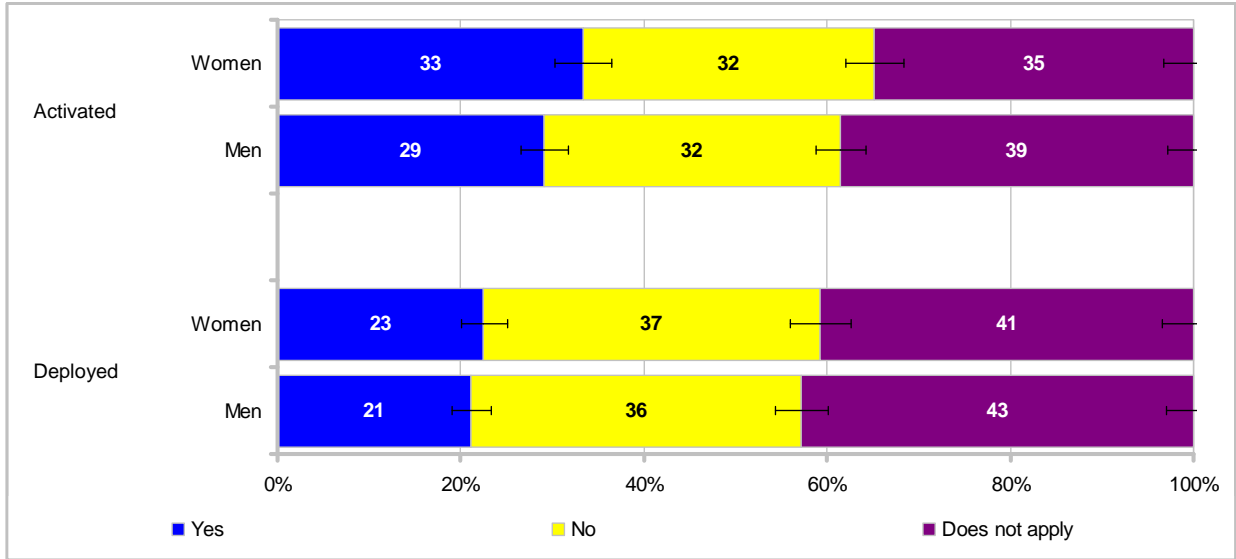
*Note. WGRR 2008 Q49*

### **Activation and Deployment Status When the One Situation Occurred**

Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked if the behaviors occurred while they were activated or deployed. Respondents could indicate “Yes,” “No” or “Does not apply.” Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

**By Gender.** Of members who experienced unwanted gender-related behaviors (49% of women and 24% of men), about a third of women (33%) and men (29%) indicated the behaviors occurred while activated and 23% of women and 21% of men indicated the behaviors occurred while deployed (Figure 27).

**Figure 27.**  
*Activation and Deployment Status When the One Situation Occurred, by Gender*



WGRR 2008 Q50

Margins of error range from ±2 to ±3

**By Gender by Component.** Of women who experienced unwanted gender-related behaviors, women in the USMCR (55%) were more likely than women in the other Reserve components to indicate the behaviors occurred while activated, whereas women in the ANG (23%) were less likely. Women in the USAFR (15%) were less likely than women in the other Reserve components to indicate the behaviors occurred while deployed (Table 10).

Of men who experienced unwanted gender-related behaviors, men in the ANG (22%) and USAFR (21%) were less likely than men in the other Reserve components to indicate the behaviors occurred while activated (Table 10).



**Table 10.**  
*Activation and Deployment Status When the One Situation Occurred, by Gender and Component*

When did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>While activated<sup>a</sup></b>	35	28	37	35	31	35	55	35	23	22	26	21
<b>While deployed</b>	24	21	22	24	22	27	25	21	23	15	15	18
<i>Margins of Error</i>	±6-7	±4-5	±5-7	±5-6	±5-6	±12	±13	±15-16	±7-8	±6	±6	±6

*Note.* WGRR 2008 Q50. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.  
<sup>a</sup> Percentages are shown for Reserve component members who responded yes.

**By Gender by Paygrade.** Among women who experienced unwanted gender-related behaviors, junior officers (42%) were more likely than women in the other paygrades to indicate that the behaviors occurred while activated. Senior enlisted members (26%) were more likely than women in the other paygrades to indicate the behaviors occurred while deployed, whereas junior enlisted members (17%) were less likely (Table 11).

There were no differences found by paygrade among men in whether the behavior occurred while activated or deployed (Table 11).

**Table 11.**  
*Activation and Deployment Status When the One Situation Occurred, by Gender and Paygrade*

When did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>While activated<sup>a</sup></b>	31	27	34	30	42	33	34	32
<b>While deployed</b>	17	17	26	22	25	28	22	24
<i>Margins of Error</i>	±6-7	±5-6	±5	±4	±6-7	±7	±5-6	±5

*Note.* WGRR 2008 Q50

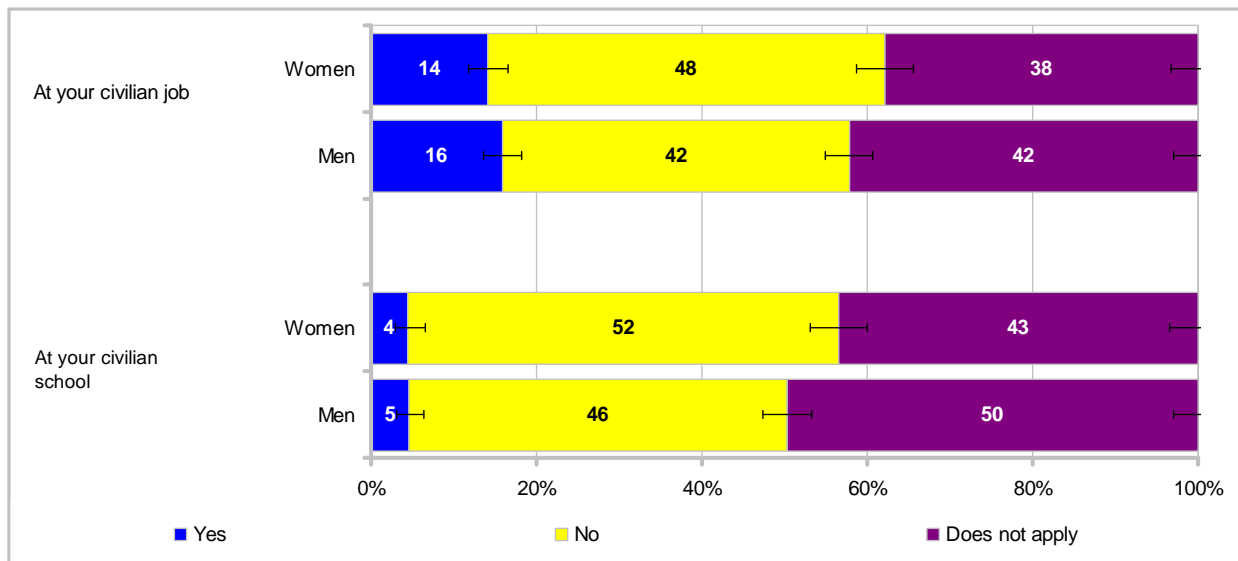
<sup>a</sup> Percentages are shown for Reserve component members who responded yes.

## Occurrences at Civilian Locations

Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked if the behaviors occurred at their civilian job or at their civilian school. Respondents could indicate “Yes,” “No” or “Does not apply.” Because the situation could be either a single event or a set of related events, Reserve component members were asked to indicate if the behaviors in the situation occurred at any of these two locations. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

**By Gender.** Of members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors (49% of women and 24% of men), 14% of women and 16% of men indicated the behaviors while at their civilian job and 4% of women and 5% of men indicated the behaviors occurred while at their civilian school (Figure 28).

**Figure 28.**  
*Occurrences at Civilian Locations, by Gender*



WGRR 2008 Q50

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

**By Gender by Component.** Of women who indicated experiencing unwanted gender-related behaviors, women in the USMCR (4%) were less likely than women in the other Reserve components to indicate the behaviors occurred at their civilian job (Table 12). Women in the USNR (2%) were less likely than women in the other Reserve components to indicate the behaviors occurred at their civilian school.

Of men who indicated experiencing unwanted gender-related behaviors, men in the USAFR (25%) were more likely than men in the other Reserve components to indicate the behaviors occurred at their civilian job (Table 12). Men in the USNR (1%) and ANG (2%) were

less likely than men in the other Reserve components to indicate the behaviors occurred at their civilian school.

**Table 12.**  
*Occurrences at Civilian Locations, by Gender and Component*

Where did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>At your civilian job<sup>a</sup></b>	12	13	13	16	16	25	4	11	17	19	21	25
<b>At your civilian school</b>	5	5	5	6	2	1	2	NR	4	2	3	3
<i>Margins of Error</i>	±5	±4-5	±6	±5	±1-5	±3-12	±5	±16	±7	±4-6	±5-7	±4-7

*Note.* WGRR 2008 Q50. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

**By Gender by Paygrade.** There were no differences found by paygrade among women in where the behaviors occurred (Table 13).

Among men who indicated experiencing unwanted gender-related behaviors, senior officers (1%) were less likely than men in the other paygrades to indicate the behaviors occurred at their civilian school (Table 13).

**Table 13.**  
*Occurrences at Civilian Locations, by Gender and Paygrade*

Where did this situation occur?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>At your civilian job<sup>a</sup></b>	12	15	15	17	15	11	14	19
<b>At your civilian school</b>	7	8	4	3	3	3	0	1
<i>Margins of Error</i>	±6	±6-7	±3-4	±2-3	±4-6	±3-5	±1-5	±2-5

*Note.* WGRR 2008 Q50

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

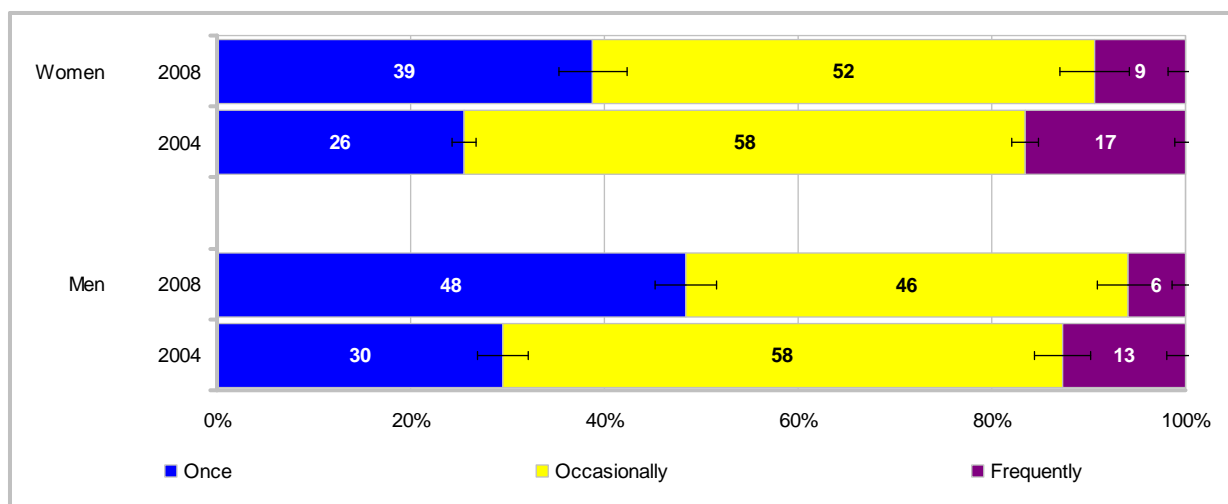
## Frequency and Duration of the One Situation

Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked how often the behaviors in the situation occurred and how long the situation lasted. They could respond that the behaviors occurred once, occasionally, or frequently. They could also indicate the situation lasted less than one week, one week to less than six months, or six months or more. Results are reported separately for each gender and, within gender, by survey year and by Reserve component. Results are not reportable for women or men by paygrade.

**By Gender by Year.** In 2008, of the 49% of women who experienced unwanted gender-related behaviors, 39% indicated the behaviors in the situation happened once, 52% experienced them occasionally, and 9% experienced them frequently (Figure 29). In 2008, among the 24% of men who experienced unwanted gender-related behaviors, 48% indicated the behaviors in the situation happened once, 46% experienced them occasionally, and 6% experienced them frequently.

The percentage of women and men who indicated that the behaviors in the one situation happened frequently or occasionally was lower in 2008 than in 2004, and a higher percentage of women and men indicated the behaviors happened once in 2008 than in 2004.

**Figure 29.**  
*Frequency of the One Situation, by Gender and Year*



WGRR 2008 Q53

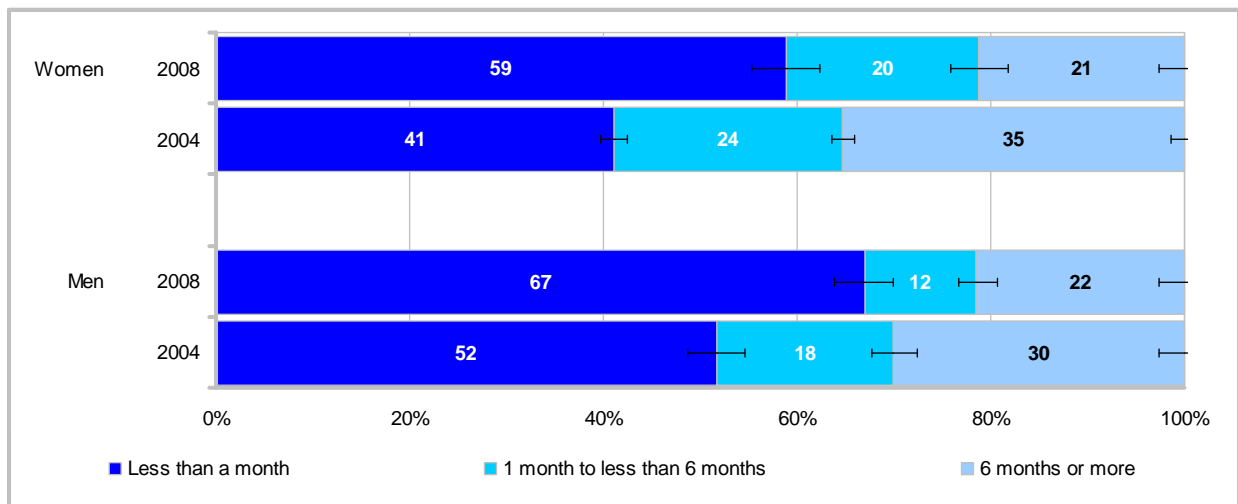
Margins of error range from  $\pm 2$  to  $\pm 4$

In 2008, of the 49% of women who experienced unwanted gender-related behaviors, 59% indicated the one situation lasted less than one month, 20% indicated it lasted more than one month but less than six months, and 21% indicated it lasted more than six months (Figure 30).

Among the 24% of men who experienced unwanted gender-related behaviors, 67% indicated one situation lasted less than one month, 12% indicated it lasted more than one month but less than six months, and 22% indicated it lasted more than six months.

A higher percentage of women and men indicated the situation lasted less than one month in 2008 than in 2004. Women and men were more likely in 2004 than in 2008 to indicate their experiences of unwanted gender-related behaviors lasted longer—with higher percentages in 2004 than 2008 indicating the situation lasted either one month to six months or six months or more.

**Figure 30.**  
*Duration of the One Situation, by Gender and Year*



WGRR 2008 Q54

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

**By Gender by Component.** Among women and men who experienced unwanted gender-related behaviors, there were no differences found by Reserve component in the frequency with which they experienced the behaviors (Table 14). Of women who experienced unwanted gender-related behaviors, women in the ANG (11%) were less likely than women in the other Reserve components to indicate the situation lasted one month to less than six months. Of men who experienced unwanted gender-related behaviors, men in the ANG (32%) were more likely than men in the other Reserve components to indicate the situation lasted six months or more.

**Table 14.**  
*Frequency and Duration of the One Situation, by Gender and Component*

Frequency and Duration of Incident	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>During the course of the situation, how often did the event occur?</b>												
<b>Once</b>	38	51	39	49	41	47	32	NR	43	43	35	42
<b>Occasionally</b>	52	43	51	47	49	46	54	NR	49	49	60	54
<b>Frequently</b>	10	6	10	5	10	7	15	NR	8	8	6	4
<i>Margins of Error</i>	±5-7	±4-6	±5-8	±3-6	±4-7	±10-12	±11-14	--	±5-9	±5-8	±4-8	±3-8
<b>How long did this situation last, or if continuing, how long has it been going on?</b>												
<b>Less than one month</b>	59	71	57	66	61	65	61	NR	64	60	55	67
<b>One month to less than six months</b>	21	11	21	13	21	17	16	NR	11	8	26	12
<b>Six months or more</b>	20	19	22	21	17	18	22	NR	25	32	20	21
<i>Margins of Error</i>	±6-8	±4-6	±6-8	±5-6	±5-7	±10-12	±12-13	--	±6-9	±6-8	±6-8	±6-8

*Note.* WGRR 2008 Q53 and 54. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

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

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

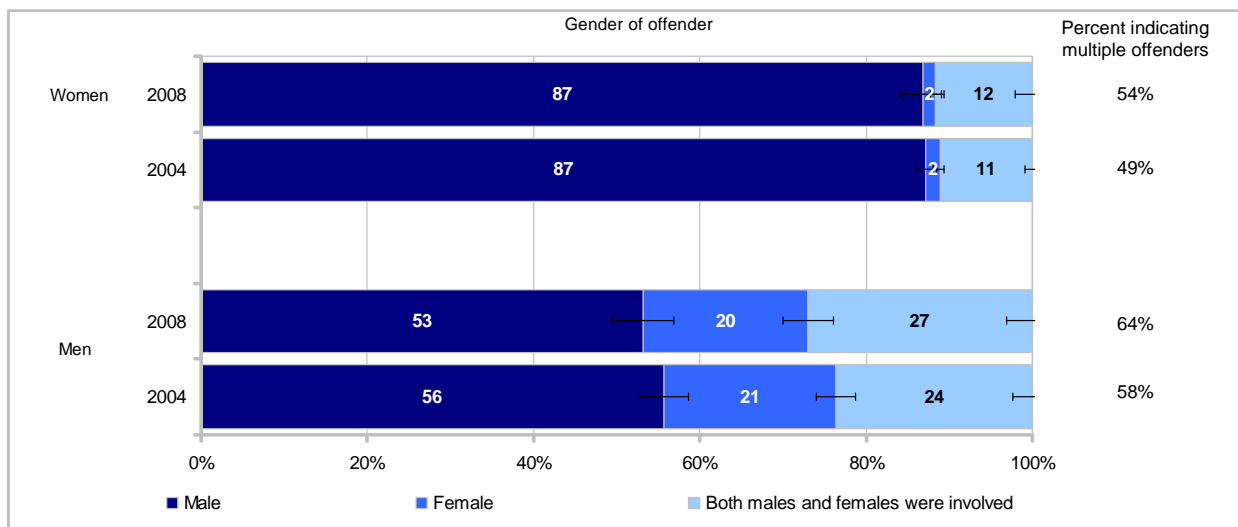
### **Gender and Number of Offenders in the One Situation**

Reserve component members who indicated experiencing unwanted gender-related behaviors were asked to indicate the gender of the offender and whether multiple offenders were involved. They could respond that the offenders were male, female, or both male and female. They could also indicate that multiple offenders were involved. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

**By Gender by Year.** In 2008, of members who indicated experiencing unwanted gender-related behaviors (49% of women and 24% of men), the majority of women (87%) and men (53%) indicated the offender was male (Figure 31). Fewer women indicated the offender was female (2%) or included both females and males (12%). Whereas for men, 20% indicated the offender was female, and 27% indicated the offenders included both males and females. There were no differences found between survey years among women and men in the gender of the offender.

In 2008, 54% of women and 64% of men who experienced unwanted gender-related behaviors indicated that multiple offenders were involved. The percentage of women and men who indicated that multiple offenders were involved was higher in 2008 than in 2004.

**Figure 31.**  
*Gender and Number of Offenders in the One Situation, by Gender and Year*



WGRR 2008 Q51

Margins of error range from ±1 to ±4

**By Gender by Component.** Of women who experienced unwanted gender-related behavior, women in the USAR (82%) were less likely than women in the other Reserve components to indicate the offender was male (Table 15). Of men who experienced unwanted gender-related behavior, men in the USAR (27%) were more likely than men in the other Reserve components to indicate the offender was female, whereas men in the USMCR (6%) were less likely.

Of members who experienced unwanted gender-related behavior, women in the USAR (61%) and USMCR (79%) were more likely than women in the other Reserve components to indicate multiple offenders were involved, whereas women in the ARNG (45%) were less likely. There were no differences found by Reserve component among men in the number of offenders involved.

**Table 15.**  
***Gender and Number of Offenders in the One Situation, by Gender and Component***

Characteristics of Offender	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gender of Offender</b>												
<b>Male</b>	91	55	82	47	85	51	85	NR	91	58	86	53
<b>Female</b>	1	18	2	27	2	21	NR	6	0	19	4	16
<b>Both male and female</b>	9	27	16	27	13	28	15	NR	9	23	10	31
<i>Margins of Error</i>	$\pm 4-5$	$\pm 6-7$	$\pm 3-7$	$\pm 7$	$\pm 2-5$	$\pm 13-14$	$\pm 15$	$\pm 9$	$\pm 1-7$	$\pm 7-8$	$\pm 4-6$	$\pm 6-8$
<b>Multiple Offenders</b>												
<b>Yes</b>	45	65	61	66	54	63	79	NR	55	59	56	67
<i>Margins of Error</i>	$\pm 7$	$\pm 7$	$\pm 8$	$\pm 7$	$\pm 7$	$\pm 13$	$\pm 11$	--	$\pm 9$	$\pm 9$	$\pm 8$	$\pm 8$

*Note.* WGRR 2008 Q51. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

***By Gender by Paygrade.*** There were no differences found by paygrade among women who experienced unwanted gender-related behaviors in the gender of the offender (Table 16). Among women who indicated experiencing unwanted gender-related behaviors, junior enlisted members (46%) were less likely than women in the other paygrades to indicate multiple offenders were involved.

There were no differences found by paygrade among men in the gender and number of the offenders (Table 16).



**Table 16.*****Gender and Number of Offenders in the One Situation, by Gender and Paygrade***

Characteristics of Offender	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gender of Offender</b>								
<b>Male</b>	89	55	86	52	87	55	86	58
<b>Female</b>	1	16	2	21	2	23	3	19
<b>Both Male and Female</b>	10	28	13	27	11	23	12	23
<i>Margins of Error</i>	$\pm 4-6$	$\pm 9$	$\pm 2-4$	$\pm 4-5$	$\pm 3-6$	$\pm 8-9$	$\pm 3-5$	$\pm 5-6$
<b>Multiple Offenders</b>								
<b>Yes</b>	46	67	59	63	61	66	52	57
<i>Margins of Error</i>	$\pm 8$	$\pm 10$	$\pm 6$	$\pm 5$	$\pm 7$	$\pm 9$	$\pm 6$	$\pm 6$

*Note.* WGRR 2008 Q51

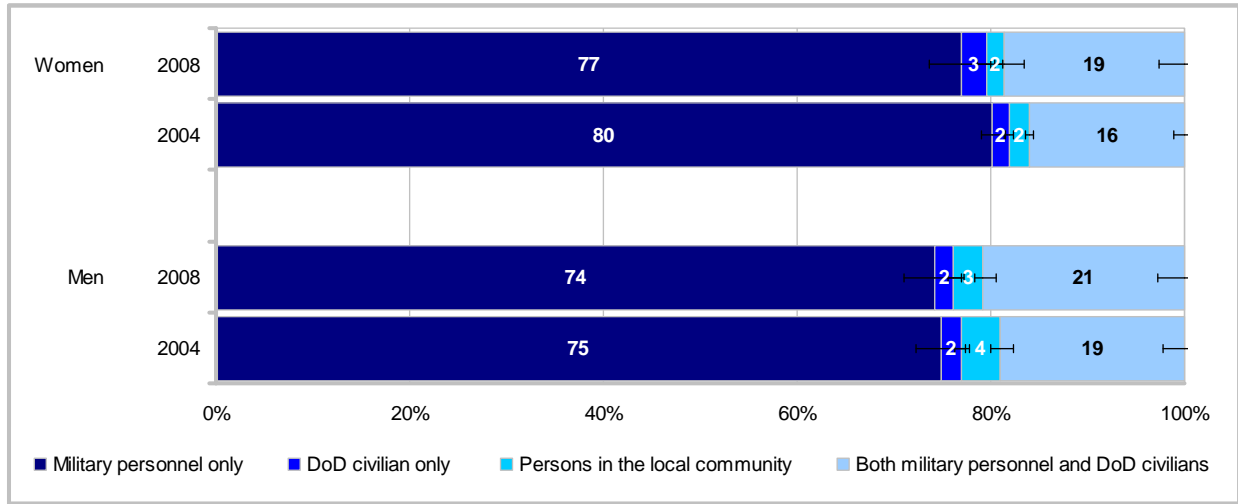
***Military or Civilian Status of the Offenders in the One Situation***

Reserve component members who indicated experiencing unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked to identify the organizational affiliation of the offender in the one situation. They could indicate that the offender was another military person, a DoD civilian employee, a DoD civilian contractor, or a person from the local community. Results are shown by the status of the offender or offenders as military only, DoD civilian, persons in the local community, or a combination of both military and DoD civilians. Results are reported separately for each gender and, within gender, by survey year and by paygrade. Results are not reportable for women or men by Reserve component.

***By Gender by Year.*** In 2008, of the 49% of women who experienced unwanted gender-related behaviors, 77% indicated the offender was military personnel only, 3% indicated the offender was a DoD civilian only, 2% indicated the offender was someone in their local community, and 19% indicated the offenders included both military personnel and DoD civilians (Figure 32). Among the 24% of men who indicated experiencing unwanted gender-related behaviors, 74% indicated the offender was military, 2% indicated the offender was a DoD civilian, 3% indicated the offender was someone in their local community, and 21% indicated the offenders included both military personnel and DoD civilians. There were no differences found between survey years among women and men in the status of the offender.

**Figure 32.**

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



WGRR 2008 Q52

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

***By Gender by Paygrade.*** There were no differences found among women by paygrade in the military or civilian status of the offender (Table 17).

Among men who indicated experiencing unwanted gender-related behaviors, senior officers (6%) were more likely than men in the other paygrades to indicate the offender was a DoD civilian (Table 17).

**Table 17.**

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

What was the status of the offender?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Military Versus Civilian Status</b>								
<b>Military personnel only</b>	79	77	76	73	76	79	74	70
<b>DoD civilian only</b>	3	1	2	1	3	4	6	6
<b>Persons in the local community only</b>	2	2	2	4	1	2	1	4
<b>Both military personnel and DoD civilians</b>	16	20	20	22	20	14	19	20
<i>Margins of Error</i>	$\pm 6-8$	$\pm 2-9$	$\pm 3-5$	$\pm 2-5$	$\pm 2-7$	$\pm 3-7$	$\pm 3-6$	$\pm 3-6$

Note. WGRR 2008 Q52

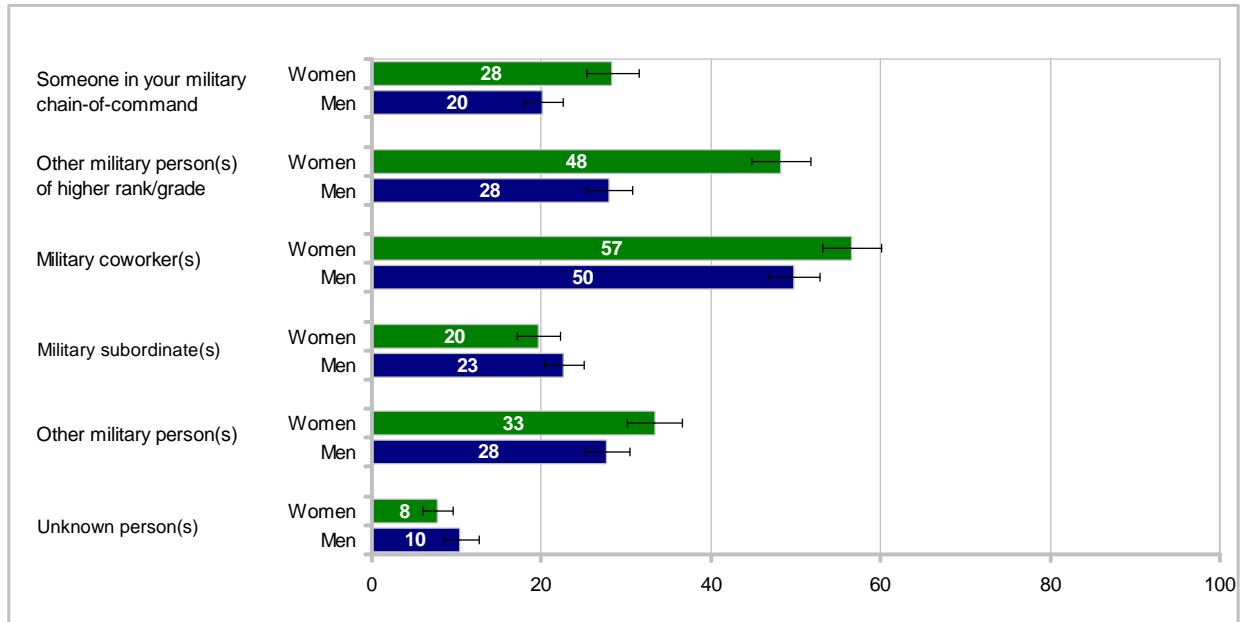
### ***Organizational Level of Military Offenders in the One Situation***

Reserve component members who experienced unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked to identify the organizational level of the offender in the one situation that had the greatest effect on them. They could respond that the offender was someone in their chain-of-command, a military person of higher rank/grade (not in their chain-of-command), a military coworker, a military subordinate, another military person (not of higher rank/grade), or an unknown person. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

***By Gender.*** Of the 49% of women who experienced unwanted gender-related behaviors, 57% indicated the offender was a military coworker and 48% indicated the offender was a military person of higher rank/grade (not in their chain-of-command) (Figure 33). About a quarter indicated that the offender was someone in their chain-of-command (28%). Twenty percent of women indicated the offender was a military subordinate. Thirty-three percent of women indicated the offender was another military person (not of higher rank/grade) and 8% indicated the offender was an unknown person.

