



# 2019 Workplace and Gender Relations Survey of Reserve Component Members

Overview Report

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# 2019 Workplace and Gender Relations Survey of Reserve Component Members

## Overview Report

Rachel A. Breslin, Ph.D., Ashlea Klahr, Ph.D.  
Office of People Analytics

Kimberly Hylton, Mark Petusky, Alycia White, Jess Tercha  
Fors Marsh Group

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OPA's Statistical Methods Branch, under the guidance of Mr. David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including sampling, weighting, nonresponse bias analysis, and the implementation of statistical hypothesis testing used in the survey program. Mr. Alex McMillan and Mr. Stephen Busselberg (Fors Marsh Group, LLC) implemented the weighting methods. Ms. Susan Reinhold provided the data processing support. Data Recognition Corporation (DRC) performed data collection and editing.

A team consisting of Dr. Rachel Breslin, Ms. Kimberly Hylton, Mr. Mark Petusky, Ms. Alycia White, and Ms. Jess Tercha completed quality control for this report. Mr. Ivan Sciupac provided technical editing support.

## Executive Summary

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### Introduction

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the estimated prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations (WGR) survey series fills this critical role.

The following report provides an overview of the results of the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGR)*. The survey provides key insights as to the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Reserve component, Service member attitudes and beliefs vis-à-vis these issues, and perceptions of unit climate.

### Background and Methodology

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)<sup>1</sup> has been conducting the congressionally mandated gender relations survey of Reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.<sup>2</sup> Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the 2014 RAND Military Workplace Study (*2014 RMWS*) of military members (both active duty and Reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates of sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 provides additional information regarding the construction of these measures.

### Survey Methodology

OPA uses industry-standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent

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<sup>1</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>2</sup> Title 10 U.S. Code Section 481 is available here <https://www.law.cornell.edu/uscode/text/10/481>.

organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>3</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

Data for the *2019 WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected.<sup>4</sup>

The *2019 WGRR* was largely modeled off of the *2017 WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of this report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population of the *2019 WGRR* consisted of members from the Selected Reserve<sup>5</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>6</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the Reserve component for at least five months.<sup>7</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

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<sup>3</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that [“OPA”] relied on standard, well-accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the *2012 WGRA* (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although it found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, it provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

<sup>4</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>5</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected Reservists are essential to initial wartime missions and are the primary source of augments to active forces. Although the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the *2019 WGRR*.

<sup>6</sup> Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>7</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those Reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not selected for the survey.

OPA sampled a total of 269,475 Reserve and National Guard Service members for the 2019 WGRR.<sup>8</sup> Surveys were completed by 34,169 members, resulting in a weighted response rate of 14.5% overall.

OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and that it properly adjusts to account for survey nonresponse. OPA weights the data based on an industry-standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse, which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this executive summary details the top-line results from the overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department. All of the data, to include the prevalence rates, provided in this report are estimates with an associated margin of error and confidence interval. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if 55% of respondents selected an answer and the margin of error was  $\pm 3$ , we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the 2019 WGRR are weighted, the reader can assume the results generalize to the full Reserve component population within the margin of error. Data are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

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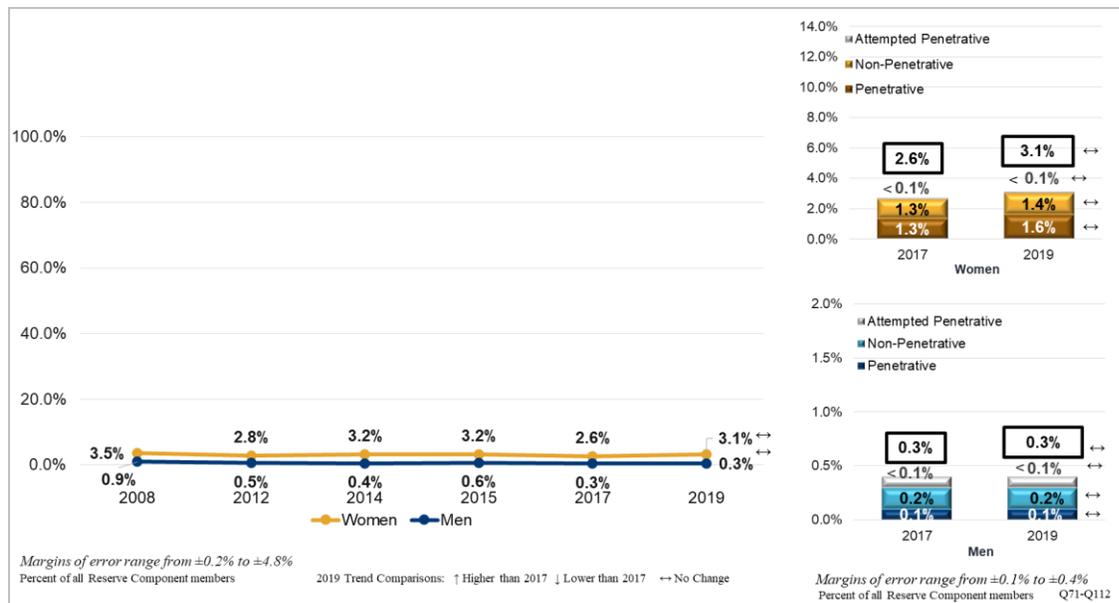
<sup>8</sup> Three separate surveys of the Reserve component were scheduled to field at the same time in 2019—the 2019 WGRR, the 2019 Workplace and Equal Opportunity Survey of Reserve Component Members (2019 WEOR), and the 2019 Status of Forces Survey of Reserve Component Members (2019 SOFR). In order to minimize survey burden, a census of the Reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

## Summary of Top-Line Results

### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

**Figure 1.**  
*Estimated Sexual Assault Past Year Prevalence Rates*



- In 2019, 3.1% of Reserve component women (an estimated 4,819 Service members) and 0.3% of men (an estimated 1,748 Service members) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 2.6% of women and 0.3% of men experienced a sexual assault.<sup>9</sup>
- In 2019, Reserve component women were significantly more likely than men to experience a penetrative sexual assault (an estimated 1.6% of women compared to

<sup>9</sup>.As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the 2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA). In 2019, this necessitated updates to the 2017 WGRR dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR Overview Report. The updates to the 2017 WGRR will be described and reported in full in a separate report.

0.1% of men) or a non-penetrative sexual assault (an estimated 1.4% of women compared to 0.2% of men). There were no significant differences in the estimated rate of any specific type of sexual assault between 2017 and 2019.

### ***One Situation of Sexual Assault With the Biggest Effect***

Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault during the past 12 months that was the worst, or most serious, to them.

- For nearly half (47%) of women who experienced a sexual assault, the worst situation they experienced involved a penetrative sexual assault. Roughly the same proportion of women (46%) described a non-penetrative sexual assault.
- For the majority of women (70%) and men (60%), the worst situation of sexual assault involved one alleged offender. However, for a sizable proportion of women (29%) and men (33%), the worst situation involved more than one alleged offender.
- For women, the vast majority of situations involved alleged offenders who were male (99%), military members (82%), and higher ranking than them (62%).
- For nearly one-quarter of women (22%), the alleged offender was a member of their chain of command and for more than one-quarter of women (27%), the alleged offender was some other higher ranking military member in their unit.
- Two-thirds of women (66%) experienced the worst situation of sexual assault while they were in a military status (e.g., performing full-time National Guard or Reserve duty or a drill period).
- Half of women (50%) were sexually harassed by the same alleged offender before the sexual assault happened and nearly one-quarter (23%) were stalked.
- The extent of alcohol involvement in sexual assaults in 2019 was significantly greater than in 2017. For women, the majority of sexual assault situations in 2019 (60%) involved alcohol use, by either the victim or the alleged offender, compared to 41% in 2017.

### ***Reporting Sexual Assault***

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, access to resources, or support without starting an official investigation, whereas unrestricted reports trigger an official investigation. Reserve component members, the majority of whom serve in a part-time status (roughly 90%), may also be more likely to report the sexual assault they experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the 2019 WGRR included civilian law enforcement as a potential reporting option.

- The vast majority of women who experienced sexual assault did not report their experience to any legal authorities (73%). However, far more women reported the experience to military authorities (26%) than to civilian law enforcement (6%).
- The top reasons women provided for not reporting the sexual assault they experienced included: wanting to forget about it and move on (76%), not wanting people to know (65%), feeling ashamed or embarrassed (57%), thinking it would make their work situation unpleasant (50%), and not thinking anything would be done (49%).
- Most women (73%) and men (73%) responded that, in retrospect, they would make the same reporting decision.
  - Among women who reported, 81% said they would make the same decision.
  - Among the women who did not report, 70% said they would make the same decision.

### **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support victims of sexual assault, the Department monitors prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months ago and then asked if they occurred before or after they joined the military.

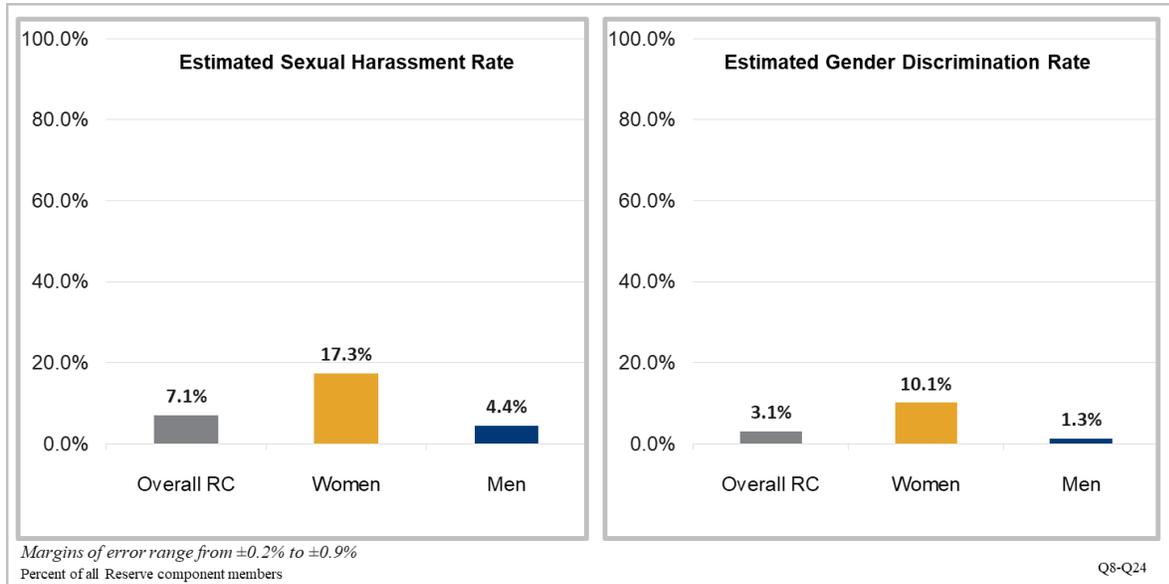
- Overall, an estimated 2.6% of Reserve component members experienced sexual assault prior to joining the military. This rate was significantly higher than the estimated rate of 2.0% in 2017.
  - An estimated 8.2% of women experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 7.3% of women had experienced sexual assault prior to joining the military.
  - An estimated 1.2% of men experienced sexual assault prior to joining the military. This rate was significantly higher than the estimated rate of 0.7% in 2017.
- Overall, an estimated 3.9% of Reserve component members experienced sexual assault since joining the military (including the prior 12 months). This rate was significantly higher than the estimated rate of 3.4% in 2017.
  - An estimated 13.5% of women experienced sexual assault since joining the military (including in the prior 12 months). This rate was significantly higher than the estimated rate of 11.8% in 2017.
  - An estimated 1.5% of men experienced sexual assault since joining the military (including in the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 1.4% of men had experienced sexual assault since joining the military.

## Estimated Sexual Harassment and Gender Discrimination Past Year Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

**Figure 2.**

### *Estimated Sexual Harassment and Gender Discrimination Past Year Rates*



- Overall, an estimated 7.1% of Reserve component members experienced sexual harassment in 2019. The rate of sexual harassment was higher among women at 17.3% (an estimated 27,489 Service members) compared to 4.4% for men (an estimated 27,132 Service members).
- Overall, an estimated 3.1% of Reserve component members experienced gender discrimination in 2019. As with sexual harassment, women (10.1% and an estimated 15,939 Service members) were significantly more likely than men (1.3% and an estimated 8,178 Service members) to experience gender discrimination.

### ***One Situation of Sexual Harassment With the Biggest Effect***

Service members who experienced sexual harassment were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment from the past 12 months that was the worst, or most serious, to them.

- For the plurality of women, this situation involved repeated sexual jokes (35%), repeated sexual comments about their appearance or body (32%), or repeated attempts to establish an unwanted romantic or sexual relationship (32%).

- For the majority of women (96%), the worst situation of sexual harassment involved alleged offenders who were men, military members (96%), and higher ranking than them (73%).
- For the plurality of men, the worst situation involved repeated sexual jokes (37%), someone repeatedly suggesting they do not act like a man is supposed to (29%), or someone repeatedly telling them about their sexual activities (23%).
- As with women, the worst situation of sexual harassment experienced by men in the Reserve component typically involved alleged offenders who were men (93%), military members (95%), and higher ranking than them (61%).

### ***One Situation of Gender Discrimination With the Biggest Effect***

Service members were also asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination that was the worst, or most serious, to them.

- For the majority of women, “the one situation” of gender discrimination involved being mistreated, ignored, or insulted because of their gender (87%).
- For Reserve component women, the worst situation typically involved alleged offenders who were men (96%) though nearly one-quarter of the situations involved a mix of men and women (23%). The alleged offenders typically included military members (97%) who were higher ranking than the victim (85%).
- For the majority of men in the Reserve component, “the one situation” also involved being mistreated, ignored, or insulted because of their gender (85%).
- Men in the Reserve component were significantly more likely than women to identify the alleged offender(s) as all women (36%, compared to 4% for women victims) or a mix of men and women (45%, compared to 23% for women victims). The situation nearly always involved military members (98%) who were higher ranking than the victim (85%).

### ***Filing a Complaint of Sexual Harassment or Gender Discrimination***

Service members have multiple options for filing a complaint related to a sexual harassment or gender discrimination violation, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints.

- More than one-third of women (39%), and significantly more than men (28%), made a complaint regarding the sexual harassment they experienced.
- Women were significantly more likely than men to make their complaint to someone in their chain of command (34% and 22%, respectively) or to someone in the alleged offender’s chain of command (25% and 17%, respectively). Among those who made

a complaint, informal complaints were the most common type of complaint for both women (47%) and men (47%).

- Nearly half (48%) of Reserve component women and 42% of men made a complaint regarding the gender discrimination they experienced.
- For both women and men, gender discrimination complaints were most often made to someone in their own chain of command (42% and 39%, respectively) and, among those women and men who made a complaint, they were typically informal (49% and 48%, respectively).

## **Culture, Climate, and Trust in the Military**

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

- Overall, 12% of Service members were identified as heavy or hazardous drinkers. Women (14%) were significantly more likely to be identified as hazardous drinkers than were men (12%). Junior enlisted women (16%) were significantly more likely than other women to be hazardous drinkers.
- Women (30%) were significantly more likely than men (18%) to observe at least one situation or inappropriate behavior potentially requiring intervention.
- The vast majority of Service members (83%) who observed at least one situation intervened, either during or after the situation, in some way. Nearly half of women (47%) and men (48%) intervened by speaking up to address the situation, whereas 40% of women and 39% of men intervened by talking to those involved to see if they were okay.
- The majority of Reserve component members rated their units favorably based on a variety of behaviors that they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (82%), promoting a climate based on mutual respect and trust (80%), and encouraging victims to report sexual assault (81%). However, women consistently rated their units less favorably than did men.
- Overall, Reserve component members provided positive assessments of their immediate supervisors' leadership vis-à-vis preventing sexual assault. However, Service members who identified their leaders as being in the paygrade of E4 or E5 consistently rated their immediate supervisors significantly lower than did Service members with more senior supervisors (i.e., those in the paygrade of E6 and above).

- Women provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, one out of five women (20%) compared to significantly fewer men (9%) agreed with the statement that it would be risky to file a sexual harassment complaint in their current military workplace. Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 73% of men).
- The vast majority of Service members rarely experienced hostile workplace behaviors. However, women were significantly more likely than men to experience nearly every type of behavior (e.g., coworkers taking credit for their work or ideas or not providing assistance when they need it).
- Finally, Service member sense of trust in the military system significantly declined in 2019 and, specifically, trust that if they were sexually assaulted the military system would protect their privacy (70% compared to 82% in 2017), ensure their safety (74% compared to 84% in 2017), and treat them with dignity and respect (73% compared to 83% in 2017). Moreover, women were significantly less likely than men to believe that they could trust the military system.

### **Social Perceptions and Experiences**

The 2019 *WGRR* included a series of questions constructed to measure the extent of sexism and rape myth acceptance in the Reserve component (Glick & Fiske, 1996; Payne & Lonsway, 1999; Walfield, 2016). The sexism scale used in the 2019 *WGRR* is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific interventions targeting inappropriate beliefs as well as a benchmark for future evaluations.

- Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile.
- Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse benevolent and hostile sexist beliefs than men in units with more women.
- The average rape myth acceptance score for the Reserve component was 1.6 (on a scale of 1 to 5), which is suggestive of low rape myth acceptance overall. However, the average score for men (1.7) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among men under the age of 21 (with an average score of 1.9) who were significantly more likely than other men to accept rape myths.

## Resilience

The 2019 WGRR included a measure for resilience—defined as the ability to bounce back or recover from stress (Smith et al., 2008). Assessing the relationship between unwanted gender-related experiences or unit climate and individual resilience offers one way to demonstrate the impact of these situations on Service members' health and wellbeing.

- The average resilience score for women in the Reserve component was 3.8 (on a scale of 1 to 5), and significantly lower than the average score for men (4.0).
- Resilience scores were significantly lower for Service members who experienced sexual assault, sexual harassment, or gender discrimination as compared to those who did not.
- Resilience scores were significantly lower among Service members who rated their workplace climates as less healthy in terms of actions displayed by peers and leaders to prevent and respond to sexual assault and sexual harassment.