Of the 24% of men who experienced unwanted gender-related behaviors, 50% indicated the offender was a military coworker (Figure 33). Twenty-eight percent indicated the offender was a military person of higher rank/grade (not in their chain-of-command) or another military person (not of higher rank/grade). Twenty-three percent indicated the offender was a military subordinate, and 20% indicated the offender in the one situation was someone in their chain-of-command. Ten percent of men indicated the offender was an unknown person.

**Figure 33.**  
*Organizational Level of Military Offender in the One Situation, by Gender*



WGRR 2008 Q52

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

**By Gender by Component.** Of women who experienced unwanted gender-related behaviors, women in the ANG (20%) were less likely than women in the other Reserve components to indicate the offender was someone in their military chain-of-command (Table 18). Women in the ARNG (56%) were more likely than women in the other Reserve components to indicate the offender was a military person of higher rank/grade (not in their chain of command), whereas women in the USNR (37%) were less likely.

There were no differences found among men in the organizational level of their offender (Table 18).

**Table 18.**  
**Organizational Level of Military Offender in the One Situation, by Gender and Component**

What was the organizational level of the offender?	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone in your military chain-of-command	30	20	29	22	27	19	37	22	20	20	28	18
Other military person of higher rank/grade	56	26	42	32	37	28	40	33	48	27	48	26
Military coworker	59	49	53	50	56	54	70	NR	56	50	58	52
Military subordinate	21	23	20	19	23	30	19	16	13	27	18	24
Other military person	35	27	33	27	29	34	38	26	35	28	27	29
Unknown person	9	11	8	10	7	18	13	NR	5	7	7	7
Margins of Error	±5-7	±4-5	±5-7	±4-6	±4-6	±10-12	±10-17	±14-17	±4-9	±5-7	±5-7	±4-7

Note. WGRR 2008 Q52. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

**By Gender by Paygrade.** Among women who experienced unwanted gender-related behaviors, senior officers (29%) were less likely than women in the other paygrades to indicate the offender was a military person of higher rank/grade (not in their chain-of-command) (Table 19). Among women, junior officers (40%) and senior officers (28%) were more likely than women in the other paygrades to indicate the offender was a military subordinate, whereas junior enlisted women (14%) were less likely. Among women, senior officers (24%) were less likely than women in the other paygrades to indicate the offender was another military person (not of higher rank/grade).

Among men who experienced unwanted gender-related behaviors, senior enlisted members (26%) and senior officers (29%) were more likely than men in the other paygrades to indicate the offender was a military subordinate, whereas junior enlisted members (13%) were less likely (Table 19).

**Table 19.**  
***Organizational Level of Military Offender in the One Situation, by Gender and Paygrade***

What was the organizational level of the offender?	Percent of Members Who Experienced Unwanted Gender-Related Behavior							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Someone in your military chain-of-command	30	23	27	19	33	19	30	17
Other military person of higher rank/grade	53	36	49	25	46	26	29	19
Military coworker	62	51	54	50	53	44	51	46
Military subordinate	14	13	19	26	40	29	28	29
Other military person	30	24	37	29	34	28	24	31
Unknown person	9	12	7	10	5	6	5	8
<i>Margins of Error</i>	$\pm 5-8$	$\pm 6-7$	$\pm 3-5$	$\pm 3-4$	$\pm 4-7$	$\pm 5-8$	$\pm 3-6$	$\pm 3-6$

*Note.* WGRR 2008 Q52

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

Reserve component members who indicated they had experienced one or more types of unwanted gender-related behaviors from military personnel or DoD civilians/contractors in the 12 months preceding the survey were asked if they reported the situation to civilian or National Guard/Reserve/DoD individuals or organizations.<sup>37</sup> Civilian individuals or organizations includes their civilian supervisor or someone else at their civilian work; their academic advisor/professor or special office responsible for handling these kinds of complaints at their civilian school; and community officials, offices, or courts. National Guard/Reserve/DoD individuals or organizations includes someone in their military chain-of-command, someone in the military chain-of-command of the person who did it, special military office responsible for handling these kinds of complaints, and another military person or office with responsibility for follow-up. Results in this section are reported for each gender and, within gender, by Reserve component.

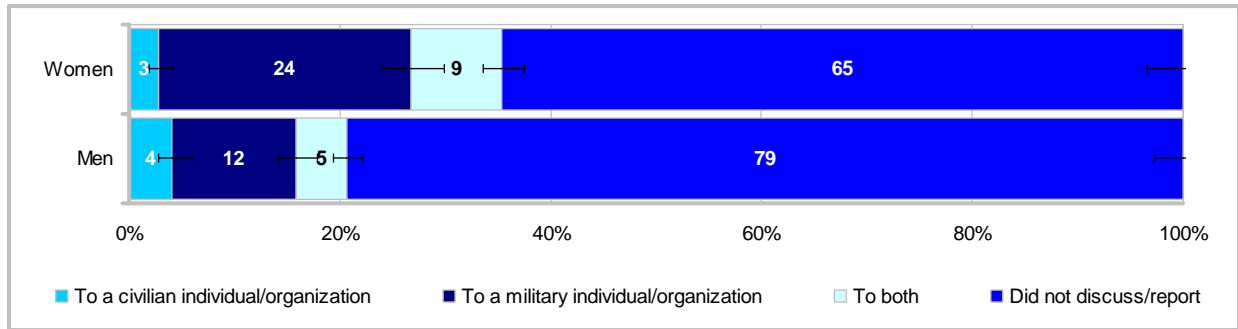
### ***By Gender***

Among the 49% of women and the 24% of men who experienced unwanted gender-related behaviors, 24% of women and 12% of men indicated they had only reported the situation to a military individual or organization (Figure 34). Three percent of women and 4% of men only reported the situation to a civilian individual or organization, and 9% of women and 5% of

<sup>37</sup> In this section, the term “reporting” includes informal discussing and formal reporting to an authority. Members are encouraged to handle experiences of unwanted gender-related behaviors at the lowest level. Among Reserve component members who reported the situation to a National Guard/Reserve/DoD authority, 7% of women and 3% of men made a formal report.

men reported to both military and civilian authorities. The majority of women (65%) and men (79%) did not report to anyone.

**Figure 34.**  
*Reported the One Situation, by Gender*



WGRR 2008 Q56, 57

Margins of error range from ±2 to ±4

**By Gender by Component**

Among women who experienced unwanted gender-related behaviors, those in the ANG (1%) were less likely than women in the other Reserve components to indicate they only reported the situation to a civilian individual or organization (Table 20).

Among men who experienced unwanted gender-related behaviors, those in the USMCR (4%) were less likely than men in the other Reserve components to indicate they only reported the situation to a military individual or organization (Table 20).

**Table 20.**  
*Reported the One Situation, by Gender and Component*

Did you report the situation to...	Percent of Members Who Experienced Unwanted Gender-Related Behavior											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>A civilian individual/organization</b>	3	5	2	3	2	7	8	0	1	3	4	7
<b>A military individual/organization</b>	23	11	28	15	23	13	20	4	19	11	24	10
<b>To both civilian and military individuals/organizations</b>	9	5	9	4	5	2	4	NR	7	5	10	2
<b>Did not discuss/report</b>	65	79	61	78	70	78	69	82	74	81	62	81
<i>Margins of Error</i>	$\pm 4-7$	$\pm 3-5$	$\pm 4-7$	$\pm 3-5$	$\pm 3-5$	$\pm 6-11$	$\pm 9-14$	$\pm 1-17$	$\pm 2-8$	$\pm 4-7$	$\pm 4-8$	$\pm 3-7$

*Note.* WGRR 2008 Q56 and 57. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

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

A Reserve component member’s decision regarding whether to report their experience may factor in their expected outcomes (such as whether the behavior ends or recurs). Reserve component members who indicated they had experienced one or more types of unwanted gender-related behaviors from military personnel or DoD civilians/contractors and who reported their experience to a military authority were asked about the outcomes of the reporting process. Outcomes for reporting may be positive (e.g., the situation was corrected), but they may also be negative (e.g., complaint not taken seriously). Both positive and negative outcomes are analyzed in this section. Results are reported separately for each gender and, within gender, by survey year. Results are not reportable for women or men by Reserve component and by paygrade.

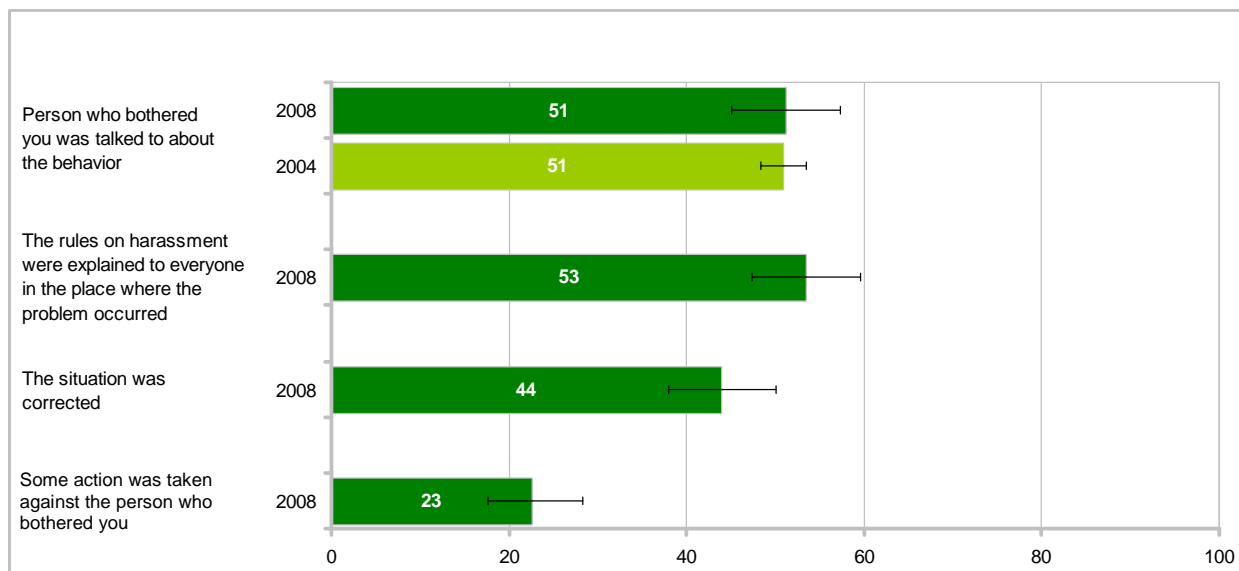
### ***Positive Responses to Reporting Unwanted Gender-Related Behaviors***

***By Gender by Year.*** In 2008, of the 33% of women who indicated experiencing unwanted gender-related behaviors and who reported it to a military authority, 53% indicated the rules on harassment were explained to everyone in the place where the problem occurred, and 51% indicated the person who bothered them was talked to about the behavior (Figure 35). Forty-four percent of women indicated the situation was taken care of and 23% indicated action was taken against the person who bothered them. There were no differences found between



survey years among women in whether the person who bothered them was talked to about the behavior.

**Figure 35.**  
*Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year*



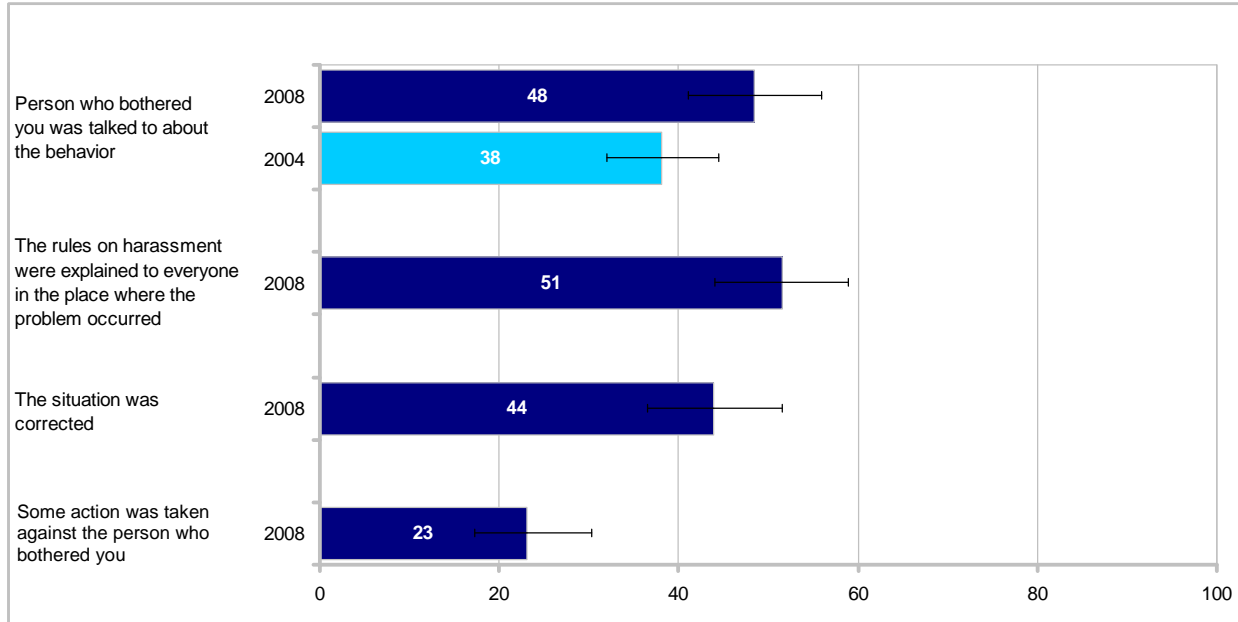
WGRR 2008 Q58

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

In 2008, of the 17% of men who indicated experiencing unwanted gender-related behaviors and who reported it to a military authority, 51% indicated the rules on harassment were explained to everyone in the unit/office/place where the problem occurred (Figure 36). Forty-eight percent of men indicated the person who bothered them was talked to about the behavior, and 44% indicated the situation was taken care of. Twenty-three percent indicated action was taken against the person who bothered them. The percentage of men who indicated the person who bothered them was talked to about the behavior was higher in 2008 than in 2004 (48% vs. 38%).

**Figure 36.**

***Positive Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year***



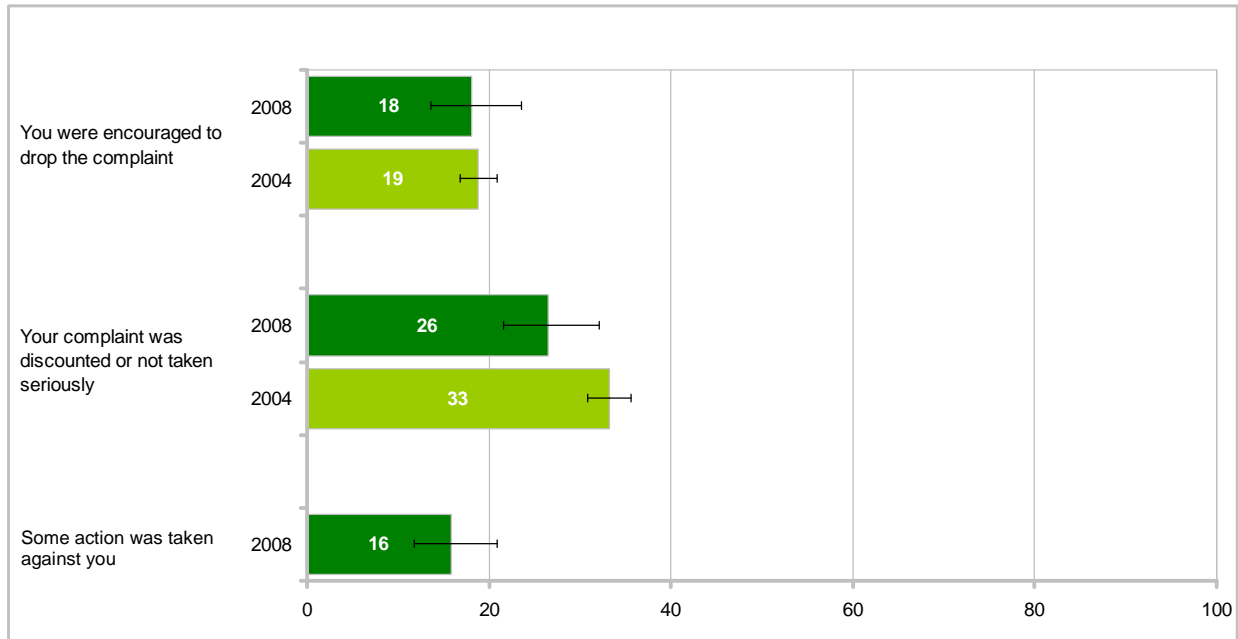
WGRR 2008 Q58

Margins of error range from ±6 to ±8

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

***By Gender by Year.*** In 2008, among the 33% of women who experienced unwanted gender-related behaviors and who reported it to a military authority, 26% indicated their complaint was discounted or not taken seriously, and 18% indicated they were encouraged to drop the complaint. Sixteen percent indicated that action was taken against them as a result of making the report (Figure 37). The percentage of women who indicated their complaint was discounted or not taken seriously was lower in 2008 than in 2004 (26% vs. 33%).

**Figure 37.**  
*Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Women by Year*



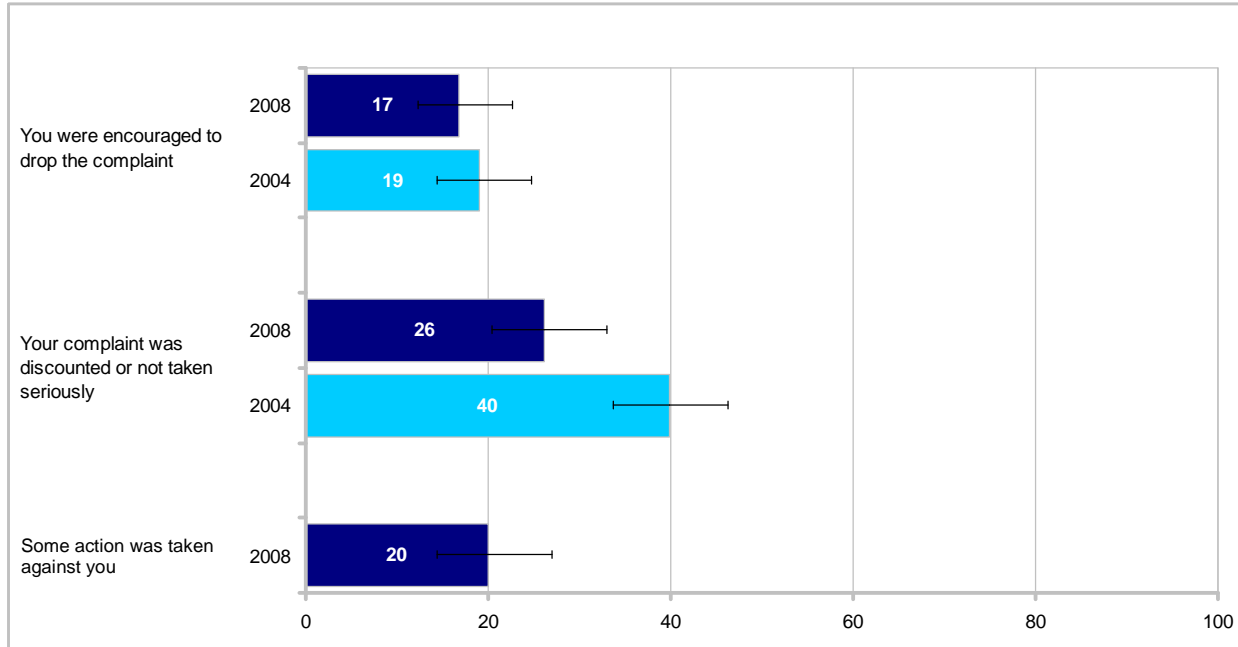
WGRR 2008 Q58

Margins of error range from  $\pm 2$  to  $\pm 6$

In 2008, among the 17% of men who experienced unwanted gender-related behaviors and who reported it to a military authority, 26% indicated their complaint was discounted or not taken seriously, and 17% indicated they were encouraged to drop the complaint (Figure 38). Twenty percent indicated that action was taken against them as a result of their making the report. The percentage of men who indicated their complaint was discounted or not taken seriously was lower in 2008 than in 2004 (26% vs. 40%).

**Figure 38.**

***Negative Actions in Response To Reporting Unwanted Gender-Related Behaviors, for Men by Year***



WGRR 2008 Q58

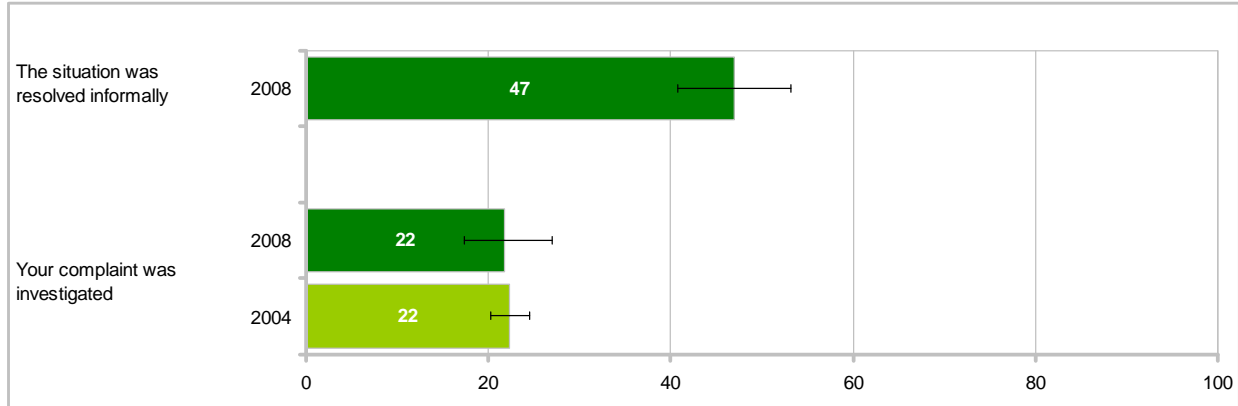
Margins of error range from  $\pm 6$  to  $\pm 7$

***Investigations and Actions Taken***

Reserve component members who experienced unwanted gender-related behaviors and who reported it to a military authority were asked whether their report was investigated and whether the situation was resolved informally. Results are reported separately for each gender and, within gender, by survey year. Results are not reportable for women or men by Reserve component and by paygrade.

***By Gender by Year.*** In 2008, among the 33% of women who experienced unwanted gender-related behaviors and who reported it to a military authority, 47% indicated the situation was resolved informally and 22% indicated the complaint was investigated (Figure 39). There were no differences found between survey years among women in whether their complaint was investigated.

**Figure 39.**  
*Investigations and Actions Taken, for Women by Year*

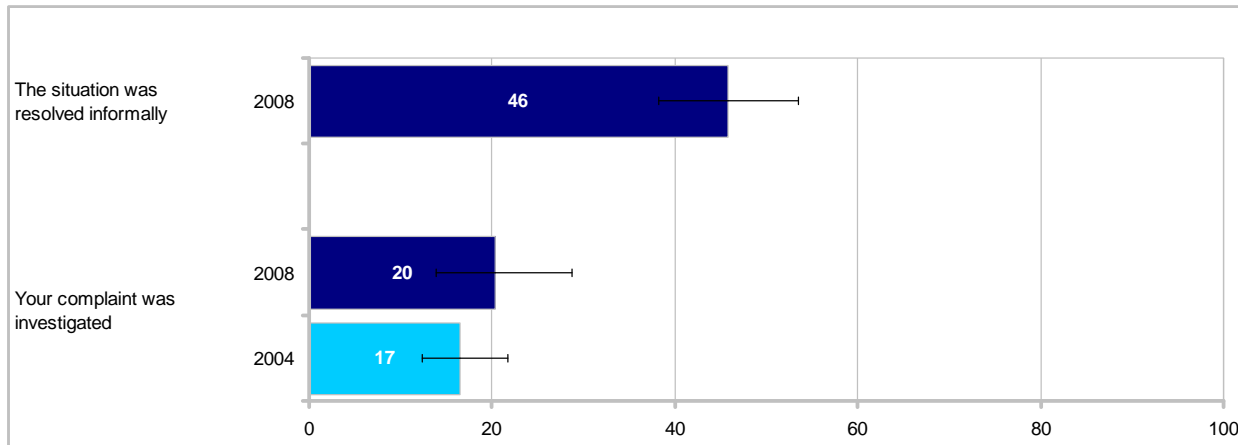


WGRR 2008 Q58

Margins of error range from  $\pm 2$  to  $\pm 6$

In 2008, among the 17% of men who experienced unwanted gender-related behaviors and who reported it to a military authority, 46% indicated the situation was resolved informally and 20% indicated the complaint was investigated (Figure 40). There were no differences found between survey years among men in whether their complaint was investigated.

**Figure 40.**  
*Investigations and Actions Taken, for Men by Year*



WGRR 2008 Q58

Margins of error range from  $\pm 5$  to  $\pm 8$

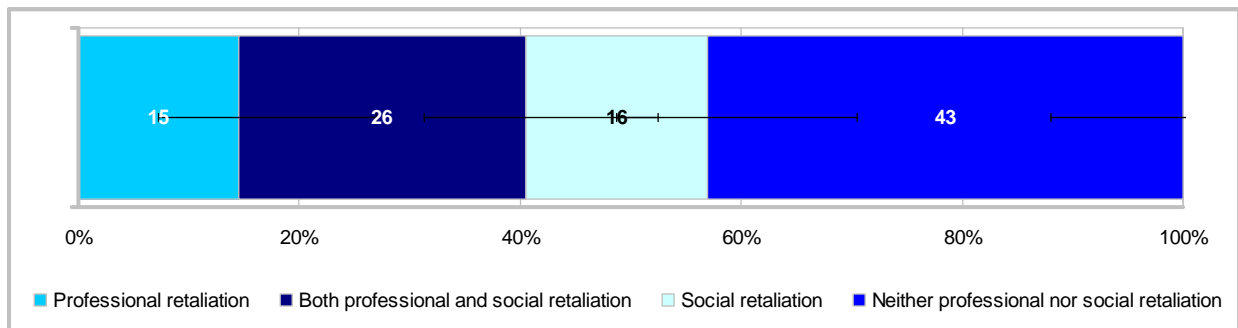
**Professional and Social Retaliation**

Professional and social retaliation for formally reporting unwanted gender-related behavior can negatively affect one’s career and morale. Consequences might include

professional retaliation (e.g., denial of promotion, job assignments that are not career enhancing, denial of requests for training) and social retaliation (e.g., gossip, ostracism, damage to one’s professional and personal reputation). Professional and social retaliation might also occur in combination. Each of these actions would be likely to affect career prospects generally in both the near and long terms. Negative career consequences of Reserve component members’ reporting of unwanted gender-related behaviors might take place over time and during designated periods (e.g., promotion eligibility). By contrast, negative social responses by others about how Reserve component members report or handle unwanted gender-related behaviors might be immediate and ongoing. The 7% of women and 3% of men who indicated they formally reported their experience of unwanted gender-related behaviors were asked whether they experienced any negative career or social repercussions as a result of how they handled the situation. Results are reported for women, overall and by Reserve component and paygrade. Results are not reportable for men.

Among the 7% of women who formally reported the situation, 43% indicated they experienced neither professional nor social retaliation (Figure 41). Twenty-six percent of women experienced both professional and social retaliation, 16% experienced social retaliation alone, and 15% experienced professional retaliation alone.

**Figure 41.**  
*Women’s Experiences of Professional and/or Social Retaliation*



WGRR 2008 Q63

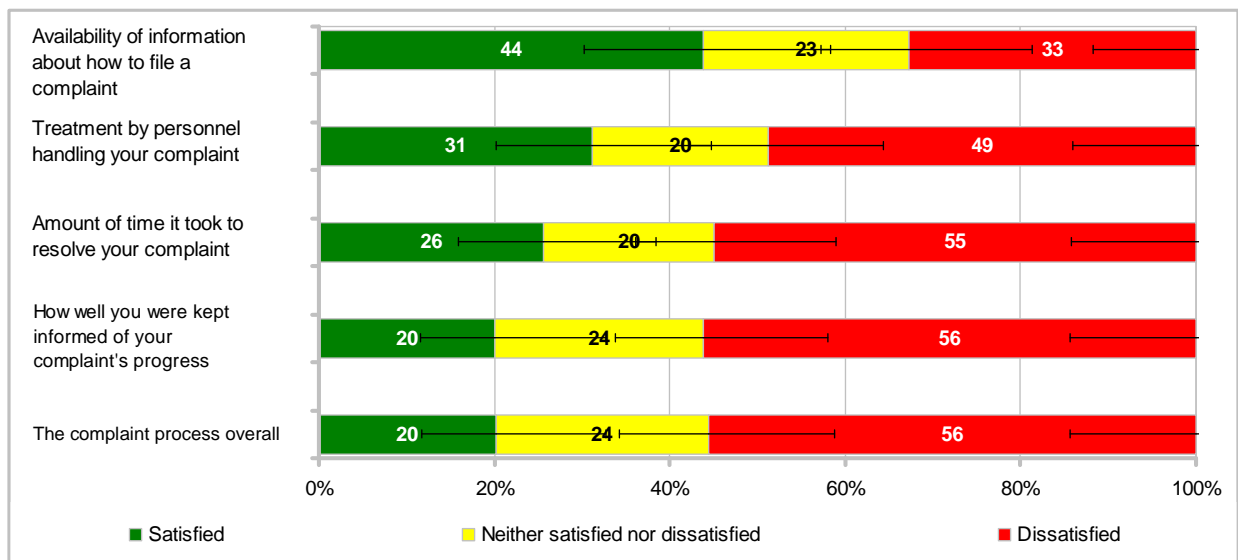
Margins of error range from ±7 to ±14

**Satisfaction With Aspects of the Reporting Process**

Member satisfaction is one indicator of the effectiveness of the military’s unwanted gender-related behavior reporting process. Satisfaction with aspects of the reporting process is distinct from satisfaction with the outcome of the report. Women and men who formally reported their experience of unwanted gender-related behaviors and whose complaint process was concluded were asked whether they were satisfied with the availability of information about how to file a complaint, treatment by personnel handling the complaint, the amount of time it took to resolve the complaint, how well they were kept informed about progress, and the complaint process overall. Results are reported for women, overall. Results are not reportable for women or men by Reserve component and paygrade.

Of women who formally reported their experience of unwanted gender-related behaviors and whose complaint process was concluded, 44% were satisfied with the availability of information about how to file a complaint (Figure 42). Thirty-one percent of women were satisfied with their treatment by personnel handling their complaint; 26% were satisfied with amount of time it took to resolve their complaint; and 20% were satisfied with how well they were kept informed about the progress of their complaint. Twenty percent of women were satisfied with the complaint process overall.