## Conclusion

The results of the 2019 WGRR reveal that there was no significant change since 2017 in the estimated prevalence of sexual assault for women or men. However, the results also demonstrate that younger and more junior in paygrade Service members continue to face a heightened risk of experiencing sexual assault.

Although it was not possible to directly compare sexual harassment and gender discrimination rates in 2019 to prior years, the prevalence of both unwanted behaviors in 2019 was still noteworthy. One in six women and one in 23 men in the Reserve component experienced a sex-based MEO violation in 2019. Although a sizable proportion of Service members made a complaint regarding the violations they experienced, the actions taken in response to their complaints and their overwhelmingly low satisfaction with the complaint process suggest that further evaluation is necessary.

The substantial number of victims of sexual assault who were stalked and/or sexually harassed by the alleged offender before the sexual assault is also notable. Although we do not know the details of those experiences—and especially whether they were reported—this finding lends support to prior research characterizing sexual harassment and sexual assault as existing on a continuum of harm. These results also suggest that greater attention to lower level grooming behaviors may offer a critical approach to the prevention of sexual assault.

Differences between men and women regarding perceptions of the unit climate and experiences with hostile behaviors from coworkers and supervisors portend the reality that women continue to face challenges in the military. This is further reflected by the significant and sizable decline in trust in the military system since 2017, which may not only influence reporting decisions for those who experienced unwanted gender-related behaviors but also have broader implications for the health of the all-volunteer force.

Finally, this report provides support for the renewed emphasis in DoD on prevention of sexual assault. First, by demonstrating how sexual assault, sexual harassment, and gender discrimination interact with one other (the so-called “continuum of harm” discussed above); and secondly, by contributing to our understanding of the attitudes and beliefs that Service members have that may influence their behavior and actions. Overall, rape-supportive beliefs were infrequent within the Reserve component. However, an examination of rape myth acceptance by age demonstrates the ways in which aggregated data may mask important differences between subgroups. Meanwhile, data regarding the extent of sexism among some Service members may help DoD to provide tailored interventions to improve prevention programs.

## Table of Contents

	<u>Page</u>
<b>Executive Summary</b> .....	<b>iii</b>
<b>Introduction</b> .....	<b>iii</b>
<b>Background and Methodology</b> .....	<b>iii</b>
Survey Methodology.....	iii
<b>Summary of Top-Line Results</b> .....	<b>vi</b>
Estimated Sexual Assault Past Year Prevalence Rates.....	vi
One Situation of Sexual Assault With the Biggest Effect .....	vii
Reporting Sexual Assault.....	vii
Estimated Sexual Assault Prevalence Prior to or After Joining the Military .....	viii
Estimated Sexual Harassment and Gender Discrimination Past Year Rates .....	ix
One Situation of Sexual Harassment With the Biggest Effect .....	ix
One Situation of Gender Discrimination With the Biggest Effect .....	x
Filing a Complaint of Sexual Harassment or Gender Discrimination .....	x
Culture, Climate, and Trust in the Military.....	xi
Social Perceptions and Experiences.....	xii
Resilience.....	xiii
<b>Conclusion</b> .....	<b>xiii</b>
<b>Chapter 1: Introduction and Methodology</b> .....	<b>1</b>
<b>DoD Sexual Assault and Equal Opportunity Programs and Policies</b> .....	<b>1</b>
DoD Sexual Assault Prevention and Response Policies.....	1
Program Oversight .....	1
Defining Sexual Assault .....	2
DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies.....	4
Program Oversight .....	4
Defining Sexual Harassment and Gender Discrimination .....	4
<b>Measurement of Constructs</b> .....	<b>4</b>
Construction of Estimated Sexual Assault Prevalence Rates and MEO Rates.....	5
Construction of Sexual Assault Estimated Prevalence Rates .....	5
Sexual Harassment and Gender Discrimination Violations.....	7
Estimated Sexual Harassment and Gender Discrimination Rates .....	7
<b>Survey Methodology</b> .....	<b>9</b>
Revisions and Updates to the <i>2019 WGRR</i> .....	9
<i>2019 WGRR</i> Methodology .....	10
Statistical Design .....	10
Sampling Design.....	11
Survey Administration .....	12
Data Weighting .....	13
Presentation of Results.....	15
<b>Overview of the Report</b> .....	<b>16</b>
Survey Content by Chapter.....	17
Component-Level Survey Results .....	18
<b>Chapter 2: Sexual Assault</b> .....	<b>19</b>

**Table of Contents (Continued)**

	<u>Page</u>
<b>Estimated Sexual Assault Past Year Prevalence Rates .....</b>	<b>19</b>
Estimated Sexual Assault Past Year Prevalence Rate .....	20
Type of Estimated Sexual Assault Prevalence Rate .....	22
<b>One Situation of Sexual Assault with the Biggest Effect .....</b>	<b>23</b>
Reported Demographics of the Alleged Offender(s) .....	23
Location and Context .....	24
Alcohol Use .....	25
Reporting of Sexual Assault .....	26
Reporting Options .....	26
<b>Estimated Sexual Assault Prevalence Prior to or After Joining the Military .....</b>	<b>28</b>
<b>Lesbian, Gay, and Bisexual Service Members .....</b>	<b>29</b>
<b>Conclusion .....</b>	<b>29</b>
<b>Chapter 3: Sexual Harassment and Gender Discrimination .....</b>	<b>31</b>
<b>Introduction .....</b>	<b>31</b>
<b>Estimated Sexual Harassment Past Year Prevalence Rates .....</b>	<b>31</b>
<b>One Situation of Sexual Harassment with the Biggest Effect .....</b>	<b>33</b>
Most Serious Behavior Experienced in the One Situation .....	33
Demographics of the Alleged Offender(s) .....	33
Location and Context .....	34
Making a Sexual Harassment Complaint .....	35
<b>Estimated Gender Discrimination Past Year Rate .....</b>	<b>37</b>
<b>One Situation of Gender Discrimination with the Biggest Effect .....</b>	<b>38</b>
Most Serious Behavior Experienced in the One Situation .....	38
Demographics of the Alleged Offender(s) .....	39
Location and Context .....	39
Making a Gender Discrimination Complaint .....	40
<b>Lesbian, Gay, and Bisexual Service Members .....</b>	<b>42</b>
<b>Conclusion .....</b>	<b>43</b>
<b>Chapter 4: Culture, Climate, and Trust in the Military .....</b>	<b>45</b>
<b>Introduction .....</b>	<b>45</b>
<b>Alcohol Use .....</b>	<b>45</b>
<b>Bystander Observations and Intervention Behaviors .....</b>	<b>47</b>
<b>Workplace Climate .....</b>	<b>48</b>
Responsibility and Intervention .....	48
Leader Actions .....	50
Psychological Climate for Sexual Harassment .....	51
Workplace Hostility .....	52
<b>Trust in the Military .....</b>	<b>54</b>
<b>Conclusion .....</b>	<b>55</b>
<b>Chapter 5: Social Perceptions and Experiences .....</b>	<b>57</b>
<b>Introduction .....</b>	<b>57</b>

## Table of Contents (Continued)

	<u>Page</u>
<b>Sexism</b> .....	<b>57</b>
<b>Rape Myth Acceptance</b> .....	<b>59</b>
<b>Conclusion</b> .....	<b>62</b>
<b>Chapter 6: Resilience</b> .....	<b>65</b>
<b>Introduction</b> .....	<b>65</b>
Method of Analysis.....	65
Results.....	67
<b>Conclusion</b> .....	<b>70</b>
<b>Chapter 7: Discussion and Conclusions</b> .....	<b>73</b>
<b>Key Insights</b> .....	<b>73</b>

## Appendixes

<b>A. Army Reserve Overview Report</b> .....	<b>83</b>
<b>B. Navy Reserve Overview Report</b> .....	<b>119</b>
<b>C. Marine Corps Reserve Overview Report</b> .....	<b>147</b>
<b>D. Air Force Reserve Overview Report</b> .....	<b>175</b>
<b>E. National Guard Overview Report</b> .....	<b>209</b>
<b>F. Frequently Asked Questions</b> .....	<b>273</b>
<b>G. Survey Instrument</b> .....	<b>279</b>
<b>H. Survey Outreach</b> .....	<b>341</b>

## List of Tables

1.	2019 WGRR Counts of Respondents and Weighted Response Rates .....	15
2.	Survey Content by Form .....	17
3.	Psychological Climate for Sexual Harassment (PCSH) and Women's Representation in Units.....	52
4.	Trust in the Military System and Women's Retention Intentions .....	55
5.	Summary of Recodes for Resilience Analysis.....	66
6.	Unwanted Gender-Related Behaviors and Women's Resilience .....	68
7.	Healthy Workplace Climates and Resilience.....	69
8.	Relationship Between Individual Resilience and Retention Intentions .....	70

## List of Figures

1.	Estimated Sexual Assault Past Year Prevalence Rates .....	vi
2.	Estimated Sexual Harassment and Gender Discrimination Past Year Rates .....	ix