**Figure 42.**  
*Women’s Satisfaction With Aspects of the Reporting Process*



WGRR 2008 Q62

Margins of error range from  $\pm 12$  to  $\pm 15$

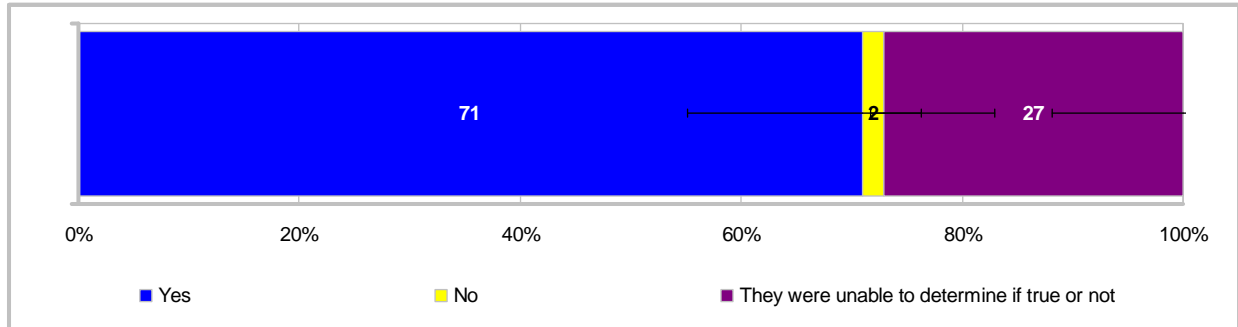
Note. “Satisfied” includes the response categories satisfied and very satisfied, and “dissatisfied” includes the response categories dissatisfied and very dissatisfied.

### **Official Findings After Processing of Formal Complaints**

The results of the investigation of a Reserve component member’s formal report of unwanted gender-related behaviors are critical to determining what, if any, further action to pursue. Because incidents of unwanted gender-related behaviors might be difficult to document, the result of the investigation might be inconclusive. Members who indicated they formally reported their experience of unwanted gender-related behaviors were asked whether their complaint was found to be true. At the time the survey, 20% of women and 14% of men who formally reported their experience indicated their complaint was still being processed. Results discussed here are based on the 80% of women and 86% of men whose formal complaint process had been finalized. Results are reported for women, overall. Results are not reportable for men or women by Reserve component and paygrade.

Among women whose formal complaint process had been finalized, 71% indicated their complaint was found to be true (Figure 43). Twenty-seven percent indicated authorities were unable to determine whether the complaint was true, and 2% indicated their complaint was found to not be true.

**Figure 43.**  
*Official Findings After Processing of the Complaint for Women*



WGRR 2008 Q60

Margins of error range from  $\pm 4$  to  $\pm 17$

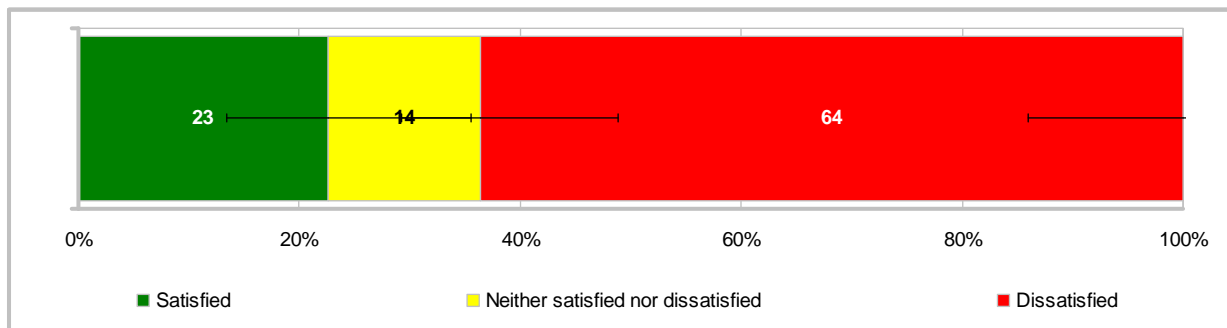
### **Satisfaction with the Outcome of the Complaint**

Reserve component members whose formal complaint process had been finalized were asked about their satisfaction with the outcome of their complaint. The result is an overall measure of performance based on members' subjective judgments regarding the outcome. Results are reported for women, overall. Results are not reportable for men or women by Reserve component and paygrade.

Of women whose formal complaint process had been finalized, 23% were satisfied with the outcome of their complaint and 64% were dissatisfied (Figure 44).



**Figure 44.**  
**Women’s Satisfaction With the Outcome of the Complaint**



WGRR 2008 Q61

Margins of error range from  $\pm 13$  to  $\pm 15$

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

### **Reasons for Not Reporting**

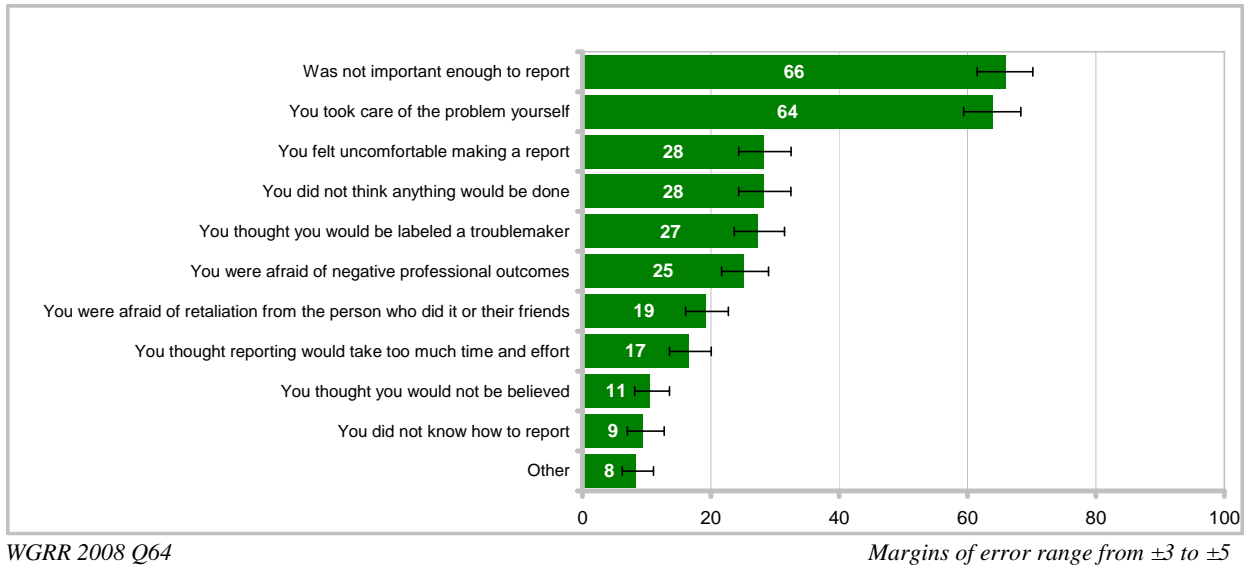
The majority of Reserve component members who experienced unwanted gender-related behaviors from military personnel or DoD civilians/contractors (49% of women and 24% of men) chose not to formally or informally report their experience to a National Guard, Reserve, or DoD authority (66% of women and 83% of men).<sup>38</sup> In this section, findings are presented on reasons why a member might not report the situation. Reserve component members who chose to not formally or informally report their experience were presented a list of 10 common reasons for choosing not to report to military authorities and were asked to indicate all of the reasons that applied to their situation. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

The overall responses for women not reporting are listed in Figure 45. Among women who did not report their experience of unwanted gender-related behavior, the most frequently cited reasons for not reporting included that the problem was not important enough to report (66%) or that they took care of the problem themselves (64%). Eight percent of women indicated a reason other than the 10 presented in the survey.<sup>39</sup>

<sup>38</sup> Thirty-three percent of women and 17% of men indicated they reported their experience of unwanted gender-related behaviors to a National Guard/Reserve/DoD authority (Figure 34).

<sup>39</sup> In 2004, among women who did not report an incident of unwanted gender-related behaviors, 61% indicated it was not important enough to report, 64% indicated they took care of the problem themselves, and 16% indicated a reason other than those presented in the survey.

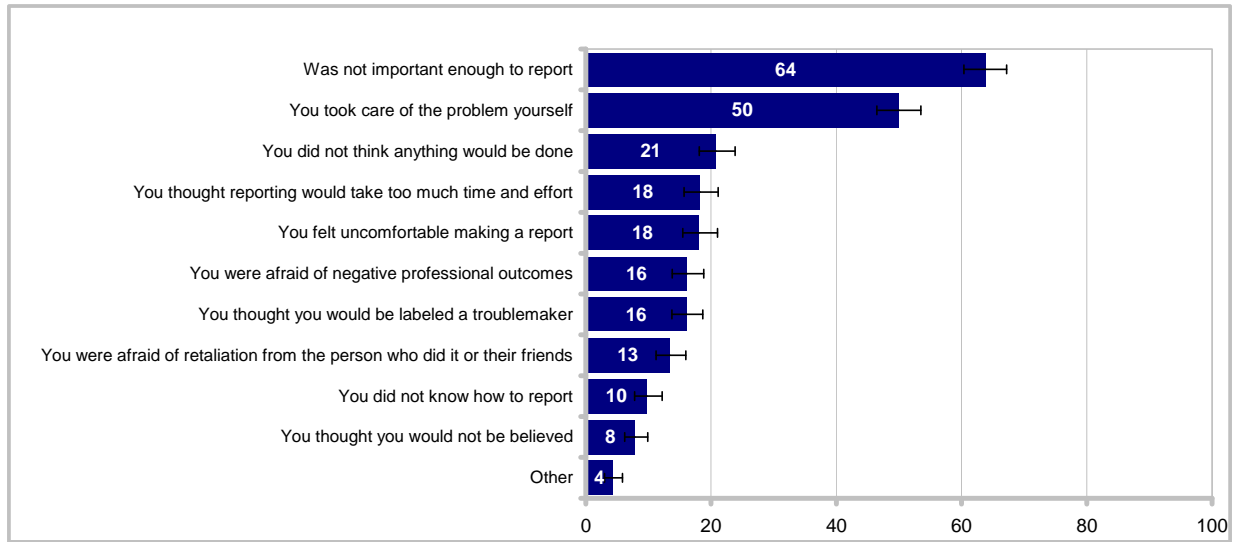
**Figure 45.**  
***Reasons Women Indicated for Not Reporting the One Situation***



The overall results for reasons for men not reporting are listed in Figure 46. Among men who did not report their experience of unwanted gender-related behavior, the most frequently cited reasons for not reporting were that the problem was not important enough to report (64%) or that they took care of the problem themselves (50%). Four percent of men indicated a reason other than the 10 presented in the survey.<sup>40</sup>

<sup>40</sup> In 2004, among men who did not report an incident of unwanted gender-related behaviors, 74% indicated it was not important enough to report, 60% indicated they took care of the problem themselves, and 11% indicated a reason other than those presented in the survey.

**Figure 46.**  
***Reasons Men Indicated for Not Reporting the One Situation***



WGRR 2008 Q64

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

***By Component.*** Women in the USNR (6%) and ANG (5%) were less likely than women in the other Reserve components to indicate they did not report their experience because they thought they would not be believed (Table 21).

There were no differences found among men in reasons for not reporting the one situation (Table 21).

**Table 21.**

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

What were your reasons for not reporting?	Percent of Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report It											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Was not important enough to report</b>	64	62	65	67	70	60	78	NR	69	67	66	66
<b>Did not know how to report</b>	10	9	13	11	10	17	5	NR	5	9	5	6
<b>Felt uncomfortable making a report</b>	33	18	27	20	26	24	27	NR	21	18	25	13
<b>Took care of the problem yourself</b>	57	50	70	53	66	44	77	NR	65	48	67	52
<b>Did not think anything would be done</b>	33	20	27	22	22	24	27	NR	21	23	28	16
<b>Thought you would not be believed</b>	13	7	10	10	6	9	9	NR	5	6	13	10
<b>Thought reporting would take too much time and effort</b>	17	16	17	21	16	24	23	NR	13	17	17	15
<b>Were afraid of retaliation/reprisals from the person who did it or their friends</b>	22	12	16	12	16	16	11	NR	18	18	22	9
<b>Were afraid of negative professional outcomes</b>	29	15	21	15	25	23	24	NR	24	20	26	13
<b>Thought you would be labeled a troublemaker</b>	34	15	20	16	25	21	22	NR	26	20	29	17
<b>Other</b>	9	4	9	4	10	3	9	NR	4	5	9	3
<i>Margins of Error</i>	$\pm 6-9$	$\pm 4-6$	$\pm 6-10$	$\pm 3-7$	$\pm 3-9$	$\pm 6-14$	$\pm 10-16$	--	$\pm 4-10$	$\pm 5-9$	$\pm 7-9$	$\pm 4-8$

*Note.* WGRR 2008 Q64. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

***By Paygrade.*** Among women, junior officers were more likely than women in the other paygrades to indicate they did not report the incident because they were afraid of retaliation from the person who did it or from their friends (31%) (Table 22). Among women, junior officers were more likely than women in the other paygrades to indicate they were afraid of negative professional outcomes (40%), and thought they would be labeled a troublemaker (40%). Among women, senior officers (4%) were less likely than women in the other paygrades to indicate they did not report it because they did not know how to report.

Among men, senior officers were more likely than men in the other paygrades to indicate they did not report the incident because they thought it was not important enough to report (73%) or they took care of the problem themselves (59%) (Table 22). Among men, senior officers were less likely than men in the other paygrades to indicate they did not report it because they did not think anything would be done (12%), they felt uncomfortable making a report (10%), or they were afraid of retaliation from the person who did it or from their friends (8%). Among men, senior officers were less likely than men in the other paygrades to indicate they did not report it because they did not know how to report (5%).

**Table 22.**  
***Reasons for Not Reporting the One Situation, by Gender and Paygrade***

What were your reasons for not reporting?	Percent of Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report It							
	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Was not important enough to report	66	63	65	63	70	66	69	73
Did not know how to report	11	11	9	10	8	6	4	5
Felt uncomfortable making a report	33	20	25	19	30	16	24	10
Took care of the problem yourself	59	45	68	52	62	43	66	59
Did not think anything would be done	29	24	28	20	33	18	25	12
Thought you would not be believed	11	11	10	7	12	7	11	5
Thought reporting would take too much time and effort	17	20	16	18	24	16	14	15
Were afraid of retaliation/reprisals from the person who did it or their friends	19	17	17	13	31	11	22	8
Were afraid of negative professional outcomes	23	17	25	16	40	17	26	13
Thought you would be labeled a troublemaker	26	15	27	18	40	14	26	13
Other	8	6	9	4	11	4	6	6
<i>Margins of Error</i>	$\pm 6-10$	$\pm 6-9$	$\pm 5-7$	$\pm 2-5$	$\pm 7-9$	$\pm 4-9$	$\pm 5-7$	$\pm 3-6$

*Note.* WGRR 2008 Q64

## CHAPTER 4: GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

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

In this chapter, the incident rates of sex discrimination and its three behavioral components (discrimination in military evaluations, military career development, and military assignments) are presented.<sup>41</sup> Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.<sup>42</sup>

### Gender Discriminatory Behaviors

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

- Evaluation discrimination behaviors were measured using four survey items (Q42a-d)<sup>43</sup> to assess the member's belief that gender was a factor in others' judgments about their military performance (e.g., evaluations or awards)
- Career discrimination behaviors were measured using four survey items (Q42h-k) to assess the member's belief that gender was a factor in their access to military resources and mentoring that aid in military career development (e.g., professional networks)
- Assignment discrimination behaviors were measured using four survey items (Q42e,f,g,l) and an additional qualifying item (Q42m) to assess the member's belief that gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement<sup>44</sup>

For each behavior, members were asked to indicate whether they had experienced the behavior in the 12 months preceding the survey and whether they believed that gender was a factor. Three types of responses were possible: (1) they had experienced the behavior *and* believed gender was a factor; (2) they had experienced the behavior, but did not believe that gender was a factor; or (3) they had never experienced the behavior in the 12 months preceding

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<sup>41</sup> See Chapter 1 for additional discussion of the measurement approach such as definitions of the reporting categories and analytical procedures.

<sup>42</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

<sup>43</sup> To review exact survey item wording, the questionnaire is provided in the appendix.

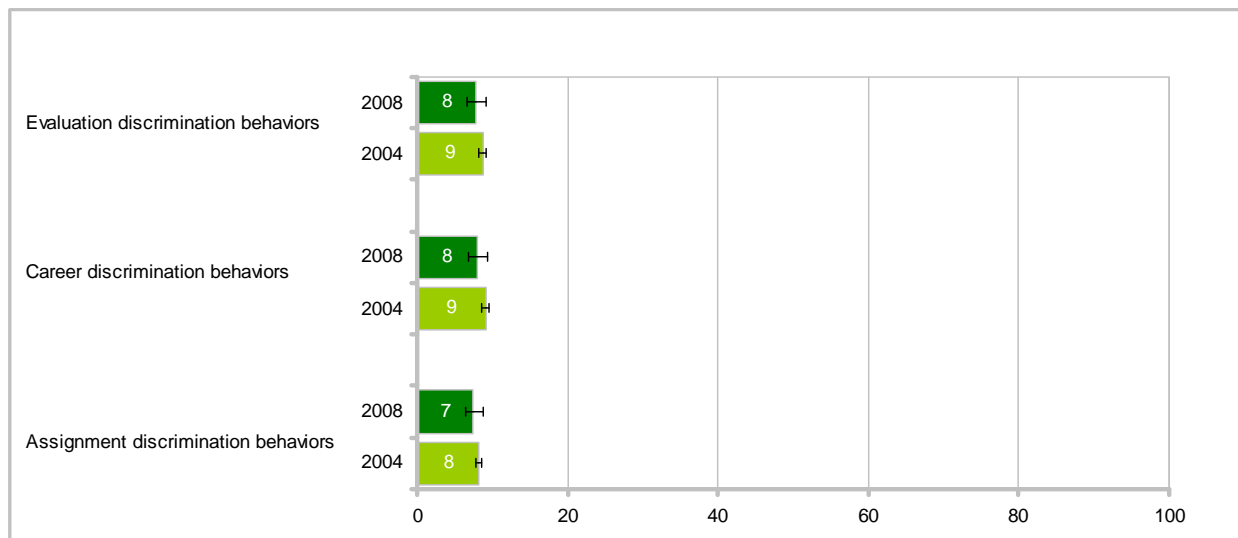
<sup>44</sup> For the purpose of this analysis, a Reserve component member was considered to have had a gender-motivated experience for item Q42L "Did you not get a job assignment that you wanted and for which you were qualified" only if they indicated "Yes, and your gender was a factor" *and* "Yes" to Q42M indicating the assignment was legally open to women.

the survey. The labeling item (Q43) is not included in calculating the rates of the three types of behaviors.<sup>45</sup> This section includes results for Reserve component members who indicated experiencing any of the behaviors *and* believed that their gender was a factor. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

### **By Gender by Year**

In 2008, 8% of women indicated experiencing evaluation discrimination behaviors, 8% indicated experiencing career discrimination behaviors, and 7% indicated experiencing assignment discrimination behaviors (Figure 47). There were no differences found between survey years among women in their experiences of evaluation, career, or assignment discrimination behaviors.

**Figure 47.**  
*Percent of Women Who Indicated Experiencing Evaluation, Career, and Assignment Discrimination Behaviors, by Year*



WGRR 2008 Q42

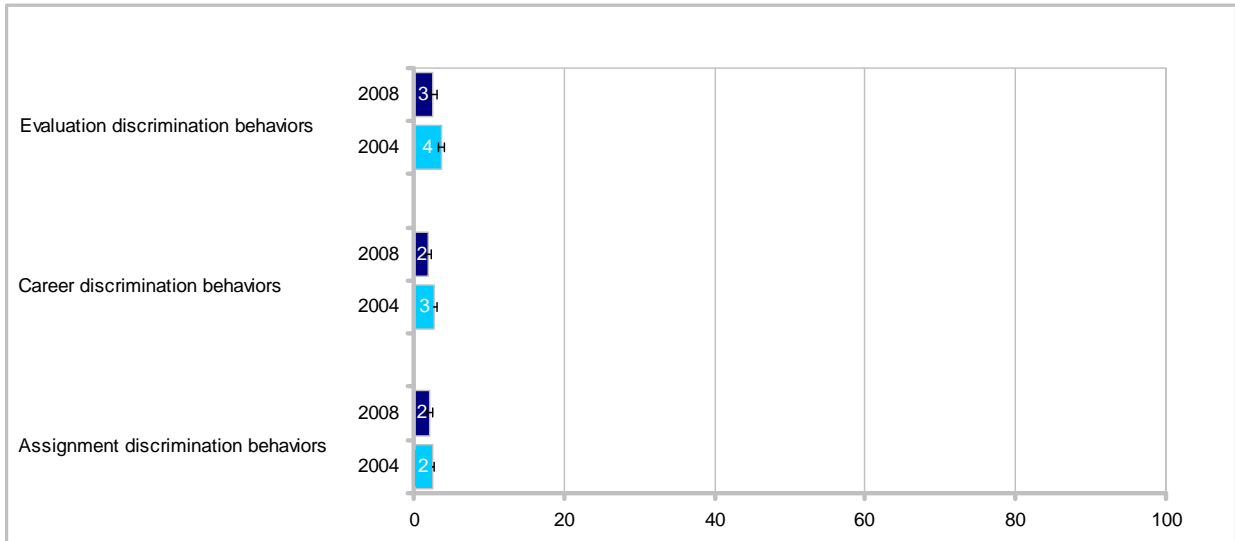
Margins of error do not exceed  $\pm 1$

In 2008, 3% of men indicated experiencing evaluation discrimination behaviors, 2% indicated experiencing career discrimination behaviors, and 2% indicated experiencing assignment discrimination behaviors (Figure 48). There were no differences found between survey years among men in their experiences of evaluation, career, or assignment discrimination behaviors.

<sup>45</sup> The labeling item asked respondents if none, some, or all of the behaviors were sex discrimination.



**Figure 48.**  
**Percent of Men Who Indicated Experiencing Evaluation, Career, and Assignment**  
**Discrimination Behaviors, by Year**



WGRR 2008 Q42

Margins of error do not exceed  $\pm 1$

### **By Gender by Component**

Women in the USNR were less likely than women in the other Reserve components to indicate experiencing evaluation (5%), career (4%), and assignment (5%) discrimination behaviors (Table 23).

Men in the ANG (2%) were less likely than men in the other Reserve components to indicate experiencing evaluation discrimination behaviors (Table 23). Men in the USMCR (1%) were less likely than men in the other Reserve components to indicate experiencing career discrimination behaviors.

**Table 23.**

*Percent of Members Who Indicated Experiencing Evaluation, Career, and Assignment Discrimination Behaviors, by Gender and Component*

Did any of the following happen to you?	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Evaluation discrimination behaviors</b>	9	3	9	2	5	2	9	4	7	2	6	2
<b>Career discrimination behaviors</b>	8	2	11	2	4	1	6	1	6	2	6	1
<b>Assignment discrimination behaviors</b>	8	3	8	2	5	1	11	2	6	2	5	1
<i>Margins of Error</i>	$\pm 3$	$\pm 1$	$\pm 3-4$	$\pm 1$	$\pm 1-2$	$\pm 1-3$	$\pm 6-7$	$\pm 2-4$	$\pm 3-4$	$\pm 1$	$\pm 2-3$	$\pm 1$

*Note.* WGRR 2008 Q42. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

***By Gender by Paygrade***

Among women, junior officers (12%) were more likely than women in the other paygrades to indicate experiencing evaluation discrimination behaviors. Female officers (both junior and senior) were more likely than female enlisted members to indicate experiencing career and assignment discrimination behaviors (Table 24).

Among men, junior officers were less likely than men in the other paygrades to indicate experiencing evaluation, career, and assignment discrimination behaviors (all 1%) (Table 24).

**Table 24.**

*Percent of Members Who Indicated Experiencing Evaluation, Career, and Assignment Discrimination Behaviors, by Gender and Paygrade*

Did any of the following happen to you?	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Evaluation discrimination behaviors	7	3	7	3	12	1	11	2
Career discrimination behaviors	7	2	7	2	12	1	12	1
Assignment discrimination behaviors	7	2	7	2	11	1	11	2
Margins of Error	±3	±2	±2	±1	±3-4	±1	±3	±1

*Note. WGRR 2008 Q42*

## Sex Discrimination

Members were asked if they had experienced within the 12 months preceding the survey any evaluation, career, or assignment discrimination behaviors *and* the additional condition that they considered at least some of the behaviors to be sex discrimination.<sup>46</sup> Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

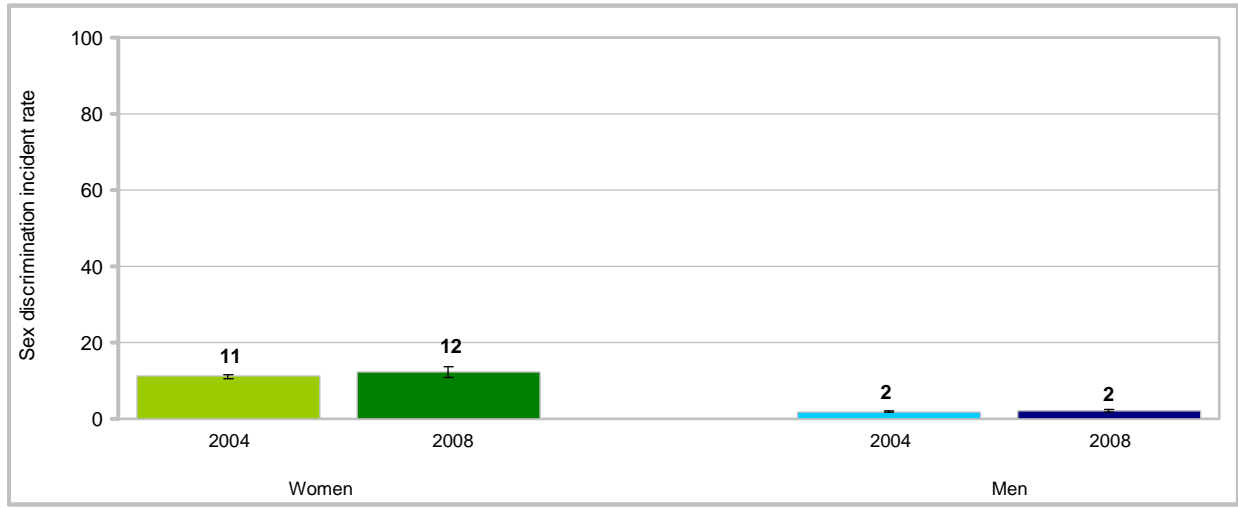
### **By Gender by Year**

In 2008, 12% of women and 2% of men indicated experiencing sex discrimination (Figure 49). There were no differences found between survey years among women and men in their experiences of sex discrimination.

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<sup>46</sup> In other words, to be included in the calculation of the sex discrimination rate, members must have experienced at least one discriminatory behavior because of their gender *and* also indicated that they considered at least one of the behaviors to be sex discrimination.

**Figure 49.**  
*Sex Discrimination, by Gender by Year*



WGRR 2008 Q43

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

**By Gender by Component**

In 2008, women in the USNR (9%) and USAFR (8%) were less likely than women in the other Reserve components to indicate experiencing sex discrimination (Table 25).

There were no differences found by Reserve component among men in their experience of sex discrimination (Table 25).

**Table 25.**  
*Sex Discrimination, by Gender and Component*

	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sex discrimination</b>	14	2	12	3	9	2	18	2	14	2	8	2
<i>Margins of Error</i>	$\pm 4$	$\pm 1$	$\pm 4$	$\pm 1$	$\pm 2$	$\pm 3$	$\pm 9$	$\pm 3$	$\pm 5$	$\pm 2$	$\pm 3$	$\pm 1$

Note. WGRR 2008 Q43. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

**By Gender by Paygrade**

Among women, junior enlisted members (9%) were less likely than women in other paygrades to indicate experiencing sex discrimination, whereas junior officers (21%) and senior officers (20%) were more likely (Table 26).

There were no differences found by paygrade among men in their experience of sex discrimination (Table 26).

**Table 26.**  
*Sex Discrimination, by Gender and Paygrade*

	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Sex Discrimination</b>	9	2	13	2	21	2	20	2
<i>Margins of Error</i>	$\pm 3$	$\pm 1$	$\pm 3$	$\pm 1$	$\pm 4$	$\pm 1$	$\pm 4$	$\pm 1$

*Note. WGRR 2008 Q43*



## CHAPTER 5: PERSONNEL POLICIES, PRACTICES, AND TRAINING RELATED TO SEXUAL ASSAULT

The Department of Defense does not tolerate sexual assault. In order to eliminate these unlawful behaviors from the military environment, the DoD has sexual assault prevention policies in place. Additionally, for those who experience sexual assault, the DoD has response procedures to ensure complaints are handled expediently and fairly. This chapter includes survey results on Reserve component members' perceptions of sexual assault policies and practices and their effectiveness, and the support and resources available for those who experience these behaviors. Also included in this chapter are Reserve component members' perceptions of the aspects of sexual assault training.<sup>47</sup> Results are presented separately for each gender and, within gender, by Reserve component and by paygrade.<sup>48</sup>

### **Policies and Practices**

It is important for organizations to publicize sexual assault policies and procedures and to effectively enforce those policies and procedures in an unbiased manner (Frierson, 1989). In this section, Reserve component members' perspectives on both publication and enforcement of sexual assault policies and procedures are examined.

#### ***Publicized Procedures***

Reserve component members were asked to assess the extent to which sexual assault reporting procedures were publicized. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

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

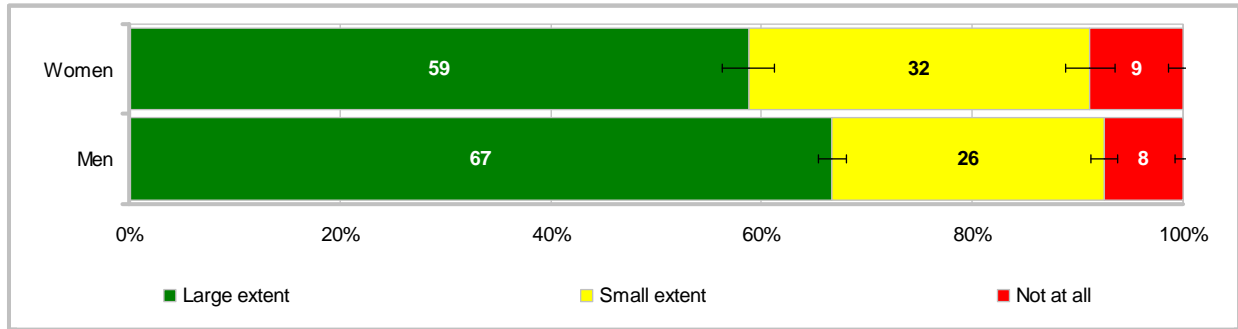
Most women (91%) and men (93%) indicated sexual assault reporting procedures were publicized to some extent at their installation/ship with over half indicating they were published to a large extent (Figure 50).

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<sup>47</sup> Similar topics are reported for sexual harassment in Chapter 6.

<sup>48</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

**Figure 50.**  
*Sexual Assault Procedures Publicized at Installation/Ship, by Gender*



WGRR 2008 Q87

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

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

### By Gender by Component

Women and men in the USAFR (68% and 71%, respectively) were more likely than women and men in the other Reserve components to indicate, to a large extent, that sexual assault reporting procedures were publicized at their installation/ship (Table 27).

**Table 27.**  
*Sexual Assault Procedures Publicized at Installation, by Gender and Component*

At your installation/ship...	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Sexual assault reporting procedures were publicized <sup>a</sup>	57	66	57	65	59	70	53	61	61	70	68	71
Margins of Error	$\pm 5$	$\pm 3$	$\pm 6$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 10$	$\pm 8$	$\pm 6$	$\pm 3$	$\pm 4$	$\pm 3$

Note. WGRR 2008 Q87. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

### By Gender by Paygrade

Among women, senior enlisted members (63%) and senior officers (65%) were more likely than women in the other paygrades to indicate, to a large extent, that sexual assault reporting procedures were publicized at their installation/ship, whereas junior enlisted members (53%) were less likely (Table 28).



Among men, junior officers (72%) and senior officers (77%) were more likely than men in the other paygrades to indicate, to a large extent, that sexual assault reporting procedures were publicized at their installation/ship, whereas junior enlisted members (62%) were less likely (Table 28).

**Table 28.**  
*Sexual Assault Procedures Publicized at Installation, by Gender and Paygrade*

At your installation/ship...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sexual assault reporting procedures were publicized<sup>a</sup></b>	53	62	63	68	56	72	65	77
<i>Margins of Error</i>	±5	±3	±4	±2	±5	±4	±4	±2

*Note.* WGRR 2008 Q87

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

### ***Sexual Assault Complaint Climate***

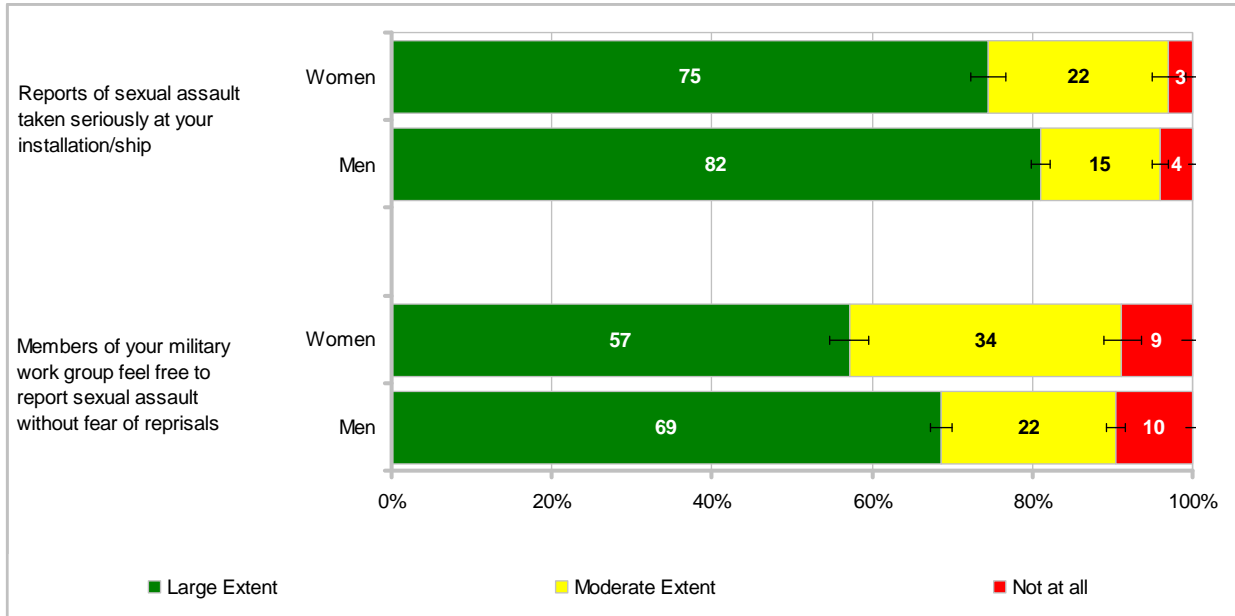
Reserve component members were asked to assess the extent to which complaints and reports of sexual assault would be taken seriously at their installation/ship and the extent to which members of their military work group would feel free to report sexual assault without reprisal. In this section, “large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

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

At the installation/ship level, 97% of women and men indicated reports of sexual assault would be taken seriously to some extent with over half indicating they would be taken seriously to a large extent (Figure 51). Ninety-one percent of women and men indicated members of their military work group would feel free to report sexual assault to some extent without fear of reprisals with over half indicating they feel free to report to a large extent.

**Figure 51.**

**Reports Taken Seriously and Military Work Group Members Would Report Without Fear of Reprisals, by Gender**



WGRR 2008 Q86,87

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

Note. "Large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories moderate extent and small extent.

**By Gender by Component**

At the installation/ship level, women in the USNR (81%) and USAFR (82%) were more likely than women in the other Reserve components to indicate, to a large extent, that reports of sexual assault would be taken seriously (Table 29). Women in the USNR (67%) and USAFR (66%) were more likely than women in the other Reserve components to indicate, to a large extent, that members of their military work group would feel free to report sexual assault without fear of reprisals, whereas women in the ARNG (50%) were less likely.

At the installation/ship level, men in the ANG (84%) and USAFR (86%) were more likely than men in the other Reserve components to indicate, to a large extent, that reports of sexual assault would be taken seriously, whereas men in the ARNG (79%) were less likely (Table 29). Men in the USAFR (74%) were more likely than men in the other Reserve components to indicate, to a large extent, that members of their military work group would feel free to report sexual assault without fear of reprisals, whereas men in the ARNG (66%) were less likely.

**Table 29.**

***Reports Taken Seriously and Military Work Group Members Would Report Without Fear of Reprisals, by Gender and Component***

	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Reports of sexual assault taken seriously at your installation/ship<sup>a</sup></b>	71	79	73	80	81	86	63	84	79	84	82	86
<b>Members of military work group feel free to report sexual assault without fear of reprisals</b>	50	66	57	67	67	74	53	73	63	72	66	74
<i>Margins of Error</i>	±5	±3	±5-6	±3	±4	±4-5	±10	±7-8	±5-6	±3	±4	±3

*Note.* WGRR 2008 Q86 and 87. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

***By Gender by Paygrade***

Among women, senior officers were more likely than women in the other paygrades to indicate, to a large extent, that reports of sexual assault would be taken seriously at their installation ship (80%) and to indicate, to a large extent, that members of their military work group would feel free to report sexual assault without fear of reprisals (68%) (Table 30).

Among men, junior officers (86%) and senior officers (92%) were more likely than men in the other paygrades to indicate, to a large extent, that reports of sexual assault would be taken seriously at their installation ship, whereas junior enlisted members (77%) were less likely (Table 30). Among men, junior officers (79%) and senior officers (87%) were more likely than men in the other paygrades to indicate, to a large extent, that members of their military work group would feel free to report sexual assault without fear of reprisals, whereas junior enlisted members (64%) were less likely.

**Table 30.**

***Reports Taken Seriously and Military Work Group Members Would Report Without Fear of Reprisals, by Gender and Paygrade***

	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Reports of sexual assault taken seriously at your installation/ship<sup>a</sup></b>	73	77	76	82	71	86	80	92
<b>Members of military work group feel free to report sexual assault without fear of reprisals</b>	53	64	58	67	57	79	68	87
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$

*Note.* WGRR 2008 Q86 and 87

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

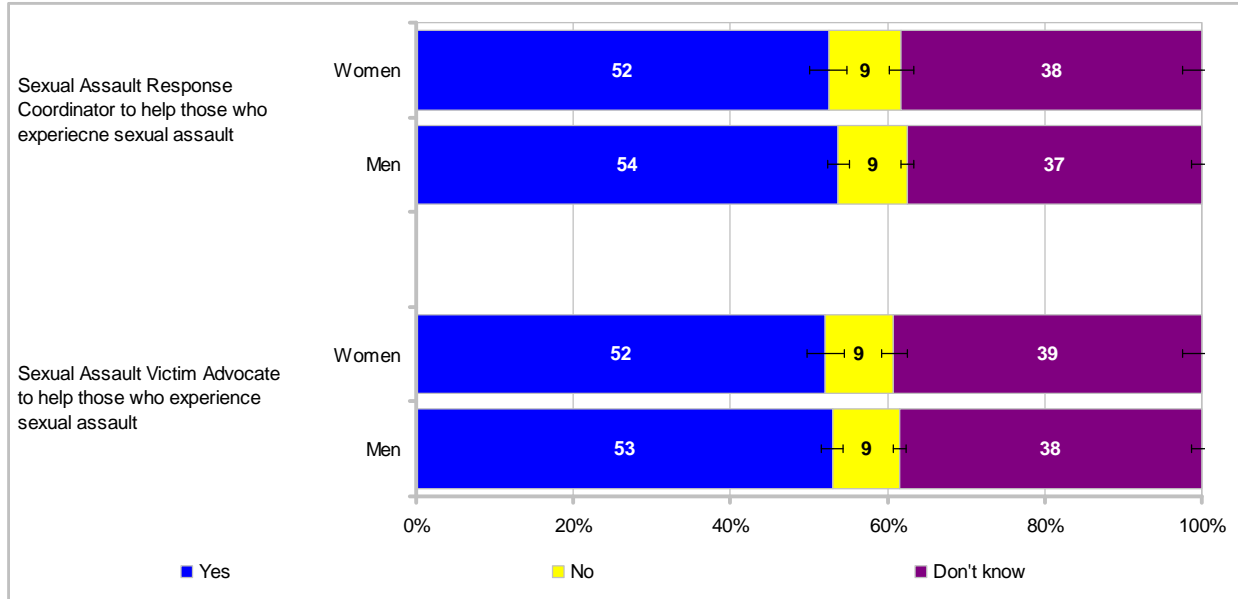
## **Sexual Assault Support Resources**

To enhance the accessibility of services, DoD provides sexual assault programs at the local level. In this section, Reserve component members report if there are Sexual Assault Response Coordinators and Victim Advocates at their location. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

### ***By Gender***

More than half of women and men indicated there is a Sexual Assault Response Coordinator (52% and 54%, respectively) and a Victim Advocate (52% and 53%, respectively) to help those who experience sexual assault (Figure 52). Although many Reserve component members indicated their installation/ship had sexual assault resources, over a third of women and men indicated they were not sure if the resources were available at their location and 9% of women and men indicated they were not available.

**Figure 52.**  
*Sexual Assault Support Resources at Installation/Ship, by Gender*



WGRR 2008 Q96

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

**By Gender by Component**

Women in the ANG (71%) and USAFR (79%) were more likely than women in the other Reserve components to indicate there was a Sexual Assault Response Coordinator at their installation/ship, whereas women in the ARNG (45%) and USAR (43%) were less likely (Table 31). Women in the ANG (64%) and USAFR (74%) were more likely than women in the other Reserve components to indicate there was a Victim Advocate at their installation/ship, whereas women in the ARNG (48%) and USAR (45%) were less likely.

Men in the ANG (72%) and USAFR (75%) were more likely than men in the other Reserve components to indicate there was a Sexual Assault Response Coordinator at their installation/ship, whereas men in the ARNG (48%), USAR (48%), and USMCR (44%) were less likely (Table 31). Men in the ANG (67%) and USAFR (72%) were more likely than men in the other Reserve components to indicate there was a Victim Advocate at their installation/ship, whereas men in the ARNG (48%) and USAR (49%) were less likely.

**Table 31.*****Sexual Assault Support Resources at Installation/Ship, by Gender and Component***

Support resources at installation/ship	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sexual Assault Response Coordinator<sup>a</sup></b>	45	48	43	48	53	56	44	44	71	72	79	75
<b>Sexual Assault Victim Advocate</b>	46	48	45	49	55	56	41	45	64	67	74	72
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 6$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 10$	$\pm 7-8$	$\pm 6$	$\pm 3-4$	$\pm 4$	$\pm 3$

Note. WGRR 2008 Q96. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

***By Gender by Paygrade***

Among women and men, senior enlisted members and senior officers were more likely than women and men in the other paygrades to indicate there was a Sexual Assault Response Coordinator and a Victim Advocate at their installation/ship, whereas junior enlisted members were less likely (Table 32).

**Table 32.*****Sexual Assault Support Resources at Installation/Ship, by Gender and Paygrade***

Support resources at installation/ship	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Sexual Assault Response Coordinator<sup>a</sup></b>	44	44	57	58	54	54	66	67
<b>Sexual Assault Victim Advocate</b>	42	44	58	57	52	53	65	67
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$	$\pm 5$	$\pm 4$	$\pm 4$	$\pm 3$

Note. WGRR 2008 Q96

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

**Accountability**

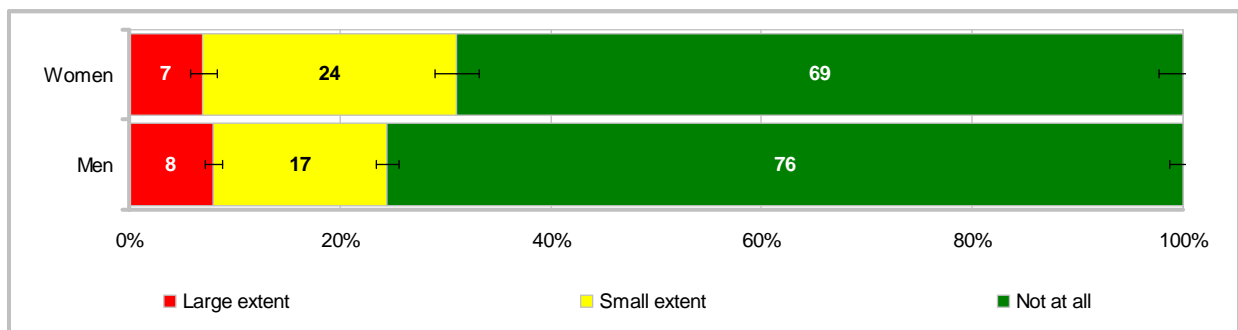
This section provides information on Reserve component members' perspectives on the extent to which people would be able to "get away with" sexual assault if it was reported in their military work group. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate

extent and small extent. Results are reported overall for each gender. Results are not reportable for women or men by Reserve component and paygrade.

### **By Gender**

Most women (69%) and men (76%) indicated people would not get away with sexual assault in their work group if it was reported, and 7% of women and 8% of men indicated, to a large extent, that people would be able to get away with it (Figure 53).

**Figure 53.**  
*People Would be Able to Get Away With Sexual Assault in Their Military Work Group if Reported, by Gender*



WGRR 2008 Q86

Margins of error range from ±1 to ±3

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

## **Training**

This section provides information on sexual assault training—the percentage of members who have been trained in the past 12 months, the number of times trained, and information on the aspects of training.

### **Amount of Training Received**

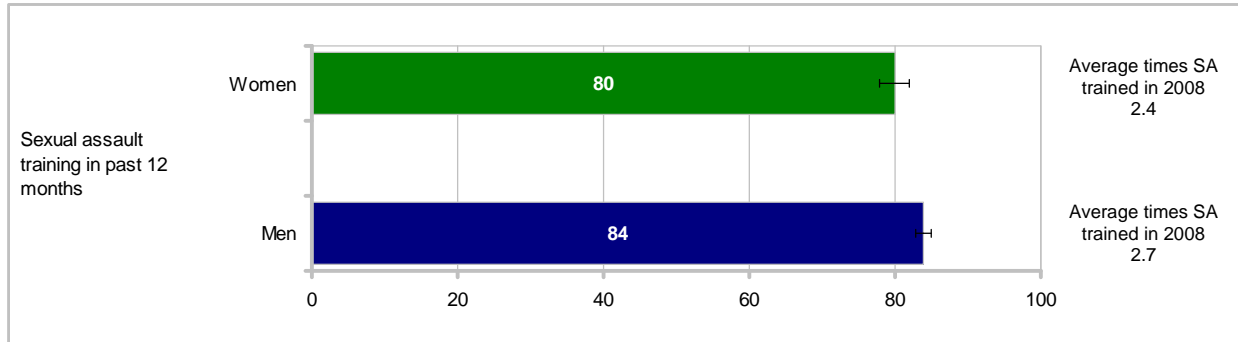
Reserve component members were asked if they had received training in the 12 months preceding the survey on topics related to sexual assault, and if so, how many times they received this training. The responses for number of times trained ranged from 1 to 9 and are reported as an average. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

### **By Gender by Year**

As shown in Figure 54, the majority of women (80%) and men (84%) indicated they received training during the 12 months preceding the survey on topics related to sexual assault.

Among women who received sexual assault training, the average number of times trained was 2.4. Among men who received sexual assault training, the average number of times trained was 2.7.

**Figure 54.**  
*Sexual Assault Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender*



WGRR 2008 Q92 and 93

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

**By Gender by Component**

Women in the USNR (85%) and ANG (86%) were more likely than women in the other Reserve components to indicate they received sexual assault training (Table 33). Among women who received sexual assault training, women in the ANG (1.9) and USAFR (2.1) indicated receiving less training on average than women in the other Reserve components.

Men in the USNR (89%) and ANG (87%) were more likely than men in the other Reserve components to indicate they received sexual assault training, whereas men in the USMCR (76%) were less likely (Table 33). Among men who received sexual assault training, men in the ARNG (3.0) and USAR (2.9) indicated receiving more training on average than men in the other Reserve components, whereas men in the ANG and USAFR (both 2.0) indicated receiving less.



**Table 33.*****Sexual Assault Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender and Component***

Sexual assault training experience	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Percent trained<sup>a</sup></b>	77	84	78	82	85	89	73	76	86	87	79	86
<i>Margins of Error</i>	$\pm 5$	$\pm 2$	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 4$	$\pm 10$	$\pm 7$	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$
<b>Average number of times trained<sup>b</sup></b>	2.6	3.0	2.6	2.9	2.4	2.5	2.6	2.6	1.9	2.0	2.1	2.0
<i>Margins of Error</i>	$\pm 0.2$	$\pm 0.2$	$\pm 0.2$	$\pm 0.2$	$\pm 0.2$	$\pm 0.2$	$\pm 0.5$	$\pm 0.4$	$\pm 0.2$	$\pm 0.2$	$\pm 0.2$	$\pm 0.1$

*Note.* WGRR 2008 Q92 and 93. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages indicate Reserve component members who had training.

<sup>b</sup>Averages are for Reserve component members who indicated the number of times trained.

***By Gender by Paygrade***

Among women, senior enlisted members (82%) were more likely than women in the other paygrades to indicate they received sexual assault training in the 12 months preceding the survey (Table 34). Among women who received sexual assault training, junior enlisted members (3.0) indicated receiving more training on average while senior enlisted members (2.1), and senior officers (1.8) received less.

Among men, senior enlisted members (87%) were more likely than men in the other paygrades to indicate they received sexual assault training in the 12 months preceding the survey, whereas junior enlisted members (80%) were less likely (Table 34). Among men who received sexual assault training, junior enlisted members (3.3) indicated receiving more training on average while senior enlisted members (2.5), junior officers (2.2) and senior officers (1.9) received less.

**Table 34.*****Sexual Assault Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender and Paygrade***

Sexual assault training experience	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Percent trained<sup>a</sup></b>	76	80	82	87	76	86	80	82
<i>Margins of Error</i>	±5	±3	±3	±2	±5	±3	±4	±2
<b>Average number of times trained<sup>b</sup></b>	3.0	3.3	2.1	2.5	2.2	2.2	1.8	1.9
<i>Margins of Error</i>	±0.3	±0.2	±0.2	±0.1	±0.2	±0.2	±0.2	±0.1

*Note. WGRR 2008 Q92 and 93*<sup>a</sup>Percentages indicate Reserve component members who had training.<sup>b</sup>Averages are for Reserve component members who indicated the number of times trained.

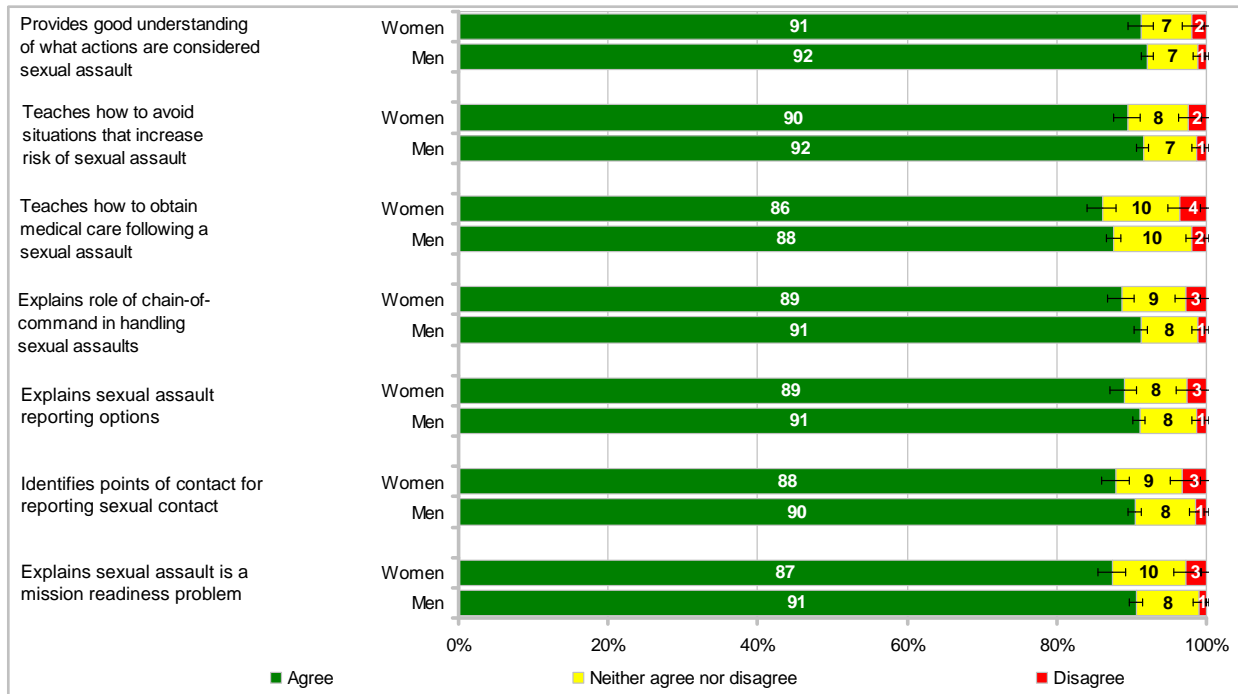
### ***Aspects of Sexual Assault Training***

This section provides survey results on aspects of sexual assault training. Reserve component members who received sexual assault training in the 12 months preceding the survey assessed to what extent their training addressed sexual assault prevention and response topics and had provided a foundation for understanding what actions constitute sexual assault. In addition, these members were asked to what extent their training taught them how to avoid situations that might increase the risk of sexual assault, taught them how to obtain medical care following a sexual assault, explained the role of the chain of command in handling sexual assaults, explained the reporting options available if a sexual assault occurs, identified points of contact for reporting sexual assault, and explained how sexual assault is a mission-readiness problem. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

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

Most women and men who received sexual assault training indicated their training provided a good understanding of what actions were considered sexual assault (91% and 92%, respectively) and taught how to avoid situations that might increase the risk of sexual assault (90% and 92%, respectively) (Figure 55). Eighty-six percent of women and 88% of men indicated their training taught how to obtain medical care following a sexual assault and 88% of women and 90% of men indicated their training identified the points of contact for reporting sexual assault. Eighty-nine percent of women and 91% of men indicated their training explained the role of the chain-of-command in handling sexual assault and explained the reporting options available if a sexual assault occurs. Eighty-seven percent of women and 91% of men indicated their training explained how sexual assault is a mission-readiness problem.

**Figure 55.**  
***Sexual Assault Training Conveyed Relevant Information, by Gender***



WGRR 2008 Question 94

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

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

### ***By Gender by Component***

Among women who received sexual assault training, women in the USAFR (90%) were more likely than women in the other Reserve components to indicate their sexual assault training taught how to obtain medical care following a sexual assault (Table 35).

Among men who received sexual assault training, men in the USNR were more likely than men in the other Reserve components to indicate their training provided a good understanding of what actions are considered sexual assault (95%), taught how to obtain medical care following a sexual assault (92%), and identified the points of contact for reporting sexual assault (94%) (Table 35). Men in the USNR were more likely than men in the other Reserve components to indicate their training explained the role of the chain-of-command in handling sexual assaults (94%) and explained the sexual assault reporting options (94%). Men in the ANG (94%) were more likely than men in the other Reserve components to indicate their sexual assault training taught how to avoid situations that increase risk of sexual assault.

**Table 35.**

*Sexual Assault Training Conveyed Relevant Information, by Gender and Component*

Sexual assault training	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides good understanding of what actions are considered sexual assault<sup>a</sup></b>	92	92	90	91	93	95	92	90	92	94	92	92
<b>Teaches how to avoid situations that increase risk of sexual assault</b>	90	91	88	90	91	94	87	90	90	94	92	92
<b>Teaches how to obtain medical care following a sexual assault</b>	86	87	84	87	89	92	84	85	87	89	90	88
<b>Explains role of chain-of-command in handling sexual assaults</b>	88	92	88	89	91	94	83	88	89	93	90	91
<b>Explains sexual assault reporting options</b>	89	91	88	90	91	94	84	87	89	93	91	91
<b>Identifies points of contact for reporting sexual assault</b>	87	91	86	88	91	94	83	86	90	92	91	91
<b>Explains sexual assault is a mission-readiness problem</b>	86	91	87	89	90	94	86	89	89	93	89	91
<i>Margins of Error</i>	$\pm 4-5$	$\pm 2$	$\pm 5$	$\pm 2-3$	$\pm 3-4$	$\pm 3$	$\pm 9-11$	$\pm 8$	$\pm 4-5$	$\pm 2-3$	$\pm 3-4$	$\pm 2-3$

*Note.* WGRR 2008 Q94. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percents are shown for Reserve component members who responded strongly agree and agree.

### **By Gender by Paygrade**

There were no differences found among women by paygrade in their assessment of topics covered in their sexual assault training (Table 36).

Among men who received sexual assault training, senior officers were more likely than men in the other paygrades to indicate their Reserve component's sexual assault training provided a good understanding of what actions are considered sexual assault (95%), taught how to avoid situations that increase the risk of sexual assault (94%), identified the points of contact for reporting sexual assault (93%), and explained how sexual assault is a mission-readiness problem (93%) (Table 36). Senior officers were more likely than men in the other paygrades to indicate their Reserve component's sexual assault training explained the role of the chain-of-command in handling sexual assaults (94%), and explained the sexual assault reporting options available (93%).

**Table 36.**  
*Sexual Assault Training Conveyed Relevant Information, by Gender and Paygrade*

Sexual assault training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides good understanding of what actions are considered sexual assault<sup>a</sup></b>	90	91	92	92	91	94	94	95
<b>Teaches how to avoid situations that increase risk of sexual assault</b>	89	91	90	91	87	93	91	94
<b>Teaches how to obtain medical care following a sexual assault</b>	88	88	85	87	84	89	88	89
<b>Explains role of chain-of-command in handling sexual assaults</b>	88	91	89	91	87	92	91	94
<b>Explains sexual assault reporting options</b>	87	91	90	91	87	92	91	93
<b>Identifies points of contact for reporting sexual assault</b>	87	91	89	90	85	91	90	93
<b>Explains sexual assault is a mission-readiness problem</b>	86	91	88	91	85	93	90	93
<i>Margins of Error</i>	$\pm 5$	$\pm 2-3$	$\pm 3$	$\pm 2$	$\pm 4-5$	$\pm 2-3$	$\pm 3-4$	$\pm 2$

Note. WGRR 2008 Q94

<sup>a</sup>Percents are shown for Reserve component members who responded strongly agree and agree.

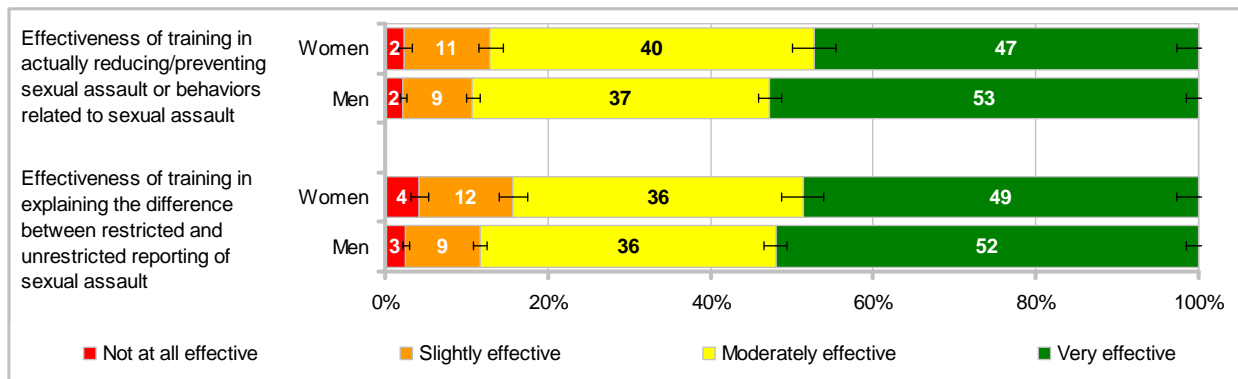
## **Perceived Effectiveness of Sexual Assault Training**

This section provides information on perceptions of the effectiveness of the sexual assault training. Reserve component members who received sexual assault training in the 12 months preceding the survey were asked about the overall effectiveness of the training in actually reducing/preventing sexual assault or behaviors related to sexual assault and explaining the difference between restricted and unrestricted reporting. Results are reported separately for each gender and, within gender, by paygrade. Results are not reportable for women or men by Reserve component.