**Table of Contents (Continued)**

	<u>Page</u>
3. Sexual Assault Prevalence Rate Metric .....	6
4. Hierarchy of Estimated Sexual Assault Prevalence Rates .....	7
5. Sexual Harassment and Gender Discrimination Violation Rate Metrics .....	9
6. 2019 WGRR Stratified Sample Design .....	12
7. Three-Step Weighting Process .....	14
8. Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component.....	20
9. Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component by Paygrade .....	21
10. Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component by Age.....	21
11. Estimated Sexual Assault Past Year Prevalence Rates by Type for the Reserve Component .....	23
12. Location and Context of the Sexual Assault One Situation for Reserve Component Women .....	25
13. Alcohol Use During the Sexual Assault One Situation for Reserve Component Women .....	26
14. (Top) Reasons for Not Reporting Sexual Assault for Reserve Component Women .....	27
15. Estimated Sexual Assault Prevalence Rates Prior to and Since Joining the Military .....	28
16. Estimated Past Year Sexual Assault Rates for Lesbian, Gay, and Bisexual Service Members in the Reserve Component.....	29
17. Estimated Sexual Harassment Past Year Rates for the Reserve Component.....	32
18. Location and Context of the Sexual Harassment One Situation .....	35
19. Making a Sexual Harassment Complaint in the Reserve Component.....	36
20. Responses to Making a Complaint of Sexual Harassment in the Reserve Component.....	37
21. Estimated Gender Discrimination Past Year Rates for the Reserve Component.....	38
22. Location and Context of the Gender Discrimination One Situation.....	40
23. Making a Complaint of Gender Discrimination in the Reserve Component .....	41
24. Responses to Making a Complaint of Gender Discrimination in the Reserve Component.....	42
25. Estimated Past Year Sexual Harassment and Gender Discrimination Rates for Lesbian, Gay, and Bisexual Service Members .....	43
26. Alcohol Use Among Reserve Component Service Members.....	46
27. Bystander Intervention in the Reserve Component .....	48
28. Responsibility and Intervention in the Reserve Component .....	49
29. Leader Actions to Prevent and Respond to Sexual Assault in the Reserve Component.....	50
30. Psychological Climate for Sexual Harassment in the Reserve Component.....	51
31. Workplace Hostility from Coworkers in the Reserve Component .....	53
32. Trust in the Military System.....	54
33. Ambivalent Sexism in the Reserve Component .....	59

**Table of Contents (Continued)**

	<u>Page</u>
34. Rape Myth Acceptance in the Reserve Component by Age.....	61
35. Male Rape Myth Acceptance in the Reserve Component by Age .....	62
36. Estimated Sexual Assault Past Year Prevalence Rates for the Army Reserve .....	94
37. Estimated Past Year Prevalence Rates of Sexual Assault by Type for the Army Reserve .....	95
38. Estimated Sexual Harassment Past Year Rates for the Army Reserve .....	98
39. Making a Complaint of Sexual Harassment in the Army Reserve .....	100
40. Responses to Making a Complaint of Sexual Harassment in the Army Reserve .....	101
41. Estimated Gender Discrimination Past Year Rates for the Army Reserve .....	102
42. Making a Complaint of Gender Discrimination in the Army Reserve .....	104
43. Responses to Making a Complaint of Gender Discrimination in the Army Reserve .....	105
44. Alcohol Use Among Army Reserve Service Members.....	106
45. Bystander Intervention in the Army Reserve .....	107
46. Responsibility and Intervention in the Army Reserve .....	109
47. Leader Actions to Prevent and Respond to Sexual Assault in the Army Reserve .....	110
48. Psychological Climate for Sexual Harassment in the Army Reserve.....	111
49. Trust in the Military System in the Army Reserve.....	112
50. Ambivalent Sexism in the Army Reserve .....	113
51. Rape Myth Acceptance by Age in the Army Reserve.....	115
52. Estimated Sexual Assault Past Year Rates for the Navy Reserve .....	130
53. Estimated Sexual Assault Past Year Rates by Type for the Navy Reserve .....	131
54. Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the Navy Reserve.....	133
55. Alcohol Use Among Navy Reserve Service Members.....	134
56. Bystander Intervention in the Navy Reserve.....	135
57. Responsibility and Intervention in the Navy Reserve .....	137
58. Leader Actions to Prevent and Respond to Sexual Assault in the Navy Reserve .....	138
59. Psychological Climate for Sexual Harassment in the Navy Reserve.....	139
60. Trust in the Military System in the Navy Reserve.....	140
61. Ambivalent Sexism in the Navy Reserve .....	142
62. Rape Myth Acceptance by Age in the Navy Reserve.....	143
63. Estimated Sexual Assault Past Year Rates for the Marine Corps Reserve.....	158
64. Estimated Sexual Assault Past Year Prevalence Rate by Type for the Marine Corps Reserve.....	159
65. Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the Marine Corps Reserve .....	161
66. Alcohol Use Among Marine Corps Reserve Service Members .....	162
67. Bystander Intervention in the Marine Corps Reserve .....	163
68. Responsibility and Intervention in the Marine Corps Reserve .....	165
69. Leader Actions to Prevent and Respond to Sexual Assault in the Marine Corps Reserve.....	166

**Table of Contents (Continued)**

	<u>Page</u>
70. Psychological Climate for Sexual Harassment in the Marine Corps Reserve .....	167
71. Trust in the Military System in the Marine Corps Reserve.....	168
72. Ambivalent Sexism in the Marine Corps Reserve .....	169
73. Rape Myth Acceptance by Age in the Marine Corps Reserve.....	171
74. Estimated Sexual Assault Past Year Rates for the Air Force Reserve .....	186
75. Estimated Sexual Assault Past Year Prevalence Rates by Type for the Air Force Reserve .....	187
76. Estimated Sexual Harassment Past Year Rates for the Air Force Reserve .....	189
77. Making a Sexual Harassment Complaint in the Air Force Reserve .....	191
78. Responses to Sexual Harassment Complaints in the Air Force Reserve .....	192
79. Estimated Gender Discrimination Past Year Rates for the Air Force Reserve .....	193
80. Making a Gender Discrimination Complaint in the Air Force Reserve.....	195
81. Responses to Gender Discrimination Complaints in the Air Force Reserve.....	196
82. Alcohol Use Among Air Force Reserve Service Members .....	197
83. Bystander Intervention in the Air Force Reserve .....	198
84. Responsibility and Intervention in the Air Force Reserve.....	200
85. Leader Actions to Prevent and Respond to Sexual Assault in the Air Force Reserve .....	200
86. Psychological Climate for Sexual Harassment in the Air Force Reserve .....	202
87. Trust in the Military in the Air Force Reserve .....	203
88. Ambivalent Sexism in the Air Force Reserve.....	205
89. Rape Myth Acceptance by Age in the Air Force Reserve .....	206
90. Estimated Sexual Assault Past Year Rates for the National Guard .....	212
91. Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the National Guard .....	214
92. Estimated Sexual Assault Past Year Rates for the National Guard .....	225
93. Estimated Sexual Assault Past Year Prevalence Rates by Type for the National Guard.....	226
94. Estimated Sexual Assault Past Year Prevalence Rates by Type for Army National Guard.....	227
95. Location and Context of the Sexual Assault One Situation for the Army National Guard.....	228
96. Alcohol Use During the Sexual Assault One Situation for the Army National Guard .....	229
97. (Top) Reasons for Not Reporting Sexual Assault for Army National Guard Women .....	230
98. Estimated Sexual Assault Past Year Prevalence Rates by Type for the Air National Guard.....	231
99. Location and Context of the Sexual Assault One Situation for Air National Guard .....	233
100. Alcohol Use During the Sexual Assault One Situation for the Air National Guard .....	234
101. (Top) Reasons for Not Reporting Sexual Assault for Air National Guard Women .....	235
102. Estimated Sexual Harassment Past Year Rates for the National Guard .....	237

**Table of Contents (Continued)**

	<u>Page</u>
103. Estimated Sexual Harassment Past Year Rates for Army National Guard.....	238
104. Making a Complaint of Sexual Harassment in the Army National Guard .....	240
105. Responses to Complaints of Sexual Harassment in the Army National Guard .....	241
106. Estimated Sexual Harassment Past Year Rates for Air National Guard .....	241
107. Making a Sexual Harassment Complaint in the Air National Guard .....	243
108. Responses to Sexual Harassment Complaints in the Air National Guard .....	244
109. Estimated Gender Discrimination Past Year Rates for the National Guard .....	245
110. Estimated Gender Discrimination Past Year Rates for Army National Guard .....	246
111. Making a Gender Discrimination Complaint in the Army National Guard .....	248
112. Responses to Gender Discrimination Complaints in the Army National Guard .....	249
113. Estimated Gender Discrimination Past Year Rates for Air National Guard.....	250
114. Making a Gender Discrimination Complaint in the Air National Guard .....	251
115. Responses to Gender Discrimination Complaints in the Air National Guard .....	252
116. Alcohol Use Among Army National Guard Service Members .....	253
117. Bystander Intervention in the Army National Guard .....	255
118. Responsibility and Intervention in the Army National Guard.....	256
119. Leader Actions to Prevent and Respond to Sexual Assault in the Army National Guard.....	257
120. Psychological Climate for Sexual Harassment in the Army National Guard .....	258
121. Trust in the Military in the Army National Guard .....	259
122. Alcohol Use Among Air National Guard Service Members .....	260
123. Bystander Intervention in the Air National Guard .....	261
124. Responsibility and Intervention in the Air National Guard .....	263
125. Leader Actions to Prevent and Respond to Sexual Assault in the Air National Guard .....	264
126. Psychological Climate for Sexual Harassment in the Air National Guard .....	265
127. Trust in the Military in the Air National Guard.....	266
128. Ambivalent Sexism in the Army National Guard .....	268
129. Ambivalent Sexism in the Air National Guard .....	268
130. Rape Myth Acceptance in the Army National Guard .....	270
131. Rape Myth Acceptance in the Air National Guard .....	271



## Chapter 1: Introduction and Methodology

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“Sexual assault and sexual harassment violate the trust and safety of our Nation’s most important resource – our people.” —Dr. Mark T. Esper, Secretary of Defense

The principal purpose of the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination among Reserve and National Guard members; to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors; and to improve the gender relations climate.

The *2019 WGRR* was conducted by the Health and Resilience (H&R) Research Division within the Office of People Analytics (OPA). OPA has been conducting the congressionally mandated gender relations survey of Reserve component members since 2004 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The gender relations surveys moved to a biennial cycle starting in 2013 as mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. At the request of Congress, the RAND Corporation conducted the 2014 RAND Military Workplace Study (*2014 RMWS*) of military members (both the active duty and Reserve components) to provide an independent assessment of unwanted gender-related behaviors in the military force.

The following sections provide a review of Department of Defense (DoD) sexual assault, sexual harassment, and gender discrimination policies and programs, which act as a foundation for the establishment and requirements of the *2019 WGRR*, as well as a description of how results are presented in this report.

### DoD Sexual Assault and Equal Opportunity Programs and Policies

#### DoD Sexual Assault Prevention and Response Policies

##### *Program Oversight*

In February 2004, the Undersecretary of Defense for Personnel and Readiness (USD[P&R]) testified before the Senate Armed Services Committee on the prevalence of sexual assault in the DoD and the programs and policies planned to address this issue. In November and December 2004, and in accordance with legislative requirements (NDAA for Fiscal Year 2005), the USD(P&R) issued memoranda to the Services with DoD policy guidance on sexual assault. This guidance included a new standard definition, response capability, training requirements, response actions, and reporting guidance for the Department.

DoD Directive (DoDD) 6495.01 charged the USD(P&R) with implementing the Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive

through data collection and performance metrics. The Directive established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) to address all DoD sexual assault policy matters, except criminal investigations and legal processes within the responsibility of the Offices of the Judge Advocate General (OTJAG) in the Military Departments. The newly established DoD SAPRO would require data to continually assess the prevalence of sexual assault in the Department and the effectiveness of prevention and response programs and policies.

The DoD continued to refine its policy on sexual assault prevention and response through a series of directives first issued in late 2004 and early 2005. DoDD 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” was reissued in January 2012, and then updated again in April 2013 and January 2015 by the Deputy Secretary of Defense and USD(P&R) to implement DoD policy and assign responsibilities for the SAPR program on the prevention of and response to sexual assault and the oversight of these efforts. DoDD 6495.01 established a comprehensive DoD policy on the prevention and response to sexual assault (Department of Defense, 2015b). The policy established the elimination of sexual assault as the Department’s goal and emphasized the importance of prevention, response capability, support for victims, and accountability.

In addition, the updated DoDD 6495.01 mandated standardized requirements and documents, an immediate, trained response capability at all permanent and deployed locations, effective awareness and prevention programs for the chain of command, and options for both restricted and unrestricted reporting of sexual assaults. The Directive also prohibited the enlistment or commissioning of people convicted of sexual assault.

### ***Defining Sexual Assault***

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2015). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. “Consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance. DoDD 6495.01 defines “consent” as:

“A freely given agreement to the conduct at issue by a competent person. 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 use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual 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 sleeping, unconscious, or incompetent person cannot consent” (Department of Defense, 2015b).

In Section 522 of the NDAA for FY2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect on October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012. Additional amendments to the UCMJ were made in FY2016.

As amended, Article 120, UCMJ, “Rape and Sexual Assault Generally,” defines “rape” as a situation in which any person subject to the UCMJ “commits a sexual act upon another person by: (1) using unlawful force against that other person; (2) using force causing or likely to cause death or grievous bodily harm to any person; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) first rendering that other person unconscious; or (4) administering to that other person by force or threat of force, or without the knowledge or consent of that person, a drug, intoxicant, or other similar substance and thereby substantially impairing the ability of that other person to appraise or control conduct” (Title 10 U.S. Code Section 920, Article 120).

Article 120 of the UCMJ defines “sexual assault” as a situation in which any person subject to the UCMJ “(1) commits a sexual act upon another person by threatening or placing that person in fear, making a fraudulent representation that the sexual act serves a professional purpose, or inducing a belief by any artifice, pretense or concealment that the person is another person; (2) commits a sexual act upon another person without the consent of the other person or when the person knows or reasonably should know that the other person is asleep, unconscious, or otherwise unaware that the sexual act is occurring; or (3) commits a sexual act upon another person when the other person is incapable of consenting to the sexual act due to impairment by any drug, intoxicant, or other similar substance, and that condition is known or reasonably should be known by the person; or a mental disease or defect, or physical disability, and that condition is known or reasonably should be known by the person” (Title 10 U.S. Code Section 920, Article 120).

Finally, Article 120 of the UCMJ defines “consent” as “a freely given agreement to the conduct at issue by a competent person.” Article 120 also provides the following details vis-à-vis consent:

- “An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance does not constitute consent.
- Submission resulting from the use of force, threat of force, or placing another person in fear also does not constitute consent.
- A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue does not constitute consent.
- A sleeping, unconscious, or incompetent person cannot consent. A person cannot consent to force causing or likely to cause death or grievous bodily harm or to being rendered unconscious. A person cannot consent while under threat or in fear or under the circumstances described in [the definition of sexual assault above].
- All the surrounding circumstances are to be considered in determining whether a person gave consent” (Title 10 U.S. Code Section 920, Article 120).

As described above, DoDD 6495.01 was revised on October 1, 2007, to be consistent with these changes. It was also subsequently revised on January 23, 2012, and updated on April 11, 2017.

## **DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies**

### ***Program Oversight***

The Office for Diversity, Equity, and Inclusion (ODEI) is the primary office within the DoD that sets and oversees equal opportunity policies. ODEI monitors the prevention and response of sexual harassment and gender discrimination. ODEI's overall goal is to provide an "environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability" (DoDD 1350.2).

### ***Defining Sexual Harassment and Gender Discrimination***

The DoD military sexual harassment policy was defined in 1995, and revised in 2015, in DoDD 1350.2 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;
- 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.

Workplace ("workplace" is an expansive term for Military members and may include conduct on or off duty, 24 hours a day) conduct, to be actionable as 'abusive work environment' harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive" (Department of Defense, 2015c). DoD Instruction 1020.03 establishes a comprehensive, DoD-wide military harassment prevention and response program.

Gender discrimination is defined in DoDD 1350.2 as "unlawful discrimination" in which there is discrimination based on "sex that is not otherwise authorized by law or regulation" (Department of Defense, 2015c).

## **Measurement of Constructs**

Historically, OPA gender relations surveys have been designed to estimate perceived experiences of sexual harassment and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of sexual harassment and sexual assault

experiences (Bastian, Lancaster, & Reist, 1996). Before 2014, OPA gender relations surveys captured experiences of sexual assault through a six-item Unwanted Sexual Contact (USC) measure and experiences of sexual harassment were derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). The SEQ was adapted for a military population (SEQ-DoD) and, beginning in 2002, it was the DoD-approved data collection method for measuring sexual harassment experiences. These measures (the USC and SEQ-DoD) were used on surveys of active duty members conducted in 2006, 2010, and 2012 and on surveys of Reserve component members conducted in 2008 and 2012. Beginning in 2014, important revisions to the method of measurement for sexual assault, sexual harassment, and gender discrimination took place. In 2019, additional revisions to all three measures were made in order to ensure that the metrics continued to reflect definitions and legal criteria set by the UCMJ and DoD policy. These changes are explained in greater detail below.

## **Construction of Estimated Sexual Assault Prevalence Rates and MEO Rates**

### ***Construction of Sexual Assault Estimated Prevalence Rates***

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). These behaviors must be done with the intent to either gratify a sexual desire or to abuse, humiliate, or degrade (with the exception of penetration with a penis in which intent is not required to meet the criminal elements of proof). The UCMJ requires that a mechanism, such as force or threats, must be used or, in instances in which the assault happened while the victim was unconscious or drugged, the offender behaved fraudulently, or the victim was unable to provide consent.

As shown in Figure 3, the sexual assault measure is constructed from Q71–Q112 and contains three requirements: (1) the member must indicate experiencing at least one of the six UCMJ-based sexual assault behaviors, (2) at least one UCMJ-based intent behavior where required, and (3) at least one UCMJ-based coercive mechanism that indicated consent was not freely given. The WGRR measures the prevalence of sexual assault *victimization*, meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).