### **By Gender**

Of members who received sexual assault training, 87% of women and 90% of men indicated their training was moderately or very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault (Figure 56). Eighty-five percent of women and 88% of men indicated their training was moderately or very effective in explaining the difference between restricted and unrestricted reporting. Few women and men indicated their training was not at all effective in actually reducing/preventing sexual assault or behaviors related to sexual assault (2%), or not at all effective in explaining the difference between restricted and unrestricted reporting (3-4%).

**Figure 56.**  
*Effectiveness of Training in Reducing/Preventing Behaviors and Explaining the Difference in Types of Reports, by Gender*



WGRR 2008 Q95

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

### **By Gender by Paygrade**

Among women who received sexual assault training, junior enlisted members (55%) were more likely than women in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault, whereas junior officers (40%) and senior officers (41%) were less likely (Table 37). Among women who received sexual assault training, junior enlisted members (55%) were more likely than women in the other

paygrades to indicate their sexual assault training was very effective in explaining the difference between restricted and unrestricted reporting of sexual assault, whereas junior officers (41%) were less likely.

Among men who received sexual assault training, junior enlisted members (60%) were more likely than men in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors related to sexual assault, whereas senior enlisted members (50%), junior officers (47%), and senior officers (46%) were less likely (Table 37). Among men who received sexual assault training, junior enlisted members (60%) were more likely than men in the other paygrades to indicate their training was very effective in explaining the difference between restricted and unrestricted reporting, whereas senior enlisted members (48%), junior officers (46%), and senior officers (46%) were less likely.

**Table 37.**  
*Effectiveness of Training in Reducing/Preventing Behaviors and Explaining the Difference in Types of Reports, by Gender and Paygrade*

Effectiveness of sexual assault training in...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing sexual assault or behaviors related to sexual assault <sup>a</sup>	55	60	44	50	40	47	41	46
Explaining the difference between restricted and unrestricted reporting of sexual assault	55	60	46	48	41	46	44	46
<i>Margins of Error</i>	±6	±4	±4	±2	±5-6	±4	±5	±3

Note. WGRR 2008 Q95

<sup>a</sup>Percentages are shown for Reserve component members who responded very effective.





## CHAPTER 6: PERSONNEL POLICIES, PRACTICES, AND TRAINING RELATED TO SEXUAL HARASSMENT

Programs targeting sexual harassment prevention and response 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 appropriately (Frierson, 1989). This chapter includes survey results on Reserve component members' perceptions of sexual harassment policies and practices and their effectiveness, and the support and resources available for those who experience these behaviors. Also included in this chapter are Reserve component members' perceptions of the aspects of sexual harassment training and military leaders' attempts to stop sexual harassment.<sup>49</sup> Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.<sup>50</sup>

### **Policies and Practices**

It is important for organizations to publicize policies and procedures regarding sexual harassment and to effectively enforce these policies and procedures in an unbiased manner (Frierson, 1989). In this section, Reserve component members' perspectives on both publication and enforcement of sexual harassment policies and practices are examined. Reserve component members' views on these factors provide measures of effectiveness of DoD/Reserve component sexual harassment programs.

#### ***Publicized Policies and Procedures***

Reserve component members were asked to assess the extent to which there was publicity for sexual harassment procedures and policies on their installation/ship. Specifically, they were asked if policies forbidding sexual harassment were publicized and if complaint procedures related to sexual harassment were publicized. In this section, "large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

#### ***By Gender by Year***

In 2008, 95% of women indicated policies forbidding sexual harassment were publicized to some extent at their installation/ship (Figure 57). Ninety-one percent of women indicated complaint procedures related to sexual harassment were publicized to some extent at their installation/ship. The percentage of women who indicated, to a large extent, policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized at their installation/ship was higher in 2008 than in 2004. A lower percentage of women in 2008 indicated, to a small extent, policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized at their installation/ship. A lower percentage of

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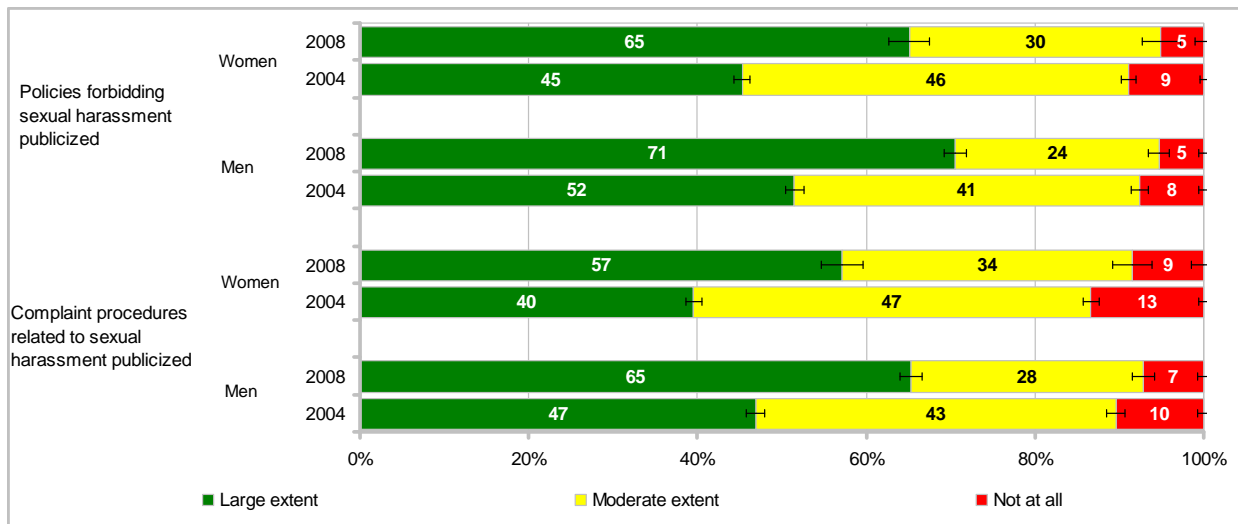
<sup>49</sup> Similar topics are reported for sexual assault in Chapter 5.

<sup>50</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

women in 2008 indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were *not* publicized at their installation/ship.

In 2008, 95% of men indicated policies forbidding sexual harassment were publicized to some extent at their installation/ship (Figure 57). Ninety-three percent of men indicated complaint procedures related to sexual harassment were publicized to some extent at their installation/ship. The percentage of men who indicated, to a large extent, policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized at their installation/ship was higher in 2008 than in 2004. A lower percentage of men in 2008 indicated, to a small extent, policies forbidding sexual harassment and complaint procedures related to sexual harassment were publicized at their installation/ship. A lower percentage of men in 2008 indicated policies forbidding sexual harassment and complaint procedures related to sexual harassment were *not* publicized at their installation/ship.

**Figure 57.**  
*Sexual Harassment Policies and Reporting Procedures Publicized at Installation/Ship, by Gender and Year*



WGRR 2008 Q87

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

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

### **By Gender by Component**

Women in the USAFR were more likely than women in the other Reserve components to indicate, to a large extent, that policies forbidding sexual harassment were publicized at their installation/ship (73%), and to indicate, to a large extent, that complaint procedures related to sexual harassment were publicized (68%) (Table 38).

Men in the USAFR were more likely than men in the other Reserve components to indicate, to a large extent, that policies forbidding sexual harassment were publicized at their installation/ship (75%), and to indicate, to a large extent, that complaint procedures related to sexual harassment were publicized (71%) (Table 38).

**Table 38.**  
*Sexual Harassment Policies and Reporting Procedures Publicized at Installation/Ship, by Gender and Component*

Policies/ procedures are publicized on installation/ship	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Policies forbidding sexual harassment publicized<sup>a</sup></b>	61	69	65	70	66	73	56	69	69	74	73	75
<b>Complaint procedures related to sexual harassment publicized</b>	54	64	55	65	59	67	50	60	60	69	68	71
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 5-6$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 10$	$\pm 7-8$	$\pm 6$	$\pm 3$	$\pm 4$	$\pm 3$

*Note.* WGRR 2008 Q87. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.  
<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

### **By Gender by Paygrade**

Among women, senior officers (64%) were more likely than women in the other paygrades to indicate, to a large extent, complaint procedures related to sexual harassment were publicized, whereas junior enlisted members (52%) were less likely (Table 39).

Among men, senior enlisted members (73%), junior officers (74%), and senior officers (79%) were more likely than junior enlisted members (65%) to indicate, to a large extent, that policies forbidding sexual harassment were publicized at their installation/ship (Table 39). Among men, senior enlisted members (68%) and senior officers (77%) were more likely than men in the other paygrades to indicate, to a large extent, that complaint procedures related to sexual harassment were publicized, whereas junior enlisted members (59%) were less likely.

**Table 39.*****Sexual Harassment Policies and Reporting Procedures Publicized at Installation/Ship, by Gender and Paygrade***

<b>Policies/procedures are publicized on installation/ship</b>	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Policies forbidding sexual harassment publicized<sup>a</sup></b>	61	65	68	73	61	74	69	79
<b>Complaint procedures related to sexual harassment publicized</b>	52	59	60	68	55	69	64	77
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$	$\pm 5$	$\pm 4$	$\pm 4$	$\pm 2$

*Note. WGRR 2008 Q87*

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

### ***Sexual Harassment Complaint Climate***

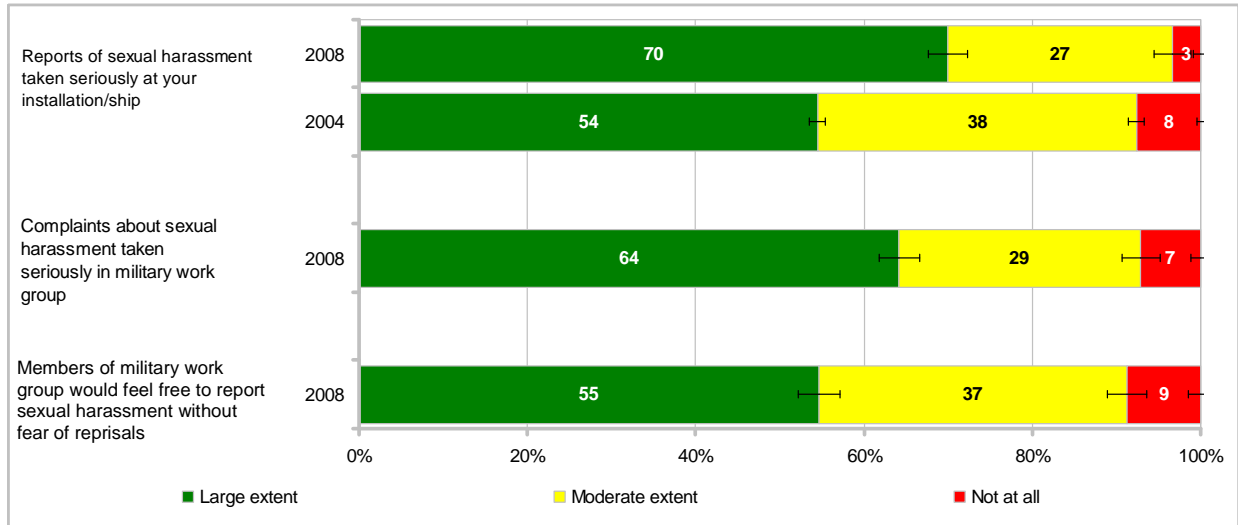
Reserve component members were asked to assess the extent to which complaints and reports of sexual harassment would be taken seriously in their military work group and at their installation/ship. Additionally, Reserve component members were asked to assess the extent to which members of their work group would feel free to report sexual harassment without reprisal. In this section, “large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories of moderate extent and small extent. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

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

In 2008, at the installation/ship level, 97% of women indicated to some extent that reports of sexual harassment would be taken seriously (Figure 58). Ninety-three percent of women indicated to some extent that complaints about sexual harassment would be taken seriously in their work group, no matter who files them, and 92% of women indicated to some extent that members of their military work group would feel free to report sexual harassment without fear of reprisals. A higher percentage of women in 2008 indicate, to a large extent, that reports of sexual harassment would be taken seriously at their installation ship (70% vs. 54%). A lower percentage of women in 2008 indicate, to a moderate extent, that reports of sexual harassment would be taken seriously at their installation ship (27% vs. 38%). A lower percentage of women in 2008 indicated reports of sexual harassment would *not* be taken seriously at their installation ship (3% vs. 8%).

**Figure 58.**

***Sexual Harassment Complaints and Reports Would Be Taken Seriously, for Women by Year***



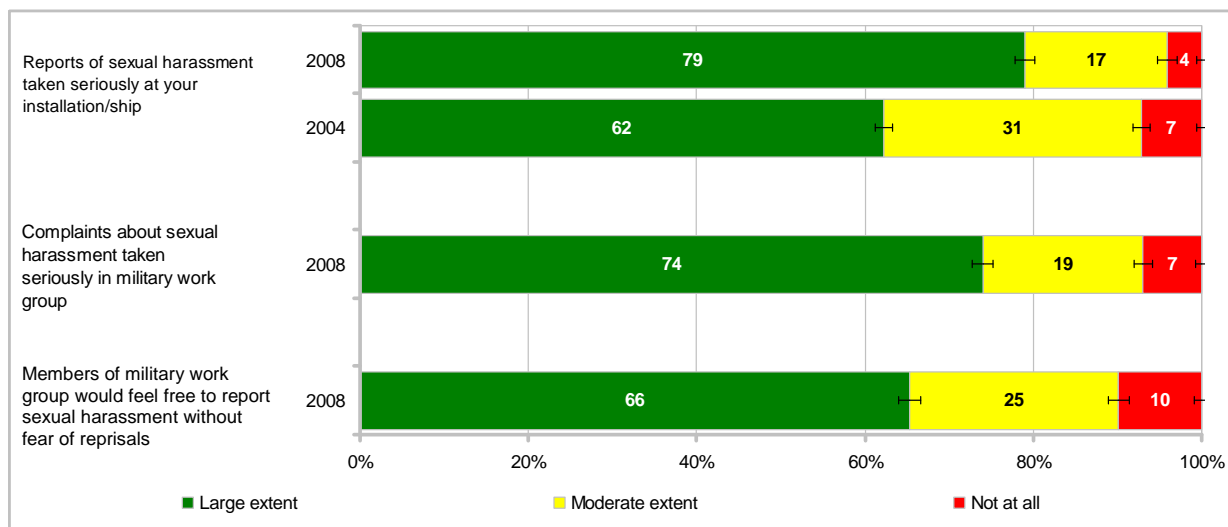
WGRR 2008 Q86,87

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

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

In 2008, at the installation/ship level, 96% of men indicated to some extent that reports of sexual harassment would be taken seriously (Figure 59). Ninety-three percent of men indicated to some extent that complaints about sexual harassment would be taken seriously in their work group, no matter who files them, and 91% of men indicated to some extent members of their military work group would feel free to report sexual harassment without fear of reprisals. A higher percentage of men in 2008 indicate, to a large extent, that reports of sexual harassment would be taken seriously at their installation ship (79% vs. 62%). A lower percentage of men in 2008 indicate, to a moderate extent, that reports of sexual harassment would be taken seriously at their installation ship (17% vs. 31%). A lower percentage of men in 2008 indicated reports of sexual harassment would *not* be taken seriously at their installation ship (4% vs. 7%).

**Figure 59.**  
*Sexual Harassment Complaints and Reports Would Be Taken Seriously, for Men by Year*



WGRR 2008 Q86,87

Margins of error do not exceed  $\pm 1$

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

### By Gender by Component

Women in the USNR (78%) and USAFR (79%) were more likely than women in the other Reserve components to indicate, to a large extent, that reports of sexual harassment would be taken seriously at their installation/ship (Table 40). At the military work group level, women in the USNR (74%) and USAFR (72%) were more likely than women in the other Reserve components to indicate, to a large extent, that sexual harassment complaints would be taken seriously, no matter who files them, whereas women in the ARNG (59%) were less likely. At the military work group level, women in the USNR and USAFR (both 64%) were more likely than women in the other Reserve components to indicate, to a large extent, that members would feel free to report sexual harassment without fear of reprisals, whereas women in the ARNG (49%) were less likely.<sup>51</sup>

Men in the USNR and USAFR (both 84%) were more likely than men in the other Reserve components to indicate, to a large extent, that reports of sexual harassment would be taken seriously at their installation/ship, whereas men in the ARNG (77%) were less likely (Table 40). At the military work group level, men in the USNR (79%) and USAFR (78%) were more likely than men in the other Reserve components to indicate, to a large extent, that sexual harassment complaints would be taken seriously, no matter who files them, whereas men in the ARNG (72%) were less likely. At the military work group level, men in the USNR (72%) and

<sup>51</sup> Note that 45% of USMCR women were less likely to indicate, to a large extent, that members would feel free to report sexual harassment without fear of reprisals. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

USAFR (71%) were more likely than men in the other Reserve components to indicate, to a large extent, that members would feel free to report sexual harassment without fear of reprisals, whereas men in the ARNG (64%) were less likely.

**Table 40.**  
*Sexual Harassment Complaints and Reports Would Be Taken Seriously, by Gender and Component*

Complaints/ reports taken seriously	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Reports of sexual harassment taken seriously at installation/ship <sup>a</sup>	66	77	67	78	78	84	57	82	76	82	79	84
In military work group, complaints about sexual harassment taken seriously, no matter who files them	59	72	62	73	74	79	59	81	70	75	72	78
In military work group, members feel free to report sexual harassment without fear of reprisals	49	64	55	64	64	72	45	68	57	70	64	71
<i>Margins of Error</i>	±5	±3	±5-6	±3	±4	±4-5	±10	±7-8	±5-6	±3	±4	±3

Note. WGRR 2008 Q86 and 87. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

### **By Gender by Paygrade**

Among women, senior officers were more likely than women in the other paygrades to indicate, to a large extent, that sexual harassment complaints would be taken seriously in their work group, no matter who files them (71%), and to indicate, to a large extent, that members of their work group would feel free to report sexual harassment without fear of reprisals (64%) (Table 41).

Among men, junior officers (84%) and senior officers (90%) were more likely than men in the other paygrades to indicate, to a large extent, that reports of sexual harassment are taken

seriously on their installation/ship, whereas junior enlisted members (75%) were less likely (Table 41). Among men, junior officers (82%) and senior officers (89%) were more likely than men in the other paygrades to indicate, to a large extent, that sexual harassment complaints would be taken seriously in their work group, no matter who files them, whereas junior enlisted members (70%) were less likely. Among men, junior officers (75%) and senior officers (84%) were more likely than men in the other paygrades to indicate, to a large extent, that members of their work group would feel free to report sexual harassment without fear of reprisals, whereas junior enlisted members (62%) were less likely.

**Table 41.**  
*Sexual Harassment Complaints and Reports Would Be Taken Seriously, by Gender and Paygrade*

Complaints/reports taken seriously	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Reports of sexual harassment taken seriously at installation/ship <sup>a</sup>	69	75	71	80	65	84	74	90
In military work group, complaints about sexual harassment taken seriously, no matter who files them	63	70	64	73	64	82	71	89
In military work group, members feel free to report sexual harassment without fear of reprisals	52	62	56	65	53	75	64	84
<i>Margins of Error</i>	±5	±3	±4	±2	±5	±3-4	±4	±2

Note. WGRR 2008 Q86 and 87

<sup>a</sup>Percentages are shown for Reserve component members who responded large extent or very large extent.

## Sexual Harassment Support Resources

To enhance the accessibility of services, DoD provides sexual harassment programs at the local level. In this section, Reserve component members report if there are sexual harassment investigators at their installation/ship. Results are reported separately for each gender and, within gender, by Reserve component and by paygrade.

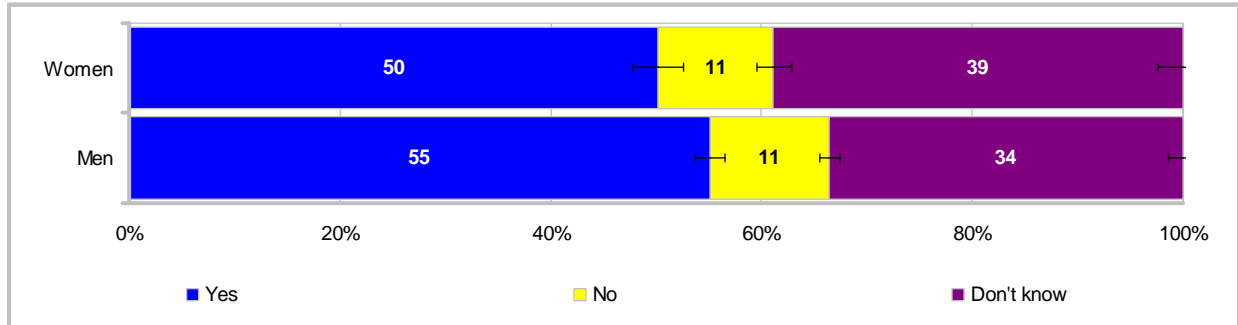
### By Gender

Fifty percent of women indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship (Figure 60). Eleven percent of women indicated there was not an office to investigate sexual harassment and 39% did not know if there was an office to investigate sexual harassment.



Over half (55%) of men indicated there is a specific office with the authority to investigate sexual harassment on their installation/ship (Figure 60). Eleven percent of men indicated there was not an office to investigate sexual harassment and 34% did not know if there was an office to investigate sexual harassment.

**Figure 60.**  
*Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender*



WGRR 2008 Q96

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

### **By Gender by Component**

Women in the ANG (66%) and USAFR (77%) were more likely than women in the other Reserve components to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas women in the ARNG (42%) and USAR (43%) were less likely (Table 42).

Men in the ANG (72%) and USAFR (75%) were more likely than men in the other Reserve components to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas men in the ARNG (50%), USAR (51%), and USMCR (44%) were less likely (Table 42).

**Table 42.**  
***Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Component***

At your installation/ship...	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Specific office with authority to investigate sexual harassment<sup>a</sup></b>	42	50	43	51	48	55	44	44	66	72	77	75
<i>Margins of Error</i>	±5	±3	±5	±3	±4	±5	±10	±7	±6	±4	±4	±3

*Note.* WGRR 2008 Q96. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

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

Among women, senior enlisted members (58%) and senior officers (68%) were more likely than women in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas junior enlisted members (37%) were less likely (Table 43).

Among men, senior enlisted members (60%), junior officers (60%) and senior officers (74%) were more likely than men in the other paygrades to indicate there was a specific office with the authority to investigate sexual harassment at their installation/ship, whereas junior enlisted members (44%) were less likely (Table 43).

**Table 43.**  
***Specific Office to Investigate Sexual Harassment at Installation/Ship, by Gender and Paygrade***

At your installation/ship...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Specific office with authority to investigate sexual harassment<sup>a</sup></b>	37	44	58	60	51	60	68	74
<i>Margins of Error</i>	±5	±3	±4	±2	±5	±4	±4	±2

*Note.* WGRR 2008 Q96

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

## **Accountability**

This section provides information on Reserve component members' perspectives on the extent to which people would be able to “get away with” sexual harassment if it was reported in

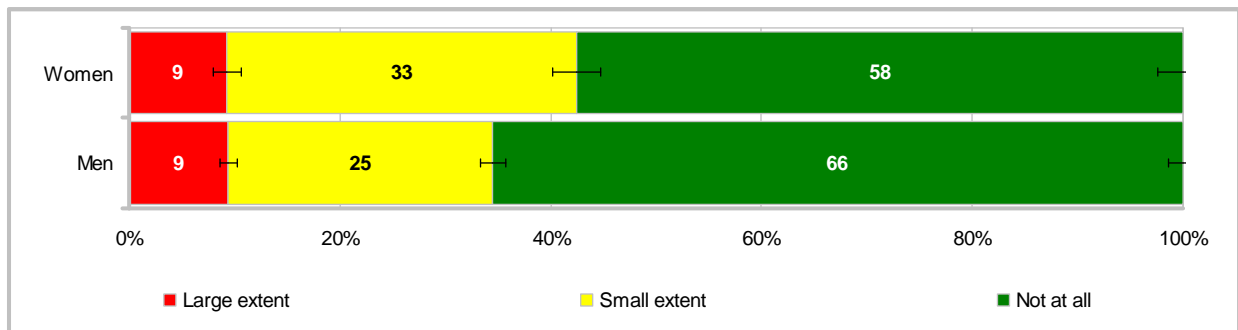
their work group. In this section, “large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories of moderate extent and small extent. Results are reported overall for each gender. Results were not reportable for women or men by Reserve component and paygrade.

### By Gender

Fifty-eight percent of Reserve component women indicated people would not get away with sexual harassment in their work group if it was reported, and 9% indicated, to a large extent, that people would be able to get away with it (Figure 61).

Sixty-six percent of Reserve component men indicated people would not get away with sexual harassment in their work group if it was reported, and 9% indicated, to a large extent, that people would be able to get away with it (Figure 61).

**Figure 61.**  
*People Would be Able to Get Away With Sexual Harassment Behaviors in Their Military Work Group if Reported, by Gender*



WGRR 2008 Q86

Margins of error range from ±1 to ±3

Note. “Large extent” includes the response categories very large extent and large extent, and “moderate extent” includes the response categories moderate extent and small extent.

## Training

This section provides information on sexual harassment—the percentage of members who have been trained in the past 12 months, the number of times trained, and information on the aspects of training.

### Rates

Reserve component members were asked if they had received training in the 12 months preceding the survey on topics related to sexual harassment and, if so, how many times they received such training. The responses for number of times trained ranged from 1 to 9 and are

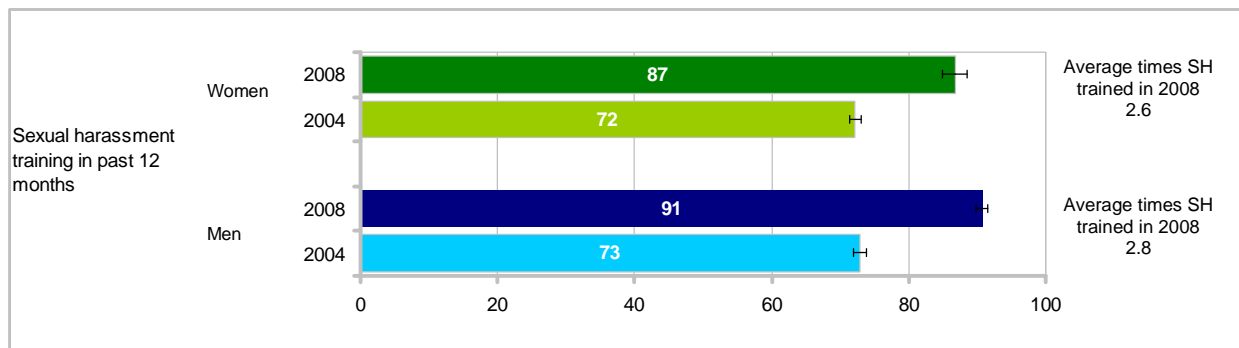
reported as an average. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

### **By Gender by Year**

As shown in Figure 62, the majority of women indicated they received training during the 12 months preceding the survey on topics related to sexual harassment (87%). Of those women who received sexual harassment training, the average number of times trained was 2.6. The percentage of women who indicated they received sexual harassment training was higher in 2008 than in 2004 (87% vs. 72%).

The majority of men (91%) indicated they received training during the 12 months preceding the survey on topics related to sexual harassment (Figure 62). Of those men who received sexual harassment training, the average number of times trained was 2.8. The percentage of men who indicated they received sexual harassment training was higher in 2008 than in 2004 (91% vs. 73%).

**Figure 62.**  
*Sexual Harassment Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender and Year*



WGRR 2008 Q88 and 89

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

### **By Gender by Component**

Women in the USNR (95%) and ANG (91%) were more likely than women in the other Reserve components to indicate they received sexual harassment training in the 12 months preceding the survey (Table 44). Among women who received sexual harassment training, women in the ARNG (2.8) indicated receiving more training on average than women in the other Reserve components, whereas women in the ANG (2.0) and USAFR (2.2) indicated receiving less.

Men in the USNR (94%) and ANG (93%) were more likely than men in the other Reserve components to indicate they received sexual harassment training in the 12 months preceding the survey, whereas men in the USMCR (84%) were less likely (Table 44). Among

men who received sexual harassment training, men in the ARNG (3.1) and USAR (3.0) indicated receiving more training on average, whereas men in the ANG (2.1) and USAFR (2.2) indicated receiving less.

**Table 44.**  
*Sexual Harassment Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender and Component*

Sexual harassment training experience	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Percent trained<sup>a</sup></b>	83	91	87	90	95	94	81	84	91	93	88	91
<i>Margins of Error</i>	±5	±2	±5	±3	±3	±3	±8	±6	±4	±2	±3	±2
<b>Average number of times trained<sup>b</sup></b>	2.8	3.1	2.7	3.0	2.6	2.7	2.7	2.7	2.0	2.1	2.2	2.2
<i>Margins of Error</i>	±0.1	±0.1	±0.1	±0.1	±0.2	±0.2	±0.3	±0.2	±0.1	±0.1	±0.1	±0.2

*Note.* WGRR 2008 Q88 and 89. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages indicate Reserve component members who had training.

<sup>b</sup>Averages are for Reserve component members who indicated the number of times trained.

### **By Gender by Paygrade**

Among women, senior enlisted members (90%) were more likely than women in the other paygrades to indicate they received sexual harassment training in the 12 months preceding the survey, whereas junior enlisted members (82%) were less likely (Table 45). Among women who received sexual harassment training, junior enlisted members (3.0) indicated receiving more training on average than senior enlisted members (2.3), junior officers (2.3), and senior officers (2.0).

Among men, senior enlisted members (93%) and junior officers (93%) were more likely than men in the other paygrades to indicate they received sexual harassment training, whereas junior enlisted members (88%) were less likely (Table 45). Among men who received sexual harassment training, junior enlisted members (3.4) indicated more training on average than senior enlisted members (2.6), junior officers (2.3), and senior officers (2.0).

**Table 45.*****Sexual Harassment Training in the 12 Months Preceding the Survey and Average Times Trained, by Gender and Paygrade***

Sexual assault training experience	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Percent trained <sup>a</sup>	82	88	90	93	87	93	88	91
Margins of Error	±5	±3	±3	±1	±4	±2	±3	±2
Average number of times trained <sup>b</sup>	3.0	3.4	2.3	2.6	2.3	2.3	2.0	2.0
Margins of Error	±0.1	±0.1	±0.1	±0.1	±0.2	±0.2	±0.1	±0.1

Note. WGRR 2008 Q88 and 89

<sup>a</sup>Percentages indicate Reserve component members who had training.