**Figure 3.**  
***Sexual Assault Prevalence Rate Metric***

① Sexual Assault Behaviors
<ul style="list-style-type: none"> <li>• Someone put his penis into your anus, mouth, or vagina</li> <li>• Someone put any object or any body part other than a penis into your anus, mouth, or vagina</li> <li>• Someone made you put any part of your body or any object into someone’s mouth, vagina, or anus when you did not want to</li> <li>• Someone intentionally touched private areas of your body (either directly or through clothing)</li> <li>• Someone made you touch private areas of their body or someone else’s body (either directly or through clothing)</li> <li>• Someone attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred</li> </ul>
② Intent*
<ul style="list-style-type: none"> <li>• Experience was intended to be abusive or humiliating</li> <li>• Experience was intended for sexual gratification</li> </ul>
③ Mechanisms
<ul style="list-style-type: none"> <li>• Used, or threatened to use, physical force to make you comply (e.g., use or threats of physical injury, use of a weapon, or threats of kidnapping)</li> <li>• Threatened you (or someone else) in some other way (e.g., used their position of authority or got you in trouble with authorities)</li> <li>• Did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling</li> <li>• It happened without your consent (e.g., they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent)</li> </ul>

*\*Intent not required for behavior “someone put his penis into your anus, mouth, or vagina”*

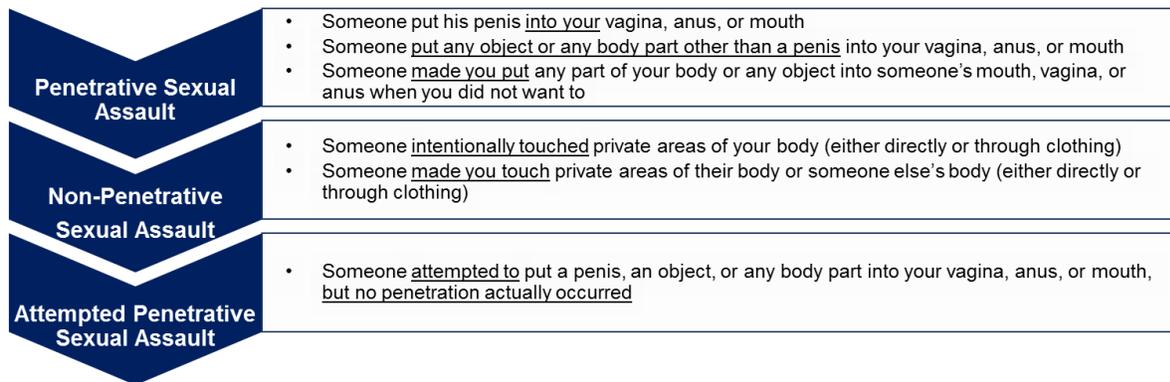
Several of the questions in the sexual assault measure include example text in order to aid respondents’ interpretation. In 2019, an annual legal review of the items used to construct the sexual assault measure resulted in a revision to one item related to the coercive mechanism that indicated consent. More specifically, the 2019 WGRR removed “by spreading lies about you” from the example text. The question itself did not change. However, comparisons between the 2017 and 2019 sexual assault estimates should be made with caution given that we cannot state with confidence that the revision had no impact on Service members’ interpretation and endorsement of this item.

If a respondent indicates experiencing any sexual assault behavior classified as meeting the intent and mechanism criteria for a sexual assault, then they would only see questions for the remaining sexual assault behaviors—they would not see the follow-up questions on intentions and consent mechanisms for additional behaviors experienced. Additionally, respondents who indicated the incident occurred outside of the past 12 months are coded as “No” for the behaviors they experienced (Q163). References to past year sexual assault prevalence rates in this report all require the members to have indicated this time frame.

Using the criteria listed in Figure 4, the 2019 WGRR produced estimated prevalence rates for three categories of sexual assault using a hierarchical system: penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault. Penetrative sexual assault includes members who indicated “Yes” to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes members who indicated “Yes” to either of the behaviors assessing unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes members who

indicated “Yes” to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative or non-penetrative sexual assault. Each of these behaviors must have met the appropriate criteria for the behavior to be included in the prevalence rates.

**Figure 4.**  
*Hierarchy of Estimated Sexual Assault Prevalence Rates*



## Sexual Harassment and Gender Discrimination Violations

### *Estimated Sexual Harassment and Gender Discrimination Rates*

In accordance with the 2014 RMWS approach, OPA used a two-step process to determine sexual harassment and gender discrimination rates. First, questions were asked about whether members experienced behaviors prohibited by the Military Equal Opportunity (MEO) policy by someone from their military workplace and the circumstances of those experiences. Second, the behaviors were categorized into two types of sex-based MEO violations—sexual harassment (defined as either a sexually hostile work environment or sexual *quid pro quo*) and gender discrimination—to produce estimated rates for these two categories.

Similar to the multi-faceted requirements of the RAND UCMJ-based criminal measure of sexual assault, two requirements are needed for experiences to be in violation of DoD policy (DoDD 1350.2). First, MEO offenses refer to violations specified by DoDD 1350.2 and include experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. The questions related to each of these offenses (Q8–Q22) specifically ask the Service member to identify behaviors done by “someone from work,”<sup>10</sup> defined as “any person you have contact with as part of your military duties.” This definition is provided in instruction text. Second, in

<sup>10</sup> The full definition provided in the survey reads as follows: “Someone from work” means any person you have contact with as part of your military duties. “Someone from work” could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on or off duty or on or off base. Please include them as long as the person who did them to you was someone from your military work.

order for the experience to be in violation of DoD policy, the member also had to indicate “Yes” to one of the follow-up items that assess persistence and severity of the behaviors experienced.

Rates of sexual harassment and gender discrimination were derived from Q8–Q47. The specific behaviors comprising each of these MEO violations are described below, with details on rate construction depicted in Figure 5.

Sexual Harassment (Q8–Q22 and Q25–Q47) includes two behaviors:

1. **Sexually Hostile Work Environment (Q8–Q20 and Q25–Q43):** Includes unwelcome sexual conduct or comments that interfere with a person’s work performance or creates an intimidating, hostile, or offensive work environment. Additionally, to meet the criteria for inclusion in the rate, these behaviors have to either continue after the alleged offender knew to stop, or were so severe that most Service members would have found them offensive.
2. **Sexual *Quid Pro Quo* (Q21–Q22 and Q44–Q47):** Includes instances of job benefits or losses conditioned on sexual cooperation.

Gender Discrimination (Q23–Q24 and Q48–Q51): Includes comments and behaviors directed at someone because of their gender and these experiences harmed or limited their career.

Two changes to the sexual harassment and gender discrimination metric used in the *2019 WGRR*, and that impact the ability to compare the sexual harassment and gender discrimination estimates provided in the *2019 WGRR* to prior survey administrations, merit further discussion.

First, to assess severity, prior survey administrations asked Service members who experienced a behavior in line with a hostile work environment the following question: “Do you think this was ever severe enough that most military members of your gender would have been offended if someone had said these things to them?” In 2019, this “reasonable person standard” was revised in order to be non-gender specific. The question was revised to the following: “Do you think this was ever severe enough that most Service members would have been offended if they had been asked these questions?”

Second, two additional questions were added to the sexual *quid pro quo* and gender discrimination metric in order to more clearly identify the alleged offender as a person with the ability to harm or limit the victim’s career. More specifically, Service members who experienced behaviors in line with sexual *quid pro quo* or gender discrimination were asked if anyone who did the unwanted behavior was in a position of authority or leadership over them.

Given the magnitude of the aforementioned changes, the results presented in this report regarding the estimated prevalence and characteristics of sexual harassment and gender discrimination in the Reserve component are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment and gender discrimination in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment and gender discrimination estimates and prior years without the appropriate caveats.

**Figure 5.**  
*Sexual Harassment and Gender Discrimination Violation Rate Metrics*

<b>Sexual Harassment</b>	<b>① Experienced at Least One Behavior</b>	
	<p><b>Sexually Hostile Work Environment Behaviors</b></p> <ul style="list-style-type: none"> <li>• Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset</li> <li>• Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to</li> <li>• Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset</li> <li>• Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset</li> <li>• Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset</li> <li>• Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset</li> <li>• Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset</li> <li>• Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset*</li> <li>• Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset</li> <li>• Intentionally touched you in a sexual way when you did not want them to**                         <ul style="list-style-type: none"> <li>• Repeatedly touched you in any other way that made you uncomfortable, angry, or upset</li> </ul> </li> </ul> <p><b>Sexual Quid Pro Quo Behaviors</b></p> <ul style="list-style-type: none"> <li>• Made you feel as if you would get some workplace benefit in exchange for doing something sexual</li> <li>• Made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual</li> </ul>	
	<b>② Met Follow-Up Criteria</b>	
<b>Gender Discrimination</b>	<p><b>Sexually Hostile Work Environment Follow-Up Criteria</b></p> <ul style="list-style-type: none"> <li>• They continued this unwanted behavior even after they knew that you or someone else wanted them to stop, or</li> <li>• This was severe enough that most Service members would have been offended</li> </ul> <p><b>Sexual Quid Pro Quo Follow-Up Criteria</b></p> <ul style="list-style-type: none"> <li>• The person(s) who did this unwanted behavior was in a position of authority/leadership over you, and</li> <li>• They told you that they would give you a reward or benefit for doing something sexual,</li> <li>• They hinted that you would get a reward or benefit for doing something sexual, or</li> <li>• Someone else told you they got benefits from this person by doing sexual things</li> </ul>	
	<b>① Experienced at Least One Behavior</b>	<b>② Met Follow-Up Criteria</b>
	<ul style="list-style-type: none"> <li>• Said that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job</li> <li>• Mistreated, ignored, excluded, or insulted you because you are a [man][woman]</li> </ul>	<ul style="list-style-type: none"> <li>• This treatment/their beliefs about men/women harmed or limited your job/career</li> <li>• The person(s) who did this unwanted behavior were in a position of authority/leadership over you</li> </ul>

## Survey Methodology

### Revisions and Updates to the 2019 WGRR

Despite frequent assessment, revisions to the aforementioned sexual assault, sexual harassment, and gender discrimination measures are uncommon. However, each year, OPA, in coordination with the relevant DoD and Service policy offices, edits or adds other relevant items to the Workplace and Gender Relations (WGR) surveys. These changes are made carefully so as to maintain the integrity of the overall survey and to retain the ability to measure changes from prior years on questions or metrics of critical interest.

As previously discussed, the 2019 WGRR included two revisions related to the sexual assault, sexual harassment, and gender discrimination measures (see the section title “Measurement of Constructs” in this chapter). As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR

*Overview Report.* The updates to the 2017 WGRR will be described and reported in full in a separate report.

The 2019 WGRR includes several additional, and some revised, items and constructs that were not included on the 2017 WGRR. The addition or revision of these items is done to collect data that better support sexual assault, sexual harassment, and gender discrimination prevention and response programs and policy development by DoD policy offices. In 2019, these changes include additional information or context regarding:

- Alcohol use
- Unit climate
- Psychological climate for sexual harassment
- Sexism
- Rape myth acceptance
- Resilience

### **2019 WGRR Methodology**

This section describes the scientific methodology used for the 2019 WGRR, including the statistical design, survey administration, and analytical procedures. A copy of the 2019 WGRR long form survey instrument is provided in Appendix G.

OPA conducts cross-Service surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA's survey methodology meets and often exceeds industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

### **Statistical Design**

The survey methodology used on WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]). Appendix F contains frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA, and how these methods control for bias and allow for generalizability to populations.

Consistent with prior years, the 2019 WGRR employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population is consistent with the 2017 WGRR. More details about the complex sampling and weighting

approach can be found below and in the *2019 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methodology Report* (OPA, 2020).

## Sampling Design

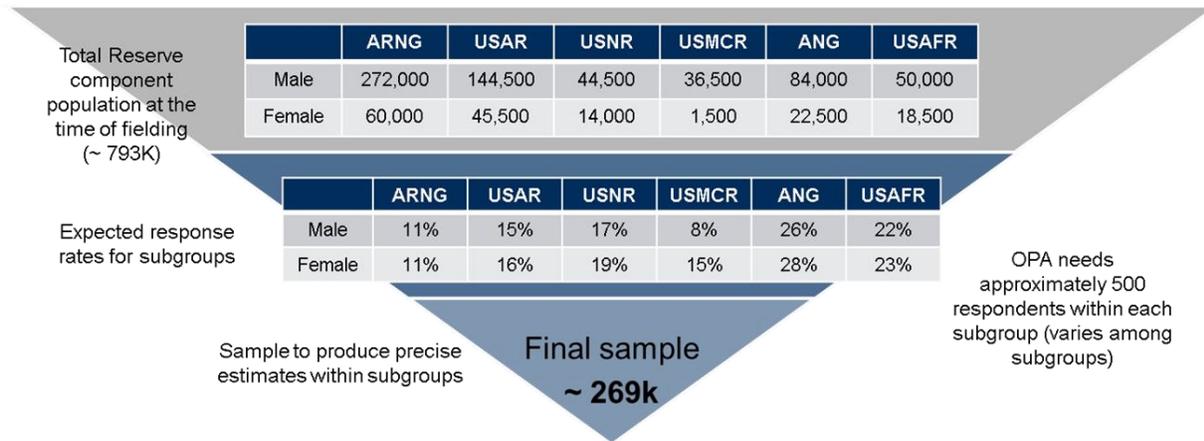
The target population for the *2019 WGRR* consisted of Selected Reserve<sup>11</sup> members from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard who were below flag rank and had been in the Reserve component for approximately five months. OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys in order to make generalizations to the entire Selected Reserve. Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

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 Army Reserve personnel in one group and all female Army 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 small groups to analyze (e.g., female Marine Corps Reserve officers). The sample for the *2019 WGRR* consisted of 269,475 Reserve and National Guard Service members drawn from the sample frame constructed from the Defense Manpower Data Center (DMDC) Reserve Component Personnel Data System (RCCPDS) Master File. A match to the April 2019 RCCPDS was done to remove individuals from the survey who had separated after the population file was developed, removing 3,307 (1.23%) sample members. Members in the sample also became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) that they were not a member of the Reserve component as of August 16, 2019, which was the first day of the survey (0.27% of sample). Details of the sampling strategy for selecting the sample used in the *2019 WGRR* are shown in Figure 6.

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<sup>11</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are essential to initial wartime missions and are the primary source of augments to active forces. Although the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the *2019 WGRR*.

**Figure 6.**  
**2019 WGRR Stratified Sample Design**



### Survey Administration

Data were collected between August 16 and November 8, 2019, for the 2019 WGRR. The survey was administered using both web (long form) and paper (short form) survey instruments.

The survey administration process began on August 6, 2019, with the mailing of an announcement letter to sample members. On August 16, 2019, the survey website opened and e-mail announcements were sent to sample members on August 19, 2019. The announcement letter and e-mail explained why the survey was being conducted, how the survey information would be used, why participation was important, and opt-out information for those who did not want to participate. Throughout the administration period, up to an additional eight e-mails and one postal reminder were sent to encourage survey participation. Paper surveys were mailed on September 12, 2019, to sample members who had not previously responded to the web survey.<sup>12</sup> Paper surveys were collected from September 12 through October 28, 2019. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt out of receiving additional communications. Appendix H includes copies of the e-mails and postal letters mailed to sampled members.

The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected. This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information

<sup>12</sup> In an effort to identify ways to optimize outreach efforts for surveys, the 2019 WGRR recruitment efforts included two embedded experiments. The first experiment examined the impact of email only recruitment on survey response rates. A group of 25,000 randomly selected survey participants received all communications regarding the survey via email. This group also did not receive a paper copy of the survey instrument. The second experiment tested the effect of message content on response rates. Preliminary analyses suggest no impact of either intervention—email only recruitment or email content—on survey response rates.

that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

## Data Weighting

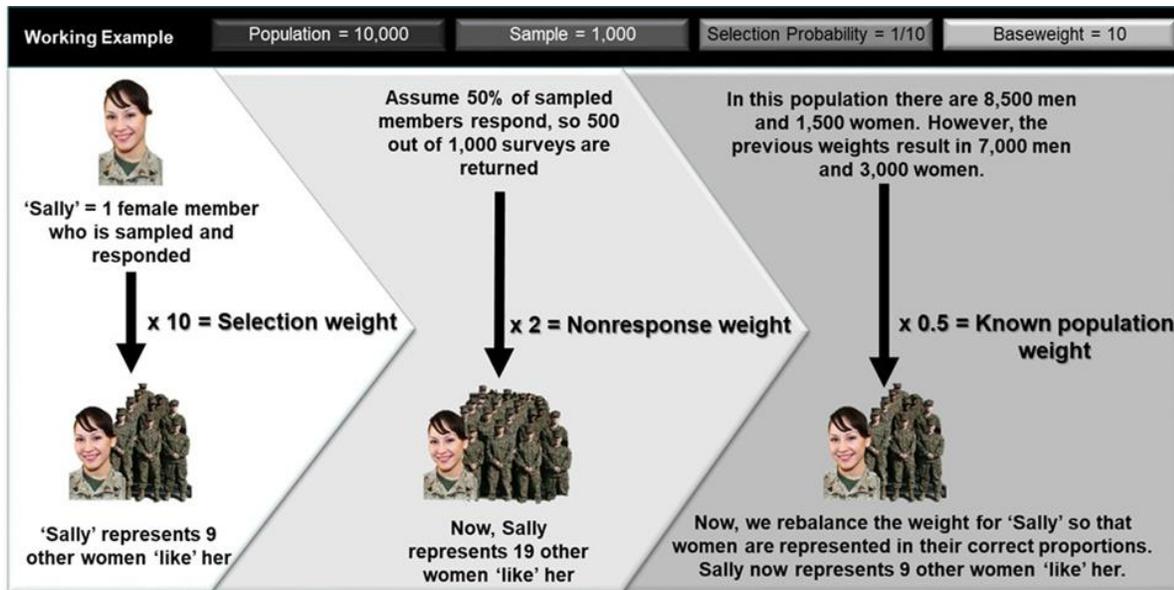
OPA scientifically weighted the 2019 WGRR respondents to be generalizable to the Reserve component population using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample accurately reflects the characteristics of the population from which it is drawn and provides a more rigorous accounting to reduce nonresponse bias in estimates. For this effort, this process ensured that oversampling within any one subgroup did not result in overrepresentation in the Reserve component estimates.