<sup>b</sup>Averages are for Reserve component members who indicated the number of times trained.

### ***Aspects of Sexual Harassment Training***

Reserve component members who indicated they received sexual harassment training in the twelve months preceding the survey were asked to rate their training in five broad areas: intent of training, effects of sexual harassment on military effectiveness, policies and tools for managing sexual harassment, complaint climate, and effectiveness of the members' training in actually reducing/preventing behaviors that might be seen as sexual harassment.

#### ***Intent of Training***

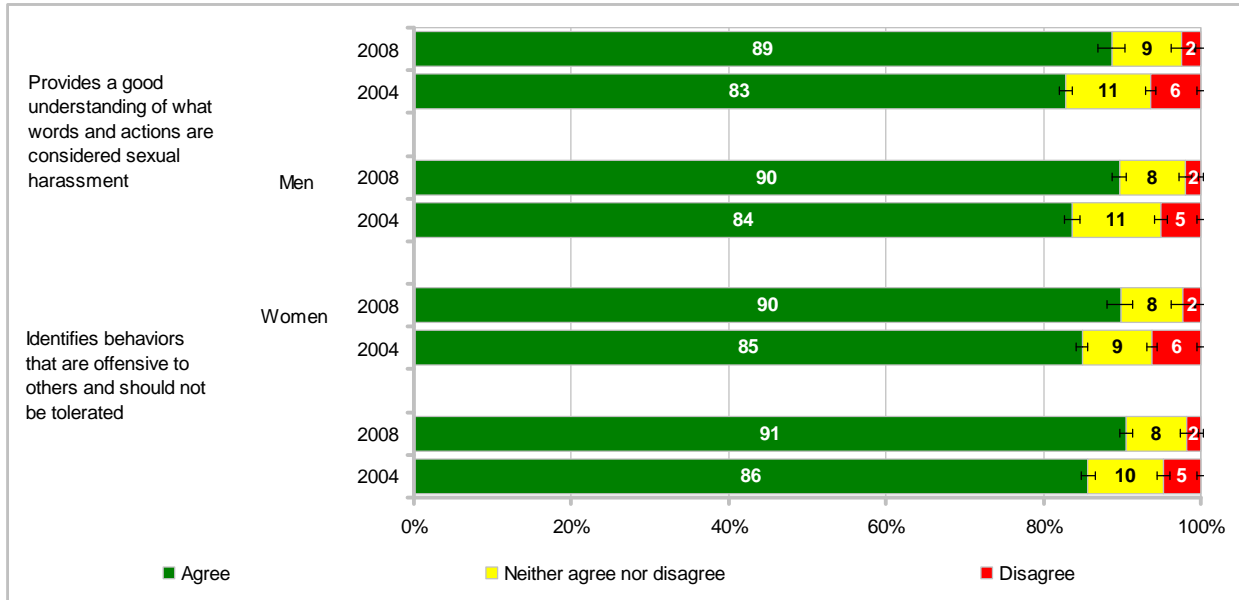
This section examines training by assessing whether the training identified what offensive words and disrespectful behaviors are considered sexual harassment. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

***By Gender by Year.*** Among members who received sexual harassment training, the majority of women (89%) and men (90%) indicated, in 2008, their training provided a good understanding of what words and actions were considered sexual harassment (Figure 63). Ninety percent of women and 91% men indicated their training identified behaviors that were offensive to others and should not be tolerated. In 2008, women and men (both 2%) indicated that their sexual harassment training did *not* provide a good understanding of what words and actions were considered sexual harassment and did not identify behaviors that are offensive to others and should not be tolerated.

The percentage of women and men who indicated they thought the sexual harassment training identified behaviors that were offensive and should not be tolerated was higher in 2008 than in 2004 (Figure 63). The percentage of women who indicated they did not think the sexual harassment training identified behaviors that are offensive and should not be tolerated was lower in 2008 than in 2004 (2% vs. 6%). The percentage of women and men who indicated they thought the sexual harassment training provided a good understanding of what words and actions

were considered sexual harassment was higher in 2008 than in 2004. The percentage of women who indicated they did not think the sexual harassment training provided a good understanding of what words and actions were considered sexual harassment was lower in 2008 than in 2004 (2% vs. 6%).

**Figure 63.**  
*Training Identified Offensive Words and Sexually Harassing Behaviors, by Gender and Year*



WGRR 2008 Q90

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

Note. "Large extent" includes the response categories very large extent and large extent, and "moderate extent" includes the response categories moderate extent and small extent.

**By Gender by Component.** There were no differences found among women by Reserve component in whether their sexual harassment training both provided a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive and should not be tolerated (Table 46).

Among men who received sexual harassment training, men in the ANG (93%) were more likely than men in the other Reserve components to indicate their training identified behaviors that are offensive (Table 46).

**Table 46.**  
**Training Identified Offensive Words and Behaviors, by Gender and Component**

Sexual harassment training	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Provides a good understanding of what words and actions are considered sexual harassment <sup>a</sup>	88	89	89	89	90	91	86	88	88	92	89	90
Identifies behaviors that are offensive to others and should not be tolerated	89	90	89	89	91	92	90	88	91	93	90	91
<i>Margins of Error</i>	$\pm 4$	$\pm 2$	$\pm 4-5$	$\pm 2$	$\pm 3$	$\pm 4$	$\pm 10$	$\pm 8$	$\pm 4-5$	$\pm 2$	$\pm 3-4$	$\pm 2$

*Note.* WGRR 2008 Q90. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.  
<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

**By Gender by Paygrade.** There were no differences found among women by paygrade in whether their sexual harassment training provided both a good understanding of what words and actions are considered sexual harassment and identified behaviors that are offensive and should not be tolerated (Table 47).

Among men who received sexual harassment training, senior officers were more likely than men in the other paygrades to indicate their training provided both a good understanding of what words and actions are considered sexual harassment (93%), and identified behaviors that are offensive (94%) (Table 47).



**Table 47.*****Training Identified Offensive Words and Behaviors, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Provides a good understanding of what words and actions are considered sexual harassment<sup>a</sup></b>	88	89	90	90	87	90	91	93
<b>Identifies behaviors that are offensive to others and should not be tolerated</b>	88	90	91	91	88	92	92	94
<i>Margins of Error</i>	±5	±2	±3	±2	±4-5	±3	±3	±2

*Note.* WGRR 2008 Q90.

<sup>a</sup>Percentages are shown for Reserve members who responded strongly agree and agree.

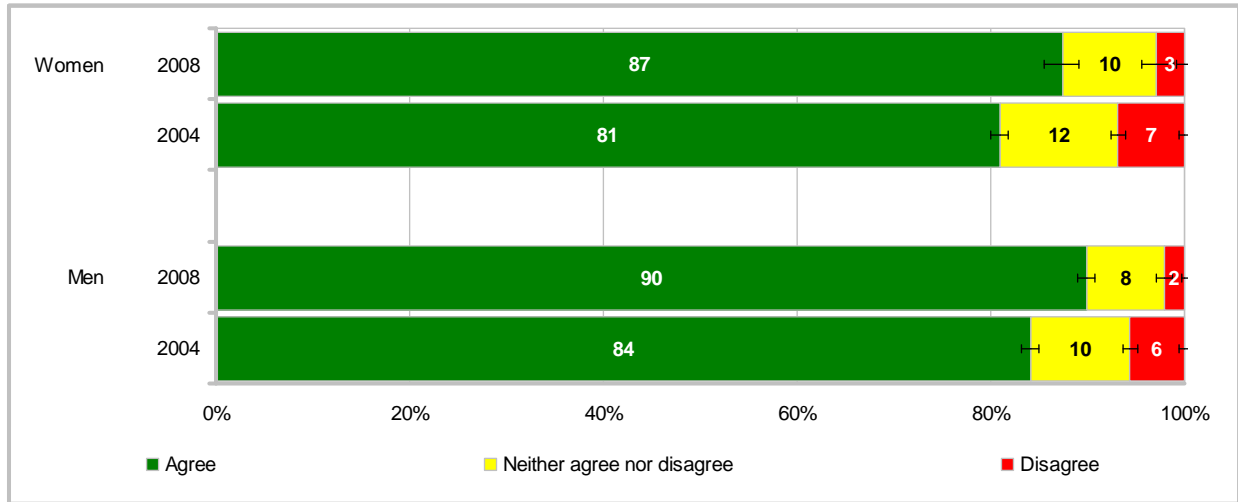
### ***Effects of Sexual Harassment Training on Military Effectiveness***

This section examines whether members agreed their training taught them about the consequences of sexual harassment on working conditions. Results are reported separately for each gender and, within gender, by survey year, by Reserve Component, and by paygrade.

***By Gender by Year.*** In 2008, among women who received sexual harassment training, 87% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Reserve component as a whole (Figure 64). The percentage of women who indicated their sexual harassment training taught that sexual harassment reduces Reserve component cohesion and effectiveness was higher in 2008 than in 2004 (87% vs. 81%). The percentage of women who indicated their training did not teach that sexual harassment reduces Reserve component cohesion and effectiveness was lower in 2008 than in 2004 (3% vs. 7%).

In 2008, among men who received sexual harassment training, 90% indicated their training taught that sexual harassment reduces the cohesion and effectiveness of their Reserve component as a whole (Figure 64). The percentage of men who indicated their sexual harassment training taught that sexual harassment reduces Reserve component cohesion and effectiveness was higher in 2008 than in 2004 (90% vs. 84%). The percentage of men who indicated their training did not teach that sexual harassment reduces Reserve component cohesion and effectiveness was lower in 2008 than in 2004 (2% vs. 6%).

**Figure 64.**  
***Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Year***



WGRR 2008 Q90

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

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

***By Gender by Component.*** There were no differences found among women by Reserve component in whether their sexual harassment training taught the effects of sexual harassment on military effectiveness (Table 48).

Among men who received sexual harassment training, men in the ANG (93%) were more likely than men in the other Reserve components to indicate their training taught that sexual harassment reduces Reserve component cohesion and effectiveness (Table 48).

**Table 48.**

***Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Component***

Sexual harassment training	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole <sup>a</sup>	86	89	87	89	89	92	85	87	89	93	89	91
<i>Margins of Error</i>	±5	±2	±5	±2	±3	±4	±11	±8	±4	±2	±4	±2

Note. WGRR 2008 Q90. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve. <sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

***By Gender by Paygrade.*** Among women and men who received sexual harassment training, senior officers were more likely than women and men in the other paygrades to indicate their training taught that sexual harassment reduces the cohesion and effectiveness of their Reserve components as a whole (Table 49).

**Table 49.**

***Training Taught Effects of Sexual Harassment on Military Effectiveness, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole <sup>a</sup>	85	89	89	90	85	91	92	93
<i>Margins of Error</i>	±5	±3	±3	±2	±5	±3	±3	±2

Note. WGRR 2008 Q90

<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

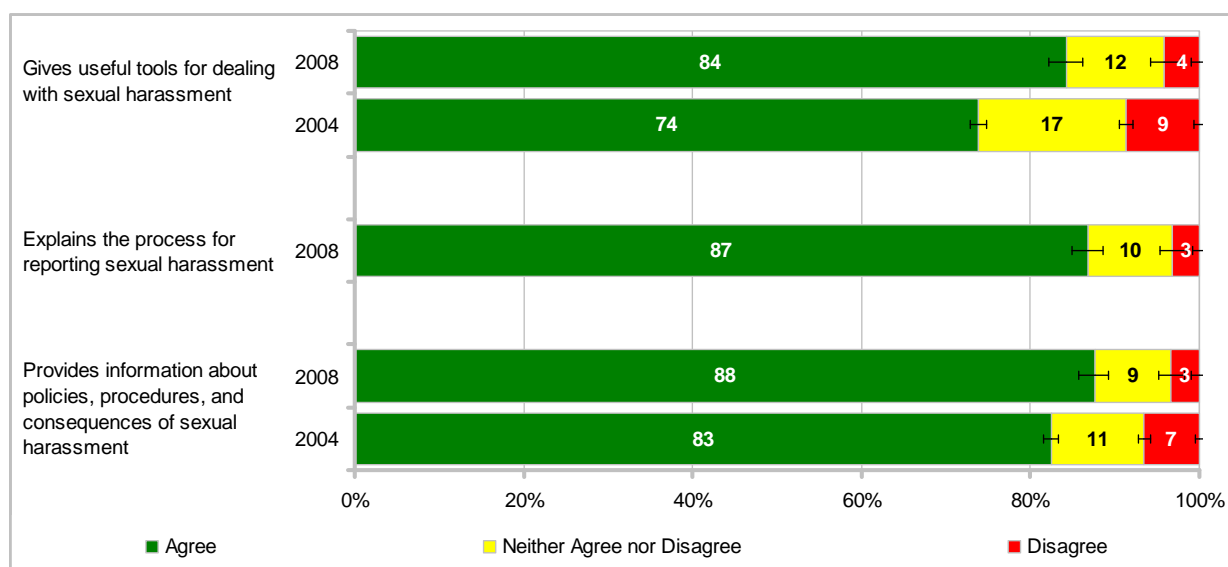
## Policies and Tools for Managing Sexual Harassment

This section examines training by assessing whether the training identified useful tools for dealing with sexual harassment, explained the sexual harassment reporting process, and provided information on the policies, procedures, and consequences of sexual harassment. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

**By Gender by Year.** Among women who had sexual harassment training, 84% percent indicated their training provided useful tools for dealing with sexual harassment (Figure 65). Eighty-seven percent of women indicated their training explained the process for reporting sexual harassment, and 88% indicated their training provided information about policies, procedures, and consequences of sexual harassment. The percentage of women who indicated their training provided useful tools for dealing with sexual harassment was higher in 2008 than in 2004 (84% vs. 74%). The percentage of women who indicated their training did not provide useful tools for dealing with sexual harassment was lower in 2008 than in 2004 (4% vs. 9%). The percentage of women who indicated their training provided information about policies, procedures, and consequences of sexual harassment was higher in 2008 than in 2004 (88% vs. 83%). The percentage of women who indicated their training did not provide information about policies, procedures, and consequences of sexual harassment was lower in 2008 than in 2004 (3% vs. 7%).

**Figure 65.**

**Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Women by Year**



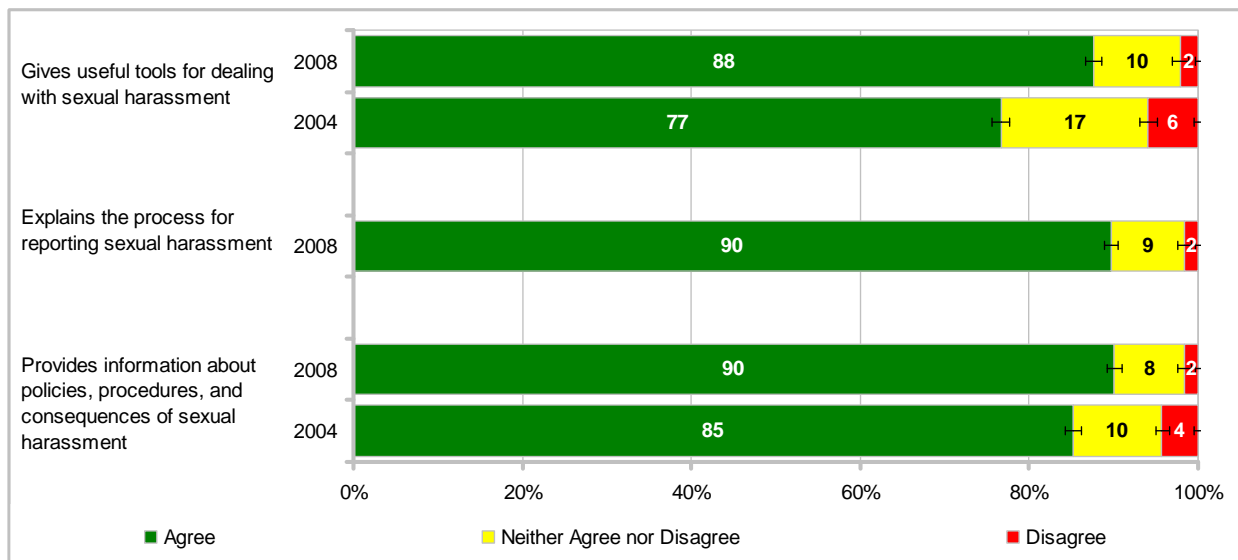
WGRR 2008 Q90

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

Note. "Agree" includes the response categories strongly agree and agree, and "disagree" includes the response categories strongly disagree and disagree.

Among men who had sexual harassment training, 88% percent indicated their sexual harassment training provided useful tools for dealing with sexual harassment (Figure 66). Ninety percent of men indicated their training explained the process for reporting sexual harassment and indicated the sexual harassment training provided information about policies, procedures, and consequences of sexual harassment. The percentage of men who indicated their training provided useful tools for dealing with sexual harassment was higher in 2008 than in 2004 (88% vs. 77%). The percentage of men who indicated their training did not provide useful tools for dealing with sexual harassment was lower in 2008 than in 2004 (2% vs. 6%). The percentage of men who indicated their training provided information about policies, procedures, and consequences of sexual harassment was higher in 2008 than in 2004 (90% vs. 85%). The percentage of men who indicated their training did not provide information about policies, procedures, and consequences of sexual harassment was lower in 2008 than in 2004 (2% vs. 4%).

**Figure 66.**  
*Training Provided Information on the Policies and Tools for Managing Sexual Harassment, for Men by Year*



WGRR 2008 Q90

Margins of error do not exceed  $\pm 1$

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

**By Gender by Component.** There were no differences found among women by Reserve component in whether their sexual harassment training gave useful tools for dealing with sexual harassment; explained the process for reporting sexual harassment; or provided information about policies, procedures, and consequences of sexual harassment (Table 50).

Among men who had sexual harassment training, men in the ANG (93%) were more likely than men in the other Reserve components to indicate their training explained the process

for reporting sexual harassment (Table 50). Men in the USNR (94%) were more likely than men in the other Reserve components to indicate their training provided information about policies, procedures, and consequences of sexual harassment.

**Table 50.**  
*Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Component*

Sexual harassment training	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Gives useful tools for dealing with sexual harassment <sup>a</sup>	83	87	83	88	88	91	81	86	86	89	87	88
Explains the process for reporting sexual harassment	86	89	86	89	89	92	87	86	89	93	89	91
Provides information about policies, procedures, and consequences of sexual harassment	87	89	87	90	90	94	85	86	89	92	89	91
<i>Margins of Error</i>	$\pm 5$	$\pm 2$	$\pm 5$	$\pm 2-3$	$\pm 3-4$	$\pm 3$	$\pm 9-11$	$\pm 8$	$\pm 4-5$	$\pm 2-3$	$\pm 4$	$\pm 2-3$

*Note.* WGRR 2008 Q90. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.  
<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

**By Gender by Paygrade.** There were no differences found among women by paygrade in whether their sexual harassment training gave useful tools for dealing with sexual harassment; explained the process for reporting sexual harassment; or provided information about policies, procedures, and consequences of sexual harassment (Table 51).

Among men who had sexual harassment training, senior officers were more likely than men in the other paygrades to indicate their training explained the process for reporting sexual harassment (93%) and their training provided information about policies, procedures, and consequences of sexual harassment (93%) (Table 51).

**Table 51.*****Training Provided Information on the Policies and Tools for Managing Sexual Harassment, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Gives useful tools for dealing with sexual harassment<sup>a</sup></b>	83	87	85	88	82	88	86	90
<b>Explains the process for reporting sexual harassment</b>	85	89	88	90	86	90	90	93
<b>Provides information about policies, procedures, and consequences of sexual harassment</b>	86	89	88	90	87	90	91	93
<i>Margins of Error</i>	±5	±2-3	±3	±2	±4-5	±3	±3-4	±2

*Note.* WGRR 2008 Q90

<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

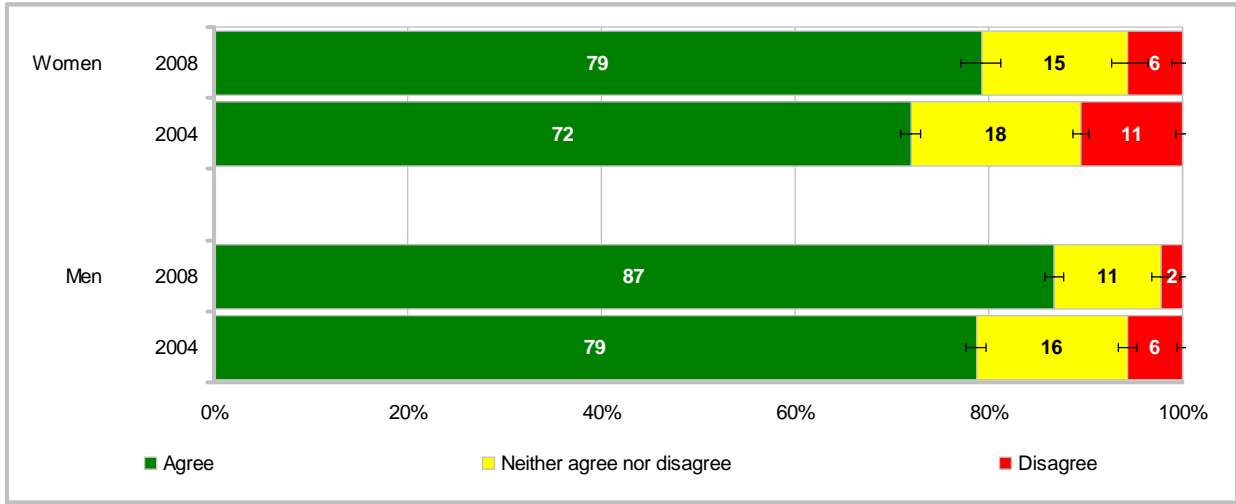
### ***Safe Climate for Complaints***

This section examines training by assessing whether the training made Reserve component members feel it is safe to complain about unwanted sex-related attention. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

***By Gender by Year.*** Among women who had sexual harassment training, 79% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 67). The percentage of women who indicated their training made them feel it is safe to complain about unwanted sex-related attention was higher in 2008 than in 2004 (79% vs. 72%), and a lower percentage of women in 2008 indicated their training did not make them feel it is safe to complain about unwanted sex-related attention than in 2004 (6% vs. 11%).

Among men who had sexual harassment training, 87% indicated their training made them feel it is safe to complain about unwanted sex-related attention (Figure 67). The percentage of men who indicated their training made them feel it is safe to complain about unwanted sex-related attention was higher in 2008 than in 2004 (87% vs. 79%), and a lower percentage of men in 2008 indicated their training did not make them feel it is safe to complain about unwanted sex-related attention than in 2004 (2% vs. 6%).

**Figure 67.**  
*Training Made Them Feel Safe To Complain about Unwanted Sex-Related Attention, by Gender and Year*



WGRR 2008 Q90

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

Note. “Agree” includes the response categories strongly agree and agree, and “disagree” includes the response categories strongly disagree and disagree.

**By Gender by Component.** There were no differences found among women by Reserve component in whether their training made them feel it is safe to complain about unwanted sex-related attention (Table 52).

Among men who had sexual harassment training, men in the ANG (90%) were more likely than men in the other Reserve components to indicate their training made them feel it is safe to complain about unwanted sex-related attention (Table 52).



**Table 52.*****Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Component***

Sexual harassment training	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Makes me feel it is safe to complain about unwanted sex-related attention <sup>a</sup>	77	86	79	87	82	88	73	85	81	90	82	88
Margins of Error	±5	±2	±5	±3	±4	±4	±12	±8	±5	±3	±4	±3

Note. WGRR 2008 Q90. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

***By Gender by Paygrade.*** There were no differences found among women by paygrade in whether their training made them feel it is safe to complain about unwanted sex-related attention (Table 53).

Among men who had sexual harassment training, senior officers (90%) were more likely than men in the other paygrades to indicate their training made them feel it is safe to complain about unwanted sex-related attention (Table 53).

**Table 53.*****Training Made Them Feel Safe to Complain About Unwanted Sex-Related Attention, by Gender and Paygrade***

Sexual harassment training	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Makes me feel it is safe to complain about unwanted sex-related attention <sup>a</sup>	81	86	78	87	75	88	81	90
Margins of Error	±5	±3	±4	±2	±5	±3	±4	±2

Note. WGRR 2008 Q90

<sup>a</sup>Percentages are shown for Reserve component members who responded strongly agree and agree.

***Perceived Effectiveness of Sexual Harassment Training***

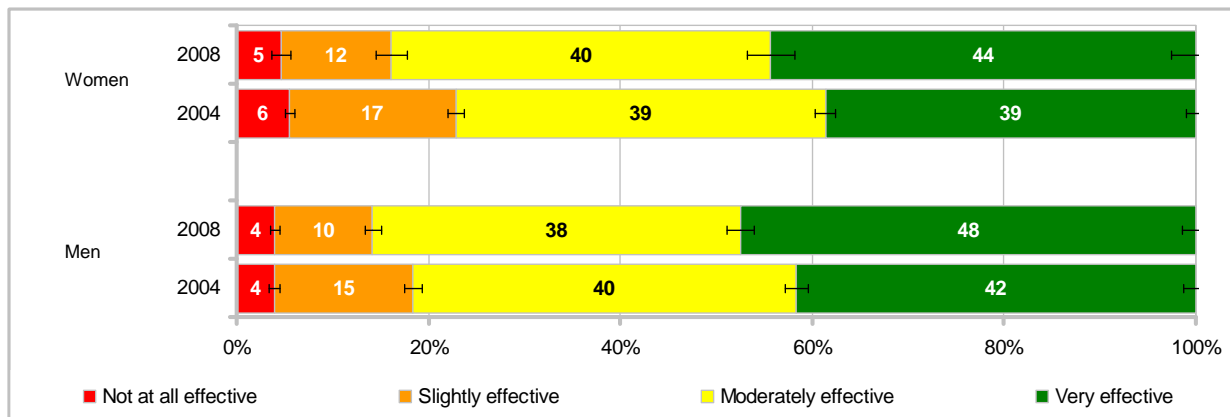
This section provides information on perceptions of the effectiveness of the military's training for reducing sexual harassment. Members were asked about the overall effectiveness of the training in actually reducing/preventing behaviors that might be seen as sexual harassment.

Results are reported separately for each gender and, within gender, by survey year and by paygrade. Results are not reportable for women or men by Reserve component.

**By Gender by Year.** Among Reserve component women who had sexual harassment training, 84% indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (Figure 68). The percentage of women who indicated their training was very effective in actually reducing/preventing sexual harassment behaviors was higher in 2008 than in 2004 (44% vs. 39%). The percentage of women who indicated their training was slightly effective in actually reducing/preventing sexual harassment behaviors was lower in 2008 than in 2004 (12% vs. 17%).

Among Reserve component men who had sexual harassment training, 86% of men indicated their training was moderately or very effective in actually reducing/preventing behaviors that might be seen as sexual harassment (Figure 68). The percentage of men who indicated their training was very effective in actually reducing/preventing sexual harassment behaviors was higher in 2008 than in 2004 (48% vs. 42%). The percentage of men who indicated their training was slightly effective in actually reducing/preventing sexual harassment behaviors was lower in 2008 than in 2004 (10% vs. 15%).

**Figure 68.**  
*Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Year*



WGRR 2008 Q91

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

**By Gender by Paygrade.** Among women who had sexual harassment training, junior enlisted members (52%) were more likely than women in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment, whereas senior enlisted members (41%) and junior officers (33%) were less likely (Table 54).

Among men who had sexual harassment training, junior enlisted members (53%) were more likely than men in the other paygrades to indicate their training was very effective in actually reducing/preventing behaviors that might be seen as sexual harassment, whereas junior officers (41%) and senior officers (39%) were less likely (Table 54).

**Table 54.**  
*Effectiveness of Training in Reducing Behaviors Seen as Sexual Harassment, by Gender and Paygrade*

Effectiveness of sexual harassment training in...	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Actually reducing/preventing behaviors that might be seen as sexual harassment <sup>a</sup>	52	53	41	46	33	41	39	39
<i>Margins of Error</i>	±6	±4	±4	±2	±5	±4	±5	±3

Note. WGRR 2006 Q91

<sup>a</sup>Percentages are shown for Reserve component members who responded very effective.

## Proactive Leadership

Research on sexual harassment in the workplace (Fitzgerald, Hulin, & Drasgow, 1995) identifies the importance of organizational factors—particularly tolerance of harassment by leaders and managers—as precursors of sexual harassment. Reserve component members were asked to assess whether their leaders made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Respondents provided feedback for three leadership levels—senior leadership of their Reserve component, senior leadership of their installation/ship, and their immediate supervisor. Reserve component members’ perceptions of leadership behavior are reported for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

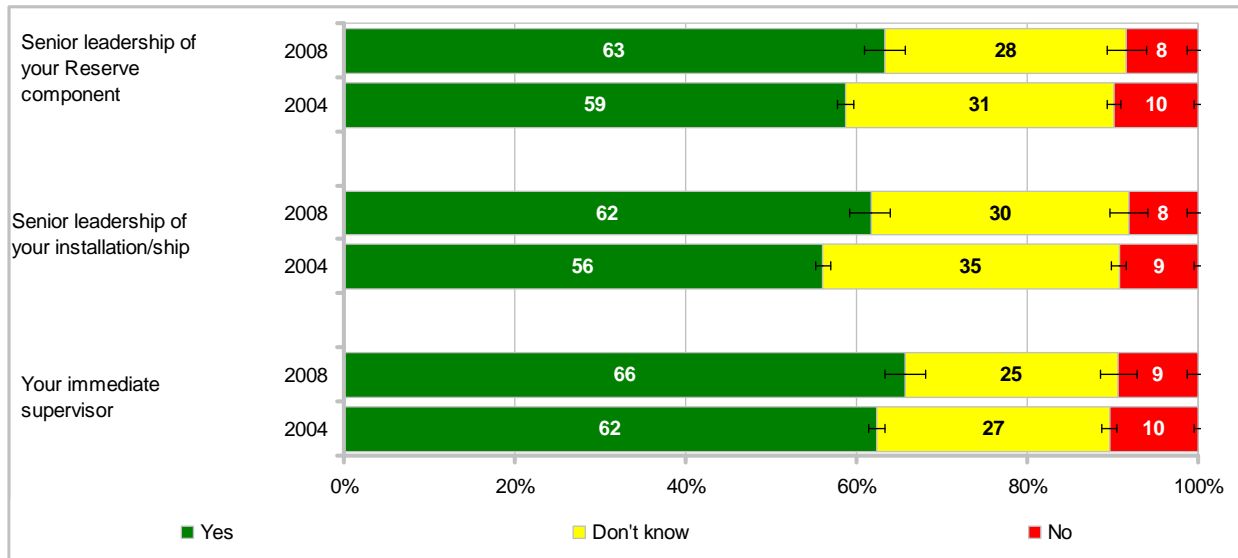
### *By Gender by Year*

In 2008, 63% of women indicated their senior Reserve component leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 69). Sixty-two percent of women indicated senior installation/ship leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially, and 66% indicated their immediate military supervisor made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. However, roughly a quarter indicated they did not know if leaders, at all three levels, were making honest efforts, and less than 10% did not think they were.

The percentage of women in 2008 who indicated their senior Reserve component leadership, senior installation/ship leadership, and their immediate military supervisor made honest and reasonable efforts to stop sexual harassment was higher than in 2004. A lower

percentage of women in 2008 than in 2004 indicated their senior Reserve component leadership *did not* make honest and reasonable efforts (8% vs. 10%).

**Figure 69.**  
*Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, for Women by Year*



WGRR 2008 Q85

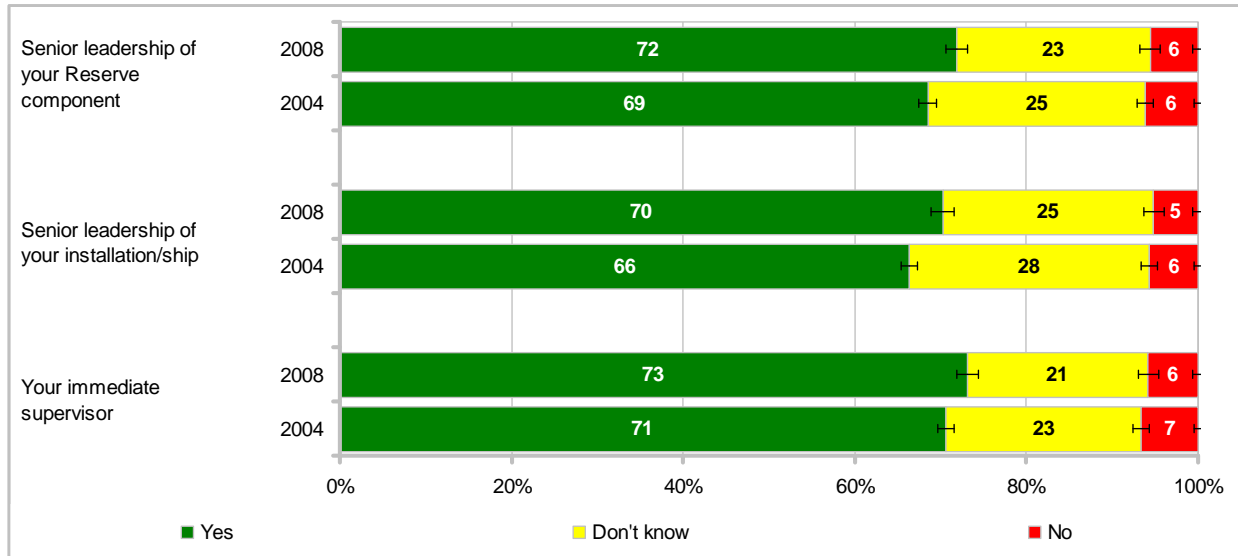
Margins of error range from  $\pm 1$  to  $\pm 2$

In 2008, 72% of men indicated their senior Reserve component leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially (Figure 70). Seventy percent of men indicated senior installation/ship leadership made honest and reasonable efforts to stop sexual harassment, regardless of what is said officially, and 73% of men indicated their immediate military supervisor made honest and reasonable efforts to stop sexual harassment. Roughly a quarter indicated they did not know if leaders at all three levels were making honest efforts and less than 7% did not think they were.

The percentage of men in 2008 who indicated their senior Reserve component leadership, senior installation/ship leadership, and their immediate military supervisor made honest and reasonable efforts to stop sexual harassment was higher than in 2004.

**Figure 70.**

***Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment, for Men by Year***



WGRR 2008 Q85

Margins of error do not exceed  $\pm 1$

***By Gender by Component***

Women in the ANG were more likely than women in the other Reserve components to indicate senior Reserve component leaders and their immediate military supervisors were making honest efforts to stop sexual harassment (both 72%) (Table 55). Women in the ANG (71%) and USAFR (67%) were more likely than women in the other Reserve components to indicate their senior installation/ship leadership were making honest and reasonable efforts to stop sexual harassment, whereas women in the USAR (56%) were less likely.

Men in the ANG (77%) and USAFR (75%) were more likely than men in the other Reserve components to indicate their senior Reserve component leadership made honest and reasonable efforts to stop sexual harassment (Table 55). Men in the ANG (77%) and USAFR (74%) were more likely than men in the other Reserve components to indicate senior leadership of their installation/ship made honest and reasonable efforts, whereas men in the ARNG (68%) were less likely. Men in the ANG (79%) were more likely than men in the other Reserve components to indicate their immediate military supervisor made honest and reasonable efforts to stop sexual harassment.

**Table 55.**

***Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Component***

<b>Leaders make honest and reasonable efforts to stop sexual harassment</b>	<b>ARNG</b>		<b>USAR</b>		<b>USNR</b>		<b>USMCR</b>		<b>ANG</b>		<b>USAFR</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Senior leadership of Reserve component<sup>a</sup></b>	62	70	60	71	67	74	60	72	72	77	66	75
<b>Senior leadership of installation/ship</b>	61	68	56	68	64	73	59	72	71	77	67	74
<b>Immediate supervisor</b>	64	72	64	72	69	73	56	72	72	79	69	75
<i>Margins of Error</i>	±5	±3	±5-6	±3	±4	±5	±10	±7-8	±5	±3	±4	±3

*Note.* WGRR 2008 Q85. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

<sup>a</sup>Percentages are shown for Reserve component members who responded yes.

***By Gender by Paygrade***

Among women, senior officers (72%) were more likely than women in the other paygrades to indicate their immediate military supervisor made honest and reasonable efforts to stop sexual harassment (Table 56).

Among men, senior officers (83%) were more likely than men in the other paygrades to indicate their senior Reserve component leadership made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members (67%) were less likely (Table 56). Among men, senior officers (86%) were more likely than men in the other paygrades to indicate their immediate military supervisors made honest and reasonable efforts to stop sexual harassment, whereas junior enlisted members (68%) were less likely. Among men, junior officers (75%) and senior officers (83%) were more likely than men in the other paygrades to indicate senior installation/ship leadership made honest and reasonable efforts, whereas junior enlisted members (65%) were less likely.

**Table 56.*****Leaders Make Honest and Reasonable Efforts to Stop Sexual Harassment, by Gender and Paygrade***

<b>Leaders make honest and reasonable efforts to stop sexual harassment</b>	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Senior leadership of Reserve component<sup>a</sup></b>	63	67	63	73	59	75	68	83
<b>Senior leadership of installation/ship</b>	61	65	63	71	56	75	66	83
<b>Immediate supervisor</b>	64	68	67	74	62	77	72	86
<i>Margins of Error</i>	$\pm 5$	$\pm 3$	$\pm 4$	$\pm 2$	$\pm 5$	$\pm 4$	$\pm 4$	$\pm 2$

*Note. WGRR 2008 Q85*<sup>a</sup>Percentages are shown for Reserve component members who responded yes.





## CHAPTER 7: ASSESSMENT OF PROGRESS

In this chapter, Reserve component members' perceptions of the prevalence of sexual harassment and sexual assault in the military and in the nation in 2008 are reported. Reserve component members were asked to judge the prevalence of sexual harassment and sexual assault in the military against three standards. First, members were asked if sexual harassment and sexual assault were more or less of a problem in the nation in 2008 compared to a few years ago. Second, members were asked if sexual harassment and sexual assault were more or less of a problem in the military in 2008 compared to a few years ago. Third, members were asked if sexual harassment and sexual assault occurred more or less often in 2008 compared to a few years ago. Although there are no norms or standards available from the private sector, the items in this section of the survey provide information about Reserve component members' perception of sexual harassment and sexual assault in the military and the nation. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.<sup>52</sup>

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

Reserve component members who had been in the military for four years or more were asked how often sexual harassment occurs in the military now, as compared with a few years ago. In this section, "more often" includes the categories much more often and more often, and "less often" includes the response categories much less often and less often. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

#### ***By Gender by Year***

Of women who had been in the military for at least four years, 39% indicated that sexual harassment in the military occurred less often in 2008 than it did a few years ago, 41% indicated that it occurred about as often in 2008 as a few years ago, and 21% indicated that it occurred more often now than a few years ago (Figure 71). The percentage of women who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2008 than in 2004 (39% vs. 46%). The percentage of women who indicated that sexual harassment in the military occurred more often now than it did a few years ago was higher in 2008 than in 2004 (21% vs. 16%).

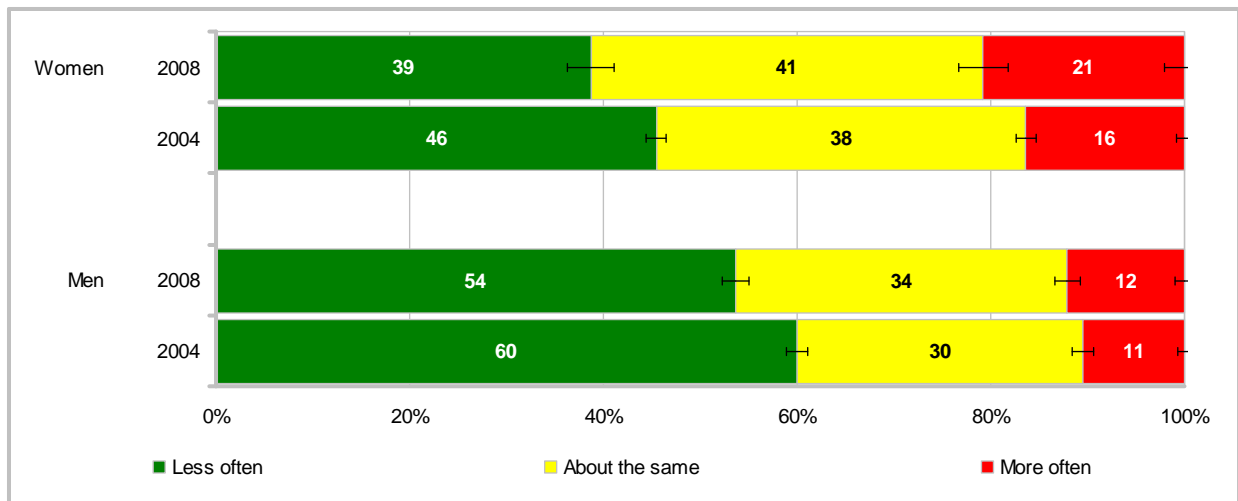
Of men who had been in the military for at least four years, 54% indicated that sexual harassment in the military occurred less often in 2008 than it did a few years ago, 34% indicated that it occurred about as often now as a few years ago, and 12% indicated that it occurred more often now than a few years ago (Figure 71). The percentage of men who indicated that sexual harassment in the military occurred less often now than it did a few years ago was lower in 2008 than in 2004 (54% vs. 60%). The percentage of men who indicated that sexual harassment in the

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<sup>52</sup> The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

military occurred about the same as a few years ago was higher in 2008 than in 2004 (34% vs. 30%).

**Figure 71.**  
*Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Year*



WGRR 2008 Q102

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

### **By Gender by Component**

Among women who had been in the military for at least four years, those in the USNR (55%), ANG (47%), and USAFR (50%) were more likely than women in the other Reserve components to indicate that sexual harassment in the military occurred less often in 2008 than it did a few years ago, whereas women in the ARNG and the USAR (both 31%) were less likely (Table 57).<sup>53</sup> Women in the USNR (11%) and USAFR (12%) were less likely than women in the other Reserve components to indicate that sexual harassment in the military occurred more often in 2008 than it did a few years ago, whereas women in the USAR (28%) were more likely.

Among men who had been in the military for at least four years, those in the USNR (66%) and USAFR (61%) were more likely than men in the other Reserve components to indicate that sexual harassment in the military occurred less often in 2008 than it did a few years ago, whereas men in the ARNG (50%) were less likely (Table 57). Men in the USNR (6%), ANG (9%), and USAFR (8%) were less likely than men in the other Reserve components to

<sup>53</sup> Note that 31% of USMCR women were less likely to indicate that sexual harassment in the military occurred less often in 2008 than it did a few years ago. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

indicate that sexual harassment in the military occurred more often in 2008 than it did a few years ago, whereas men in the ARNG (14%) were more likely.

**Table 57.**  
*Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Component*

Frequency of sexual harassment in the military compared to a few years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less often</b>	31	50	31	52	55	66	31	51	47	57	50	61
<b>More Often</b>	23	14	28	14	11	6	25	12	16	9	12	8
<i>Margins of Error</i>	±6	±2-3	±5-6	±3	±3-4	±4-5	±10-13	±8-10	±6-7	±2-4	±4-5	±2-3

*Note.* WGRR 2008 Q102. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

### **By Gender by Paygrade**

Among women who had been in the military for at least four years, senior officers (50%) were more likely than women in the other paygrades to indicate that sexual harassment in the military occurred less often in 2008 than it did a few years ago, whereas junior enlisted members (30%) were less likely (Table 58). Senior officers (12%) were less likely than women in the other paygrades to indicate that sexual harassment in the military occurred more often in 2008 than it did a few years ago.

Among men who had been in the military for at least four years, senior officers (64%) were more likely than men in the other paygrades to indicate that sexual harassment in the military occurred less often in 2008 than it did a few years ago, whereas junior enlisted members (48%) were less likely (Table 58). Junior officers (9%) and senior officers (6%) were less likely than men in the other paygrades to indicate that sexual harassment in the military occurred more often in 2008 than it did a few years ago.

**Table 58.**

*Perceived Frequency of Sexual Harassment in the Military Compared to a Few Years Ago, by Gender and Paygrade*

Frequency of sexual harassment in the military compared to a few years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less often</b>	30	48	39	53	39	57	50	64
<b>More Often</b>	22	15	22	13	21	9	12	6
<i>Margins of Error</i>	±6	±5-6	±2-3	±2	±4-5	±2-3	±2-3	±1-2

*Note. WGRR 2008 Q102*

## **Perceptions of Sexual Assault in the Military Over Time**

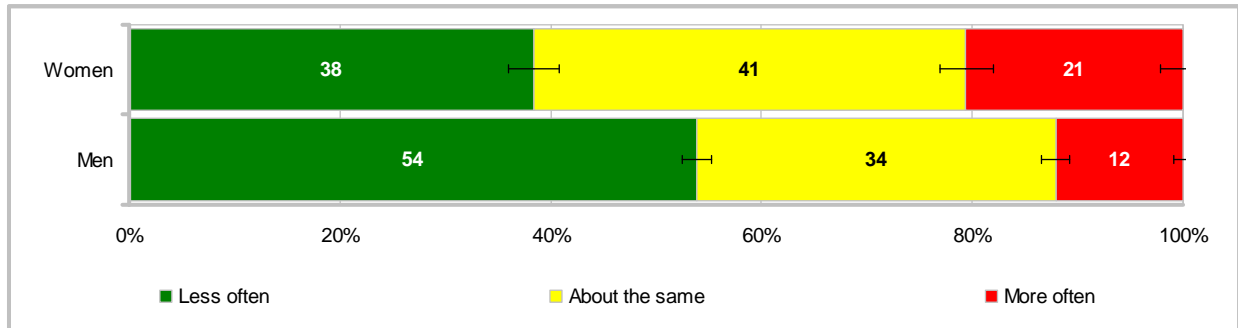
Reserve component members who had been in the military for four years or more were asked how often sexual assault occurs in the military now, as compared with a few years ago. In this section, “more often” includes the categories much more often and more often, and “less often” includes the response categories much less often and less often. Results are reported separately for each gender, and within gender, by Reserve component and by paygrade. Because this question was new in the 2008 survey, trend data are not available.

### ***By Gender***

Of women who had been in the military for at least four years, 38% indicated that sexual assault in the military occurred less often in 2008 than it did a few years ago, 41% indicated that it occurred about as often now as a few years ago, and 21% indicated that it occurred more often now than a few years ago (Figure 72).

Of men who had been in the military for at least four years, 54% indicated that sexual assault in the military occurred less often in 2008 than it did a few years ago, 34% indicated that it occurred about as often now as a few years ago, and 12% indicated that it occurred more often now than a few years ago (Figure 72).

**Figure 72.**  
***Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender***



WGRR 2008 Q103

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

### ***By Gender by Component***

Of women who had been in the military for at least four years, those in the USNR (52%) and USAFR (48%) were more likely than women in the other Reserve components to indicate that sexual assault in the military occurred less often in 2008 than it did a few years ago, whereas women in the USAR (29%) were less likely (Table 59). Women in the USNR (14%) and USAFR (11%) were less likely than women in the other Reserve components to indicate that sexual assault in the military occurs more often in 2008 than it did a few years ago, whereas women in the USAR (28%) were more likely.

Of men who had been in the military for at least four years, those in the USNR (66%) and USAFR (58%) were more likely than men in the other Reserve components to indicate that sexual assault in the military occurred less often in 2008 than it did a few years ago, whereas men in the ARNG (52%) and USAR (50%) were less likely (Table 59). Men in the USNR (6%), ANG (9%), and USAFR (8%) were less likely than men in the other Reserve components to indicate that sexual assault in the military occurred more often than a few years ago, whereas men in the ARNG (15%) were more likely.

**Table 59.*****Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender and Component***

Frequency of sexual assault in the military compared to a few years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less Often</b>	35	52	29	50	52	66	32	51	45	57	48	58
<b>More Often</b>	22	15	28	14	14	6	23	13	17	9	11	8
<i>Margins of Error</i>	±6	±2-3	±5-6	±3	±4	±4-5	±11-14	±8-10	±6-7	±2-4	±4-5	±2-4

*Note.* WGRR 2008 Q103. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

***By Gender by Paygrade***

There were no differences found among women who had been in the military for at least four years by paygrade in the frequency of sexual assault in the military as compared to a few years ago (Table 60).

Among men who had been in the military for at least four years, senior officers (59%) were more likely than men in the other paygrades to indicate that sexual assault in the military occurred less often in 2008 than it did a few years ago (Table 60). Among men, senior officers (8%) were less likely than men in the other paygrades to indicate that sexual assault in the military occurred more often than it did a few years ago.

**Table 60.*****Perceived Frequency of Sexual Assault in the Military Compared to a Few Years Ago, by Gender and Paygrade***

Frequency of sexual assault in the military compared to a few years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less often</b>	34	51	39	54	38	54	43	59
<b>More often</b>	25	13	20	13	20	10	17	8
<i>Margins of Error</i>	±8	±3-4	±3-4	±2	±5	±3-4	±4	±2-3

*Note.* WGRR 2008 Q103

## Perceptions of Sexual Harassment as a Problem in the Military

Reserve component members who had been in the military for four years or more were asked if sexual harassment in the military has become more or less of a problem over the last four years. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

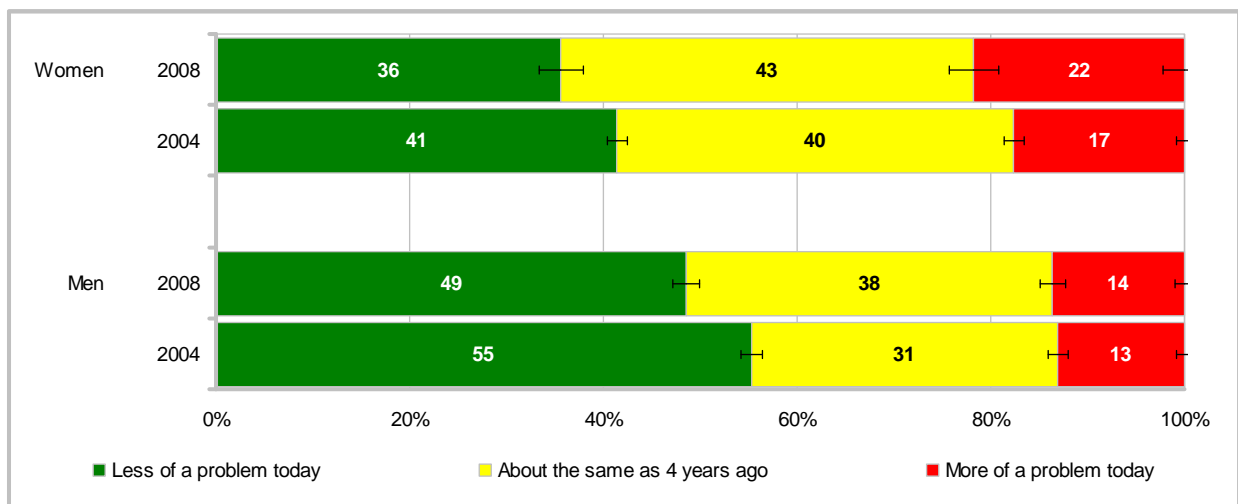
### By Gender by Year

Of women who had been in the military for at least four years, 36% indicated that sexual harassment in the military is less of a problem in 2008 than four years ago, 43% indicated that it is about the same as four years ago, and 22% indicated that it is more of a problem than four years ago (Figure 73). The percentage of women who indicated that sexual harassment in the military is less of a problem in 2008 than four years ago was lower in 2008 than in 2004 (36% vs. 41%). The percentage of women who indicated that sexual harassment in the military was more of a problem in 2008 than four years ago was higher in 2008 than in 2004 (22% vs. 17%).

Of men who had been in the military for at least four years, nearly half (49%) indicated that sexual harassment in the military is less of a problem in 2008 than four years ago (Figure 73). Thirty-eight percent of men indicated that it is about the same as four years ago and 14% indicated that it is more of a problem today than four years ago. The percentage of men who indicated that sexual harassment in the military is less of a problem today than four years ago was lower in 2008 than in 2004 (49% vs. 55%). The percentage of men who indicated that sexual harassment in the military was about the same as four years ago was higher in 2008 than in 2004 (38% vs. 31%).

**Figure 73.**

*Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Year*



WGRR 2008 Q100

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

### **By Gender by Component**

Of women who had been in the military for at least four years, those in the USNR (52%) and USAFR (45%) were more likely than women in the other Reserve components to indicate that sexual harassment in the military is less of a problem in 2008 than it was four years ago, whereas women in the ARNG (30%) and USAR (27%) were less likely (Table 61).<sup>54</sup> Women in the USNR (10%), ANG (14%), and USAFR (15%) were less likely than women in the other Reserve components to indicate that sexual harassment in the military is more of a problem, whereas women in the USAR (30%) were more likely.

Of men who had been in the military for at least four years, those in the USNR (60%) and USAFR (55%) were more likely than men in the other Reserve components to indicate that sexual harassment in the military is less of a problem in 2008 than it was four years ago, whereas men in the ARNG (45%) were less likely (Table 61). Men in the USNR (7%) and USAFR (9%) were less likely than men in the other Reserve components to indicate that sexual harassment in the military is more of a problem in 2008 than it was four years ago, whereas men in the ARNG (16%) were more likely.

**Table 61.**  
*Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Component*

Sexual harassment in the military compared to four years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less of a problem today</b>	30	45	27	47	52	60	27	46	43	50	45	55
<b>More of a problem today</b>	26	16	30	15	10	7	20	11	14	11	15	9
<i>Margins of Error</i>	±6	±2-3	±5-6	±3	±3-4	±4-5	±10-13	±8-10	±5-7	±3-4	±4-5	±2-3

*Note.* WGRR 2008 Q100. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

### **By Gender by Paygrade**

Among women who had been in the military for at least four years, senior officers (44%) were more likely than women in the other paygrades to indicate that sexual harassment in the

<sup>54</sup> Note that 27% of USMCR women were less likely to indicate that sexual harassment in the military is less of a problem in 2008 than it was four years ago. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.



military is less of a problem in 2008 than it was four years ago, whereas junior enlisted members (26%) were less likely (Table 62). Senior officers (15%) were less likely than women in the other paygrades to indicate that sexual harassment in the military is more of a problem today.

Among men who had been in the military for at least four years, senior officers (58%) were more likely than men in the other paygrades to indicate that sexual harassment in the military is less of a problem in 2008 than it was four years ago. Junior officers (9%) and senior officers (7%) were less likely than men in the other paygrades to indicate that sexual harassment in the military is more of a problem in 2008 than it was four years ago.

**Table 62.**  
*Perceptions of Sexual Harassment as a Problem in the Military, by Gender and Paygrade*

Sexual harassment in the military compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	26	44	37	48	36	52	44	58
More of a problem today	27	17	22	14	21	9	15	7
<i>Margins of Error</i>	$\pm 7-8$	$\pm 4$	$\pm 4$	$\pm 2$	$\pm 5$	$\pm 3-4$	$\pm 4$	$\pm 2-3$

*Note.* WGRR 2008 Q100

## Perceptions of Sexual Assault as a Problem in the Military

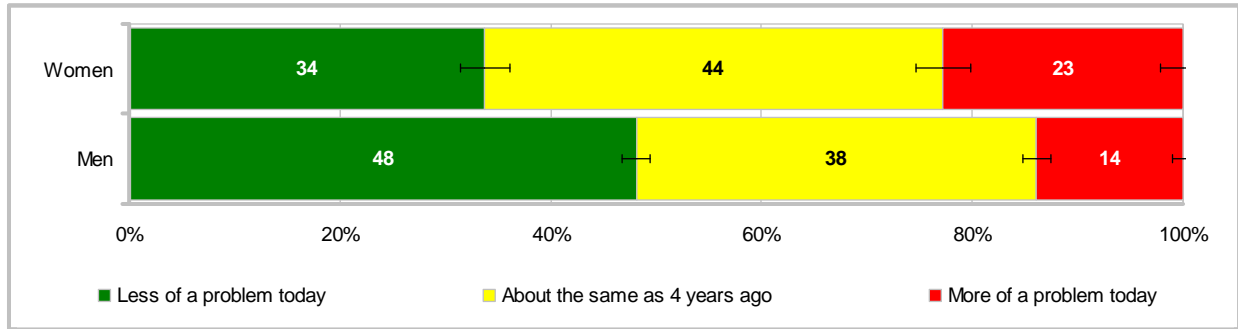
Reserve component members who had been in the military for four years or more were asked if sexual assault in the military has become more or less of a problem over the last four years. Results are reported separately for each gender, and within gender, by Reserve component and by paygrade. Because this question was new in the 2008 survey, trend data are not available.

### By Gender

Of women who had been in the military for at least four years, 34% indicated that sexual assault in the military is less of a problem in 2008 than four years ago, and 44% indicated that it is about the same as four years ago (Figure 74). Nearly one quarter of women (23%) indicated that it is more of a problem than four years ago.

Of men who had been in the military for at least four years, 48% indicated that sexual assault in the military is less of a problem in 2008 than four years ago, and 38% of men indicated that it is about the same as four years ago (Figure 74). Fourteen percent of men indicated that it is more of a problem than four years ago.

**Figure 74.**  
**Perceptions of Sexual Assault as a Problem in the Military, by Gender**



WGRR 2008 Q101

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

### **By Gender by Component**

Of women who had been in the military for at least four years, those in the USNR (47%) and USAFR (43%) were more likely than women in the other Reserve components to indicate that sexual assault in the military is less of a problem today than it was four years ago, whereas women in USAR (27%) were less likely (Table 63).<sup>55</sup> Women in the USNR (14%) and USAFR (15%) were less likely than women in the other Reserve components to indicate that sexual assault in the military is more of a problem today than it was four years ago, whereas women in the USAR (31%) were more likely.

Of men who had been in the military for at least four years, those in the USNR (58%) and USAFR (53%) were more likely than men in the other Reserve components to indicate that sexual assault in the military is less of a problem today than it was four years ago, whereas men in the ARNG (45%) were less likely (Table 63). Men in the USNR (7%), and USAFR (10%) were less likely than men in the other Reserve components to indicate that sexual assault in the military is more of a problem today than it was four years ago, whereas men in the ARNG (17%) were more likely.

<sup>55</sup> Note that 26% of USMCR women were less likely to indicate that sexual assault in the military is less of a problem today than it was four years ago. This percentage is not statistically different from the average of percentages in the other Reserve components due to a higher margin of error for USMCR women responding to this question.

**Table 63.*****Perceptions of Sexual Assault as a Problem in the Military, by Gender and Component***

Sexual assault in the military compared to four years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	31	45	27	47	47	58	26	45	37	51	43	53
More of a problem today	25	17	31	15	14	7	22	11	18	12	15	10
<i>Margins of Error</i>	±6	±2-3	±5-6	±3	±4	±4-5	±10-13	±8-10	±5-7	±3-4	±4-5	±2-3

*Note.* WGRR 2008 Q101. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

***By Gender by Paygrade***

Among women who had been in the military for at least four years, senior officers (18%) were less likely than women in the other paygrades to indicate that sexual assault in the military is more of a problem today than it was four years ago (Table 64).

Among men who had been in the military for at least four years, senior officers (52%) were more likely than men in the other paygrades to indicate that sexual assault in the military is less of a problem today than it was four years ago (Table 64). Junior officers (10%) and senior officers (8%) were less likely than men in the other paygrades to indicate that sexual assault in the military is more of a problem today than it was four years ago.

**Table 64.*****Perceptions of Sexual Assault as a Problem in the Military, by Gender and Paygrade***

Sexual assault in the military compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	28	46	34	48	34	49	39	52
More of a problem today	25	16	23	15	21	10	18	8
<i>Margins of Error</i>	±8	±4	±4	±2	±5	±3-4	±4	±2-3

*Note.* WGRR 2008 Q101

## Perceptions of Sexual Harassment as a Problem in the Nation

Reserve component members were asked if sexual harassment in our nation has become more or less of a problem over the last four years. Results are reported separately for each gender and, within gender, by survey year, by Reserve component, and by paygrade.

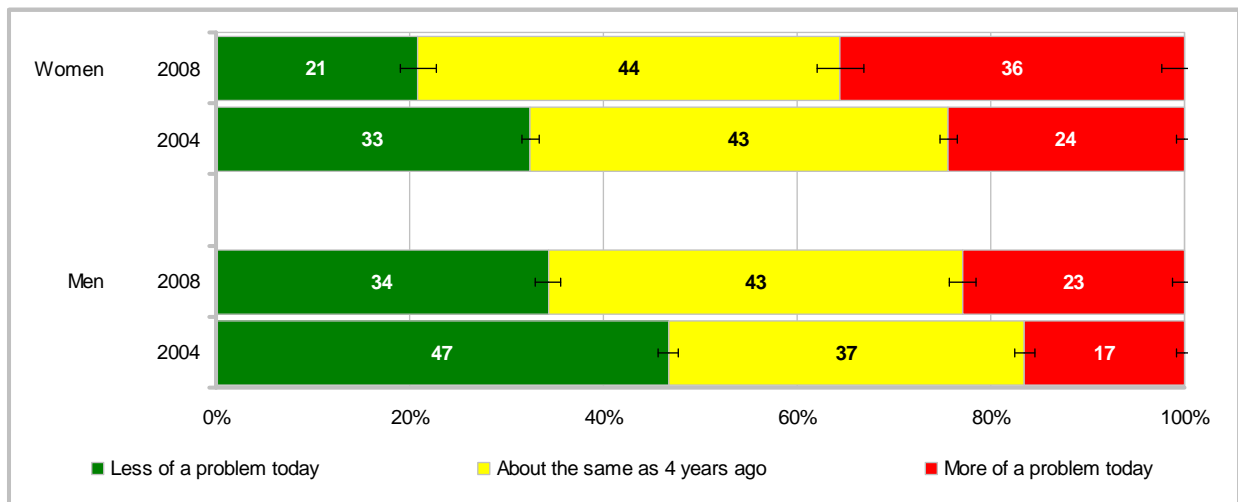
### By Gender by Year

Twenty-one percent of women indicated that sexual harassment in the nation is less of a problem in 2008 than four years ago (Figure 75). Most women indicated that it is about the same as four years ago (44%) or that it is more of a problem today than four years ago (36%). The percentage of women who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2008 than in 2004 (21% vs. 33%). The percentage of women who indicated that sexual harassment in the nation is more of a problem today than four years ago was higher in 2008 than in 2004 (36% vs. 24%).

Most men indicated that sexual harassment in the nation is less of a problem in 2008 than four years ago (34%) or that it is about the same as four years ago (43%) (Figure 75). Nearly a quarter (23%) of men indicated that it is more of a problem today than four years ago. The percentage of men who indicated that sexual harassment in the nation is less of a problem today than four years ago was lower in 2008 than in 2004 (34% vs. 47%). The percentage of men who indicated that sexual harassment in the nation is about the same or more of a problem than four years ago was higher in 2008 than in 2004.

**Figure 75.**

*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Year*



WGRR 2008 Q98

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

### **By Gender by Component**

Women in the USNR (33%) were more likely than women in the other Reserve components to indicate that sexual harassment in the nation is less of a problem in 2008 than it was four years ago, whereas women in the USAR (17%) were less likely (Table 65). Women in the USNR (23%) and ANG (26%) were less likely than women in the other Reserve components to indicate that sexual harassment in the nation is more of a problem, whereas women in the ARNG (42%) were more likely.

Men in the USNR (40%) were more likely than men in the other Reserve components to indicate that sexual harassment in the nation is less of a problem in 2008 than it was four years ago (Table 65).

**Table 65.**  
*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Component*

Sexual harassment in the nation compared to four years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Less of a problem today</b>	19	33	17	34	33	40	22	34	24	34	25	37
<b>More of a problem today</b>	42	25	38	23	23	18	37	24	26	22	31	20
<i>Margins of Error</i>	$\pm 4-5$	$\pm 3$	$\pm 4-6$	$\pm 3$	$\pm 4$	$\pm 5$	$\pm 8-10$	$\pm 7$	$\pm 5-6$	$\pm 3-4$	$\pm 4-5$	$\pm 3$

*Note:* WGRR 2008 Q98. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

### **By Gender by Paygrade**

Among women, senior enlisted members (24%) and senior officers (30%) were more likely than women in the other paygrades to indicate that sexual harassment in the nation is less of a problem in 2008 than it was four years ago, whereas junior enlisted members (15%) were less likely (Table 66). Senior enlisted members (32%), junior officers (24%) and senior officers (20%) were less likely than women in the other paygrades to indicate that sexual harassment in the nation is more of a problem than four years ago, whereas junior enlisted members (45%) were more likely.

Among men, junior officers (42%) and senior officers (44%) were more likely than men in the other paygrades to indicate that sexual harassment in the nation is less of a problem in 2008 than it was four years ago, whereas junior enlisted members (30%) were less likely (Table 66). Junior officers (13%), and senior officers (12%) were less likely to indicate that sexual harassment in the nation is more of a problem than four years ago, whereas junior enlisted members (28%) were more likely.

**Table 66.**

*Perceptions of Sexual Harassment as a Problem in the Nation, by Gender and Paygrade*

Sexual harassment in the nation compared to four years ago	E1-E4		E5-E9		O1-O3		O4-O6	
	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	15	30	24	35	24	42	30	44
More of a problem today	45	28	32	22	24	13	20	12
Margins of Error	±4-5	±3-4	±3-4	±2	±4-5	±3-4	±4	±2-3

Note. WGRR 2008 Q98

**Perceptions of Sexual Assault as a Problem in the Nation**

Reserve component members were asked has sexual assault in our nation become more or less of a problem over the last four years. Results are reported separately for each gender, and within gender, by Reserve component and by paygrade. Because this question was new in the 2008 survey, trend data are not available.

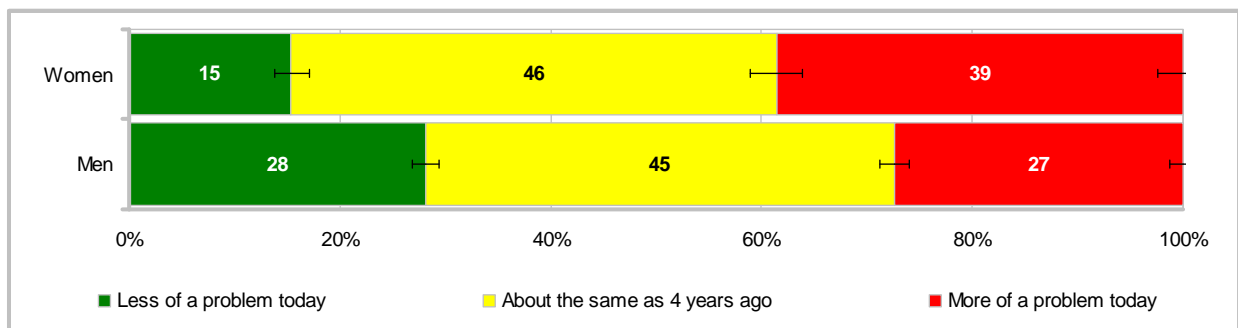
**By Gender**

Fifteen percent of women indicated that sexual assault in the nation is less of a problem in 2008 than four years ago. Most women indicated it is about the same as four years ago (46%) or that it is more of a problem today than four years ago (39%) (Figure 76).

Twenty-eight percent of men indicated that sexual assault in the nation is less of a problem in 2008 than four years ago, 45% indicated it is about the same as four years ago, and 27% indicated it is more of a problem today than four years ago (Figure 76).

**Figure 76.**

*Perceptions of Sexual Assault as a Problem in the Nation, by Gender*



WGRR 2008 Q99

Margins of error range from ±2 to ±3

### **By Gender by Component**

Women in the USNR (21%) were more likely than women in the other Reserve components to indicate that sexual assault in the nation is less of a problem in 2008 than it was four years ago (Table 67). Women in the USNR (31%) and ANG (30%) were less likely than women in the other Reserve components to indicate that sexual assault in the nation is more of a problem in 2008 than it was four years ago.

Men in the USNR (22%) were less likely than men in the other Reserve components to indicate that sexual assault in the nation is more of a problem in 2008 than it was four years ago.

**Table 67.**  
*Perceptions of Sexual Assault as a Problem in the Nation, by Gender and Component*

Sexual assault in the nation compared to four years ago	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Less of a problem today	15	28	13	28	21	33	16	26	17	27	17	29
More of a problem today	43	29	41	28	31	22	36	28	30	27	37	24
Margins of Error	±4-5	±3	±4-6	±3	±4	±5	±9-10	±7-8	±5-6	±3-4	±4-5	±3

*Note.* WGRR 2008 Q99. ARNG—Army National Guard. USAR—U.S. Army Reserve. USNR—U.S. Navy Reserve. USMCR—U.S. Marine Corps Reserve. ANG—Air National Guard. USAFR—U.S. Air Force Reserve.

### **By Gender by Paygrade**

Among women, junior enlisted members (12%) were less likely than women in the other paygrades to indicate that sexual assault in the military is less of a problem today than it was four years ago (Table 68). Junior officers (25%) and senior officers (29%) were less likely than women in the other paygrades to indicate that sexual assault in the military was more of a problem today, whereas junior enlisted members (45%) were more likely.

Among men, senior officers (33%) were more likely than men in the other paygrades to indicate that sexual assault in the military is less of a problem today than it was four years ago (Table 68). Junior officers (18%) and senior officers (17%) were less likely than men in the other paygrades to indicate that sexual assault in the military was more of a problem today, whereas junior enlisted members (32%) were more likely.

**Table 68.*****Perceptions of Sexual Assault as a Problem in the Nation, by Gender and Paygrade***

<b>Sexual assault in the nation compared to four years ago</b>	<b>E1-E4</b>		<b>E5-E9</b>		<b>O1-O3</b>		<b>O4-O6</b>	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Less of a problem today</b>	12	26	17	28	17	32	18	33
<b>More of a problem today</b>	45	32	37	27	25	18	29	17
<i>Margins of Error</i>	$\pm 4-5$	$\pm 3$	$\pm 3-4$	$\pm 2$	$\pm 4-5$	$\pm 3-4$	$\pm 4$	$\pm 2-3$

*Note. WGRR 2008 Q99*



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**Appendix: 2008 Workplace and Gender  
Relations Survey of Reserve Component  
Members**



**DMDC**

RCS: DD-P&R(QD) 1947  
Exp: 11/30/2010  
DMDC Survey No. 07-0071

*2008 Workplace and Gender  
Relations Survey of Reserve  
Component Members*

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

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

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
  - Place an "X" in the appropriate box or boxes.
- RIGHT  WRONG
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
- CORRECT ANSWER  INCORRECT ANSWER

## PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

**Returning this survey indicates your agreement to participate in this research.**

**AUTHORITY:** 10 USC Sections 136, 481, 1782, and 2358. 14 USC Section 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about gender-related issues, estimate the level of sexual harassment and unwanted sexual contact, and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research and datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel & Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in evaluating and developing policies and practices regarding general workplace respect issues as well as sexual assault, sexual harassment, and other gender-related issues.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD/DHS personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

**A respondent who experienced sexual harassment or unwanted sexual contact may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.**

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach Military OneSource 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:  
Stateside: 1-800-342-9647  
Overseas: 00-800-3429-6477 or call collect 1-484-530-5908  
Worldwide: [www.militaryonesource.com](http://www.militaryonesource.com) or [www.sapr.mil](http://www.sapr.mil)
  - Coast Guard members may want to call Employee Assistance Program Counseling Services: 1-800-222-0364
  - If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service call:  
Army: 1-800-267-9964 Marine Corps: 703-784-9371  
Navy: 1-800-253-0931 Air Force: 1-800-616-3775  
Coast Guard: 1-800-222-0364
- If you have a question about the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307.
- If you have concerns about your rights as a research participant, please contact Ms. Caroline Miner, Certified IRB Professional, HRPP Program Manager for the Office of the Under Secretary of Defense (Personnel & Readiness), 5113 Leesburg Pike, Skyline 4, Suite 901, Falls Church, VA 22041, [HRPP@tma.osd.mil](mailto:HRPP@tma.osd.mil), 703-575-2677, Fax 703-578-8501.

## BACKGROUND INFORMATION

### 1. Of which Reserve component were you a member on February 11, 2008?

- |   |   |
|---|---|
| <input type="checkbox"/> Army Reserve   | <input type="checkbox"/> Army National Guard  |
| <input type="checkbox"/> Naval Reserve  | <input type="checkbox"/> Marine Corps Reserve |
| <input type="checkbox"/> Air Force Reserve                                      | <input type="checkbox"/> Air National Guard   |
| <input type="checkbox"/> Coast Guard Reserve                                    |   |
| <input type="checkbox"/> No Reserve component ⇒ stop here and return the survey |   |

### 2. Are you . . . ?

- |                               |                                 |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female |
|-------------------------------|---------------------------------|

### 3. What is your current paygrade? *Mark one.*

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

### 4. Are you Spanish/Hispanic/Latino?

- |   |
|---|
| <input type="checkbox"/> No, not Spanish/Hispanic/Latino  |
| <input type="checkbox"/> Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino |

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

- |   |
|---|
| <input type="checkbox"/> White  |
| <input type="checkbox"/> Black or African American  |
| <input type="checkbox"/> American Indian or Alaska Native   |
| <input type="checkbox"/> Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)   |
| <input type="checkbox"/> Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) |

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

- |                              |                             |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

## SATISFACTION AND RETENTION INTENTION

### 7. How many years have you spent in military service? *To indicate less than one year, enter "0".*

Years

### 8. 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 |  |

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

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

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

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

11. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item.*

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

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

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

13. If you had a close personal 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"/>

14. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the National Guard/ Reserve is consistent with my personal goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would feel guilty if I left the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I really feel as if the military's values are my own .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. I am proud to tell others that I am a member of my National Guard/ Reserve component.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## TEMPO

15. 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? *To indicate none, enter "0".*

--	--	--	--

 Days

16. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- Much more than expected
- More than expected
- Neither more nor less than expected
- Less than expected
- Much less than expected

17. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently activated, report your employment and student status in the week before your current activation.

18. Are you a military technician?

- Yes, I am currently a military technician
- Yes, in the week before my current activation I was a military technician
- No

19. Do you have a civilian job?

- Yes, I currently have a civilian job
- Yes, in the week before my current activation I had a civilian job
- No

20. Are you a student?

- Yes, I am currently a student
- Yes, in the week before my current activation I was a student
- No

## ACTIVATION/DEPLOYMENT STATUS

In this survey, the term “**activation**” refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on 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 (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

21. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an AGR/FTS/AR for the past 12 months, select “No”.*

- Yes, I am currently activated
- Yes, I have been activated, but I am not currently activated
- No ⇒ GO TO QUESTION 27

22. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

- Yes
- No ⇒ GO TO QUESTION 27

23. In the past 12 months, have your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

- Voluntary
- Involuntary
- Both

24. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

- Yes, I am currently deployed
- Yes, I have been deployed, but I am not currently deployed
- No ⇒ GO TO QUESTION 27

25. In the past 12 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



26. In the past 12 months, have you been deployed for any of the following operations? *Mark "Yes" or "No" for each item.*

	No	Yes
a. Operation Noble Eagle (airport security) .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan) .	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**YOUR MILITARY WORKPLACE**

27. How long have you been in your present **military** unit? *To indicate less than one year, enter "0".*

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

	No	Yes
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 work environment where members of your gender are uncommon?.....	<input type="checkbox"/>	<input type="checkbox"/>

29. Which of the following describes your immediate supervisor in your current **military** work group? *Mark one.*

- Male military                       Female military
- Male civilian                         Female civilian

30. How much do you agree or disagree with the following statements about your immediate supervisor at your **military** job? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. Which of the following best describes the gender mix of your current **military** work group, that is, the people with whom you work on a day-to-day basis? *Mark one.*

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

32. How much do you agree or disagree with the following statements about your **military** workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 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"/>
k. In the last 6 months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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33. To what extent do you agree or disagree with the following statements about your military work group? *Mark one answer for each.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. If you make a request through channels in your military work group, you know somebody will listen.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The leaders in your military work group are more interested in looking good than being good.....	<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"/>
d. The leaders in your military work group are not concerned with the way National Guard/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"/>
e. You are impressed with the quality of leadership in your military work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your military work group are more interested in furthering their careers than in the well-being of their National Guard/ Reserve component members.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. There is very little conflict among your coworkers.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. Your work provides you with a sense of pride .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your day-to-day work is directly tied to your wartime job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. Overall, how well prepared . . . *Mark one answer for each item.*

Very poorly prepared				
Poorly prepared				
Neither well nor poorly prepared				
Well prepared				
Very well prepared				
a. Are <u>you</u> to perform your wartime job?..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. Overall, how would you rate . . . *Mark one answer for each item.*

Very low				
Low				
Moderate				
High				
Very high				
a. <u>Your</u> current level of morale? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Your unit's</u> current level of morale? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. How much do you agree or disagree with the following statements about your National Guard/ Reserve unit? *Mark one answer for each statement.*

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. Members in your unit really care about each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Members in your unit work well as a team .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Members in your unit pull together to get the job done .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Members in your unit trust each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**STRESS, HEALTH, AND WELL-BEING**

39. In the past month, how often have you . . . *Mark one answer for each item.*

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

40. How true or false is each of the following statements for you? *Mark one answer for each statement.*

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

41. Overall, how would you rate the current level of stress in your . . . *Mark one answer for each item.*

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. <u>Military</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Personal</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**GENDER-RELATED EXPERIENCES**

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

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

43. Do you consider ANY of the behaviors which you marked as happening to you in Question 42 to have been . . . *Mark one answer for each.*

	All	Some	None
a. Sex discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Racial/ethnic discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

44. 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 National Guard/Reserve)**
  - on- or off-duty
  - on- or off-installation or ship; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
  - in your military workplace or on your installation/ship

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

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

44. Continued.

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

45. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment
- Does not apply, I marked "Never" to every item  
⇒ GO TO QUESTION 65

**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

46. Think about the situation(s) you experienced in the past 12 months that involved the behaviors you marked in Question 44A-P. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation? *Mark "Yes" or "No" for each item below that describes the situation.*

	Yes	No
a. <u>Sexist Behavior</u> (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)...	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Crude/Offensive Behavior</u> (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you) .....	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Unwanted Sexual Attention</u> (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected) .....	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Sexual Coercion</u> (e.g., someone implied preferential treatment in exchange for your sexual cooperation).....	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Other</u> .....	<input type="checkbox"/>	<input type="checkbox"/>

47. How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?

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

48. Where did this situation occur? *Mark one.*

- At a military installation (e.g., on base)
- Some behaviors occurred at a military installation; some did not
- Not at a military installation (e.g., off base) ⇒ GO TO QUESTION 50

49. Did any of the behaviors in the situation on base occur . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. At your military work (the place where you perform your military duties)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. During duty hours? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In a military work environment where members of your gender are uncommon? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At a military non-work location (e.g., gym, exchange/commissary, bowling alley)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

50. Did any of the behaviors in the situation occur while you were . . . *Mark "Yes," "No," or "Does not apply" for each item.*

	Does not apply		
	No		
	Yes		
a. Activated? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. At your civilian job? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At your civilian school? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. In your or someone else's quarters/home? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

51. Was the offender(s) . . . ? *Mark one.*

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

52. Was the offender(s) . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. Someone in your military chain-of-command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your military coworker(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your military subordinate(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other military person(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. DoD/DHS civilian employee(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Person(s) in the local community? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Unknown person(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

53. During the course of the situation, how often did the event(s) occur?

- Once
- Occasionally
- Frequently

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

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

55. As a result of the situation, did you . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. Ignore the behavior? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Avoid the person(s) who bothered you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Tell the offender(s) to stop? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Ask someone else to speak to the offender(s) for you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Blame yourself for what happened? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Act as though it did not bother you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Call a hotline for advice/information (not to file a complaint)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Request a transfer? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Think about getting out of your Reserve component? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Accomplish less than you normally would at work? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Other? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



◆ 56. Did you discuss/report the situation with/to any of the following **civilian** individuals or organizations? Mark "Yes" or "No" for each item.

	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 checked="" type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Community officials, offices, or courts (e.g., local police or harassment hotline) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. Did you discuss/report the situation with/to any of the following **National Guard/Reserve/DoD/DHS** individuals or organizations? Mark "Yes" or "No" for each item.

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

If you answered "No" to every item in Question 57, GO TO QUESTION 64.

58. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your complaint was/is being investigated..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The situation was resolved informally .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You were encouraged to drop the complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your complaint was discounted or not taken seriously .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. The situation was/is being corrected .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Some action was/is being taken against the person(s) who bothered you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Some action was/is being taken against you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. Did you formally report the situation?

Yes       No ⇒ GO TO QUESTION 65

60. Was your complaint found to be true?

Yes  
 No  
 They were unable to determine whether your complaint was true or not.  
 Does not apply, the action is still being processed. ⇒ GO TO QUESTION 63

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

Very satisfied       Dissatisfied  
 Satisfied       Very dissatisfied  
 Neither satisfied nor dissatisfied

62. How satisfied were/are you with the following aspects of the reporting process? Mark one answer for each item.

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

63. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

If you formally or informally reported the situation, GO TO QUESTION 65.

64. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? *Mark "Yes" or "No" for each statement.*

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report .....	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself .....	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done ....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.....	<input type="checkbox"/>	<input type="checkbox"/>
h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .....	<input type="checkbox"/>	<input type="checkbox"/>
i. You were afraid of negative professional outcomes.....	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought you would be labeled a troublemaker .....	<input type="checkbox"/>	<input type="checkbox"/>
k. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**UNWANTED SEXUAL CONTACT**

65. In the past 12 months, have you experienced any of the following sexual contacts that were against your will or occurred when you did not or could not consent where someone . . .

- **Sexually touched you** (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
- **Attempted to make you have sexual intercourse, but was not successful?**
- **Made you have sexual intercourse?**
- **Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?**
- **Made you perform or receive oral sex, anal sex, or penetration by a finger or object?**

- Yes, once
- Yes, multiple times
- No ⇒ GO TO QUESTION 85

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

66. Think about the situation(s) you experienced in the past 12 months that involved the behaviors in the previous question. Tell us about the one event that had the greatest effect on you. What did the person(s) do during the situation? *Mark one answer for each behavior.*

	Did this	Did not do this
a. <u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them .....	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted to make you have sexual intercourse, but was not successful</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you have sexual intercourse</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you perform or receive oral sex, anal sex, or penetration by a finger or object</u> .....	<input type="checkbox"/>	<input type="checkbox"/>

67. Did the situation occur . . . *Mark "Yes" or "No" for each item.*

	Yes	No
a. At a military installation (e.g., on base)?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. While activated?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. While deployed?.....	<input type="checkbox"/>	<input type="checkbox"/>

68. Where did the situation occur? *Mark one.*

- In your home/living quarters
- In the home/living quarters of the offender
- In the home/living quarters of someone else
- At a bar/nightclub
- At work (military or civilian)
- In a vehicle (e.g., taxi, train, plane, etc.)
- At a hotel
- Other

69. Was the offender(s) . . . *Mark one.*

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

◆ **70. Was the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Someone in your military chain-of-command? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military co-worker(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Person(s) in the local community?.....	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>

**71. Did the situation occur . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. When your judgement was impaired due to alcohol?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. When you were so intoxicated that you were unable to consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. When the offender(s) was intoxicated?.....	<input type="checkbox"/>	<input type="checkbox"/>
d. After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?...	<input type="checkbox"/>	<input type="checkbox"/>

**72. Did the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Threaten to ruin your reputation if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Threaten to physically harm you if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Threaten to physically harm a member of your family if you did not consent? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Use some degree of physical force (e.g., holding you down)?.....	<input type="checkbox"/>	<input type="checkbox"/>
e. Use their authority for a search (e.g., body/personal search)? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Use their authority for a medical or dental exam/procedure? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Use their authority as a military/civilian supervisor?.....	<input type="checkbox"/>	<input type="checkbox"/>

**73. Prior to the situation, did any of the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Sexually harass you? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Stalk you? .....	<input type="checkbox"/>	<input type="checkbox"/>

**74. Did you talk about the situation with . . . Mark “Yes,” “No,” or “Does not apply” for each item.**

	Yes	No	Does not apply
a. Your spouse/significant other? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A family member (e.g., parent, brother/sister)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A chaplain, counselor, ombudsman, or health care provider? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A civilian hotline or crisis center? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A military hotline or Military OneSource?...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**75. Did you seek professional help/treatment or use other support services following the situation?**

- Yes, from military/DoD/DHS-related service providers only
- Yes, from civilian service providers only
- Yes, from both civilian and military/DoD/DHS services
- No ⇒ GO TO QUESTION 77

**76. How satisfied are you with the professional help/treatment you received?**

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

**77. Did you discuss/report the situation with/to any authority or organization? Mark one.**

- No ⇒ GO TO QUESTION 84
- Yes, I made a restricted report ⇒ GO TO QUESTION 82
- Yes, I made an unrestricted report
- Yes, but I am not sure whether it was unrestricted or restricted reporting

**78. Did you discuss/report the situation with/to any of the following authorities or organizations? Mark “Yes” or “No” for each item.**

	Yes	No
a. Your immediate military supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your military chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexual Assault Response Coordinator (SARC)/Victim Advocate .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Chaplain or counselor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Health care provider.....	<input type="checkbox"/>	<input type="checkbox"/>
f. Legal services or criminal investigators .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Other .....	<input type="checkbox"/>	<input type="checkbox"/>



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

	Don't know		
	No		
	Yes		
a. Your report was/is being investigated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were/are being kept informed of the status of the investigation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Action was/is being taken against the offender .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were encouraged to drop the complaint/withdraw your report .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was/is being taken against you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Some other action was/is being taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**80. How satisfied have you been with ... Mark one answer for each item.**

	Does not apply				
	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. The quality of sexual assault advocacy services you received?..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The quality of counseling services you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The quality of medical care you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your treatment by the Sexual Assault Victim Advocate assigned to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your treatment by the Sexual Assault Response Coordinator (SARC) handling your report? ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your treatment by the Commander handling your report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Your treatment by the criminal investigator handling your report? .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your treatment by the Trial Defense Office personnel? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your treatment by the Legal Office personnel (prosecution)? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. The amount of time investigation process took/is taking? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. How well you were/are kept informed about the progress of your case? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. The availability of information about how to file a restricted report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. The availability of information about how to file an unrestricted report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. The reporting process overall? ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**81. As a result of reporting the situation, did you ... Mark "Yes," "No," or "Don't know" for each item.**

	Don't know		
	No		
	Yes		
a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Get placed on a medical hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Get placed on a legal hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Get an involuntary transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Get a requested transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Feel like you were overprotected (e.g., smothered or treated like a child)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**82. When you reported the situation were you offered ... Mark one answer for each item.**

	No, but I wanted this service			
	No, and I did not want this service			
	Yes, but it was not helpful			
	Yes, and it was helpful			
a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Counseling services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Medical or forensic services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Legal services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**83. How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization? Mark one.**

- Within 24 hours
- Within 2-3 days
- Within 4-14 days
- Within 15-30 days
- Within 2 months to less than 1 year

**If you made a restricted or unrestricted report of the situation to an authority or organization, GO TO QUESTION 85.**

◆ 84. What were your reasons for not reporting the situation? Mark "Yes" or "No" for each statement.

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report .....	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not think anything would be done ....	<input type="checkbox"/>	<input type="checkbox"/>
e. You thought you would not be believed .....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought reporting would take too much time and effort .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought your performance evaluation or chance for promotion would suffer.....	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought you would be labeled a troublemaker .....	<input type="checkbox"/>	<input type="checkbox"/>
j. You did not want anyone to know .....	<input type="checkbox"/>	<input type="checkbox"/>
k. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization .....	<input type="checkbox"/>	<input type="checkbox"/>
l. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**PERSONNEL POLICY AND PRACTICES**

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

	Yes	No	Don't know
a. Senior leadership of your Reserve component .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of your installation/ship.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your immediate military supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

86. In your military work group, to what extent . . . Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

86. Continued.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
c. Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Would people be able to get away with <u>sexual harassment</u> if it was reported?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Would people be able to get away with <u>sexual assault</u> if it was reported?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

87. At your installation/ship, to what extent are . . . Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Policies forbidding <u>sexual harassment</u> publicized? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Complaint procedures related to <u>sexual harassment</u> publicized? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Reports of <u>sexual harassment</u> taken seriously? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Sexual assault</u> reporting procedures publicized? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Reports of <u>sexual assault</u> taken seriously? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SEXUAL HARASSMENT TRAINING**

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

- Yes
- No ⇒ GO TO QUESTION 92

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

Times

90. My National Guard/Reserve component's *sexual harassment* training . . . *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered sexual harassment .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gives useful tools for dealing with sexual harassment .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains the process for reporting sexual harassment .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Makes me feel it is safe to complain about unwanted sex-related attention .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Provides information about policies, procedures, and consequences of sexual harassment .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

91. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as *sexual harassment*?

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

**SEXUAL ASSAULT TRAINING**

92. Have you had any military training during the past 12 months on topics related to *sexual assault*?

- Yes
- No ⇒ GO TO QUESTION 96

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

Times

94. My National Guard/Reserve component's *sexual assault* training . . . *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Teaches how to avoid situations that might increase the risk of sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Teaches how to obtain medical care following a sexual assault .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Explains the role of the chain-of-command in handling sexual assaults .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains the reporting options available if a sexual assault occurs..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Explains how sexual assault is a mission readiness problem .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

95. In your opinion, how effective was the training you received in . . . *Mark one answer for each item.*

	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Actually reducing/preventing sexual assault or behaviors related to sexual assault?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Explaining the difference between restricted and unrestricted reporting of sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

96. At your installation/ship, is there a . . . *Mark "Yes," "No," or "Don't know" for each item.*

	Don't know	No	Yes
a. Specific office with the authority to investigate sexual harassment? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual Assault Victim Advocate to help those who experience sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



**REPORT DOCUMENTATION PAGE**

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	5b. GRANT NUMBER
	5c. PROGRAM ELEMENT NUMBER

6. AUTHOR(S)  Rock, L.M. and Lipari, R.N.	5d. PROJECT NUMBER
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12. DISTRIBUTION/AVAILABILITY STATEMENT  
Approved for Public Release; distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT  
This report provides the results for the 2008 Workplace and Gender Relations Survey of Reserve Component Members (2008 WGRR). The overall purpose of the 2008 WGRR is to document the extent to which Reserve component members reported experiencing harassment and unwanted sexual contact in the 12 months prior to filling out the survey, the details surrounding those events, and the member's perceptions of the effectiveness of sexual harassment and sexual assault policies, training, and programs.

15. SUBJECT TERMS  
Demographics, gender-related experiences, gender relations, personnel policies, sexual harassment, unwanted sexual contact, sexual assault, training, Reserve component

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT  UU	18. NUMBER OF PAGES  198	19a. NAME OF RESPONSIBLE PERSON Rachel N. Lipari 19b. TELEPHONE NUMBER (Include area code) (703) 696-1125
a. REPORT  U	b. ABSTRACT  U	c. THIS PAGE  U			

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