For the 2019 WGRR, OPA mirrored a modeling process used by RAND in the 2014 RMWS (Morral, Gore, & Schell, 2014) and Westat in the 2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR). 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 process of weighting for the 2019 WGRR consists of the following three steps (described below) and a working example is depicted in Figure 7:

1. 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, then one in every 10th 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.
2. Adjustment for nonresponse. This adjustment develops a model for predicting an outcome to a critical question. OPA used GBM to model the propensity that each member experienced the six outcome variables: sexual harassment, gender discrimination, sexual *quid pro quo*, attempted penetrative sexual assault, non-penetrative sexual assault, and penetrative sexual assault. For example, a female/E1–E4/Army Reserve/minority may have a predicted probability of experiencing sexual assault of 2%, whereas a female/E1–E4/Navy Reserve/non-minority has a predicted probability of 4%. Next, OPA used GBM to model the response propensity of each member using the six outcome variables modeled in step one. Details regarding the criteria used for selecting the best model are found in the 2019 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methodology Report (OPA, 2020).
3. Adjustment to known population values. After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army Reserve). It is standard practice to adjust the weighted

estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, OPA performed a final weighting adjustment called raking, which exactly matches weighted estimates and known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

**Figure 7.**  
*Three-Step Weighting Process*



*Note: In practice, "Sally" would represent a member among the 185 subgroups constructed in the sampling process (e.g., Army Reserve, female, E4, minority, single w/ child)*

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the 2019 WGR was 14.5%. This response rate was lower than the 18.5% response rate for the 2017 WGR. OPA continues to undertake a number of efforts to improve the gradually declining response rates for the WGR and other DoD surveys for which OPA is responsible. However, we remain confident in the estimates provided in this report.

**Table 1.**  
*2019 WGRR Counts of Respondents and Weighted Response Rates*

	Population	Sample	Complete Respondents	Weighted Response Rate
<b>Total</b>	793,216	269,475	34,169	14.5%
<b>National Guard</b>	437,367	149,181	18,091	14.3%
<b>Reserve</b>	355,849	120,294	16,078	14.6%
<b>ARNG</b>	330,976	114,579	10,728	11.5%
<b>USAR</b>	190,213	63,746	8,081	14.1%
<b>USNR</b>	58,715	17,995	2,725	17.1%
<b>USMCR</b>	38,185	13,160	1,002	8.1%
<b>ANG</b>	106,391	34,602	7,363	23.1%
<b>USAFR</b>	68,736	25,393	4,270	17.9%

## Presentation of Results

Results of the *2019 WGRR* are presented by reporting categories as defined below:

- Survey year by gender and total Reserve component
- Survey year by gender, total Reserve component, and paygrade

Definitions for the reporting categories above are:

- Total Reserve component: Includes members of the Selected Reserve serving in the Army Reserve (USAR), Army National Guard (ARNG), Navy Reserve (USNR), Marine Corps Reserve (USMCR), Air Force Reserve (USAFR), and Air National Guard (ANG).
- Survey Year: Current survey year (2019) and trend survey year (2017).
- Gender: Male or Female.
- Paygrade by Gender: Includes junior enlisted men and women (E1–E4), senior enlisted men and women (E5–E9), junior officer men and women (O1–O3), warrant officer men and women (W1–W5), and senior officer men and women (O4–O6).

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the *2019 WGRR*: between survey years (comparisons to the *2017 WGRR*) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The

results of comparisons generalize to the population because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if 55% of respondents selected an answer and the margin of error was  $\pm 3$ , then we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the *2019 WGRR* are weighted, the reader can assume the results generalize to the full Reserve component population within the margin of error.

The annotation “NR” indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An “NR” presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Some estimates in this report might be so small as to appear to approach a value of 0. In those cases, an estimate of less than 1 (e.g., “<1”) is displayed.

## Overview of the Report

The principal purpose of the *2019 WGRR* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination; to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and to improve the gender relations climate; and to assess attitudes and beliefs related to the prevention of and response to unwanted gender-related behaviors that may inform the development or improvement of programs and policies.

As depicted in Table 2, there were two forms of the *2019 WGRR*: the short form and the long form. The short form was a paper survey containing survey items used to assess sexual harassment and gender discrimination violations, UCMJ-based sexual assault, details of the sexual assault that had the greatest impact on the survivor, and a resilience measure. The long form, or web survey, contained all of the items on the short form, but also included additional items related to bystander intervention, culture, unit climate, and attitudes or beliefs regarding women and sexual violence. For purposes of this report, all references to question numbers refer to the long survey form.

The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department. The complete listing of the results, by question, of the 2019 WGRR are available in the 2019 WGRR *Results and Trends*.

**Table 2.**  
***Survey Content by Form***

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Background Information	✓	✓
Time Reference	✓	✓
Gender-Related Experiences in the Military (Sexual Harassment and Gender Discrimination)	✓	✓
Gender-Related Experiences in the Military With the Greatest Effect	✓	
Gender-Related Experiences (Sexual Assault)	✓	✓
Gender-Related Experiences With the Greatest Effect	✓	✓
Outcomes Associated With Experiencing Sexual Assault	✓	✓
Prior Experiences	✓	✓
Bystander Intervention	✓	
Workplace Climate	✓	
Well-Being*	✓	
Culture*	✓	
Social Perceptions & Experiences	✓	
How are we Doing?	✓	
Additional Background Information	✓	✓
Taking the Survey	✓	✓

*Note: \*Identifies sections with a subset of items included on both the short and long form survey.*

### Survey Content by Chapter

- Chapter 2 covers the estimated past-year prevalence rates of sexual assault, sexual assault experiences since entering the military, sexual assault experiences before entering the military, the characteristics of unwanted events experienced, and members' attitudes regarding and experiences with reporting sexual assault to military authorities.
- Chapter 3 covers experiences of sex-based MEO violations in the past 12 months. Included are estimated rates for sexual harassment and gender discrimination and characteristics of these incidents.
- Chapter 4 summarizes aspects of and members' perceptions regarding workplace culture, including alcohol use, bystander intervention, unit climate (in general and specifically vis-à-vis sexual harassment), and leadership. The chapter also covers members' trust in the military system.

- Chapter 5 presents the results of several new items added to the *2019 WGRR* intended to measure sexist attitudes and rape-supportive beliefs.
- Chapter 6 presents the results of a resilience measured added to the *2019 WGRR* in order to measure the impact of sexual assault, sexual harassment, gender discrimination, and unhealthy workplace climates on resilience.
- Chapter 7 provides a summary of key findings in the *2019 WGRR*, a discussion of the ways in which the results can inform future policy and program efforts, and offers recommendations for future research.

## Component-Level Survey Results

In order to support Service-level efforts to prevent and respond to sexual assault, sexual harassment, and gender discrimination in the military, the *2019 WGRR* includes results for each of the Reserve components (the results for the Army National Guard and Air National Guard are combined in the “National Guard Overview Report”) as separate appendices. These reports are organized in the same manner as the main overview report. However, disaggregation of the data to these lower levels means that in many cases, data are not reportable.

As with the overview report, the results provided for each Reserve component are generalizable to the entire component.

- Appendix A: Army Reserve Overview Report
- Appendix B: Navy Reserve Overview Report
- Appendix C: Marine Corps Reserve Overview Report
- Appendix D: Air Force Reserve Overview Report
- Appendix E: National Guard Overview Report

## Chapter 2: Sexual Assault

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### Introduction

There is a sizable body of research related to understanding the prevalence and characteristics of sexual violence, including multiple national surveys in the United States dedicated to this purpose (see for example the National Intimate Partner and Sexual Violence Survey [NISVS], the National Crime Victimization Survey [NCVS]). Although these studies help to guide our knowledge regarding the prevalence and characteristics of sexual assault, there is reason to believe that the unique military context may present important differences. These differences may manifest in terms of both victimization and perpetration and motivates the need to collect data specific to the military population and, in this case, specific to the Reserve component in order to better inform the Department of Defense's (DoD) sexual assault prevention and response efforts.

This chapter examines the estimated prevalence of sexual assault among Reserve component Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst, and describe members' experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

Data in this chapter are presented for women and men when available. When data are not reportable for men, only results for women will be discussed. When possible, we also call attention to changes in experiences or beliefs that occurred within and between certain groups (e.g., men and women) since the 2017 *Workplace and Gender Relations Survey of Reserve Component Members (2017 WGRR)*. We denote whether the changes were statistically significant. The term "statistical significance" refers to our confidence that the differences we observe did not occur by chance. We use a threshold of 99% ( $p < .01$ ) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance.

As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (*WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 *WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 *WGRR Overview Report*. The updates to the 2017 *WGRR* will be described and reported in full in a separate report.

### Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault

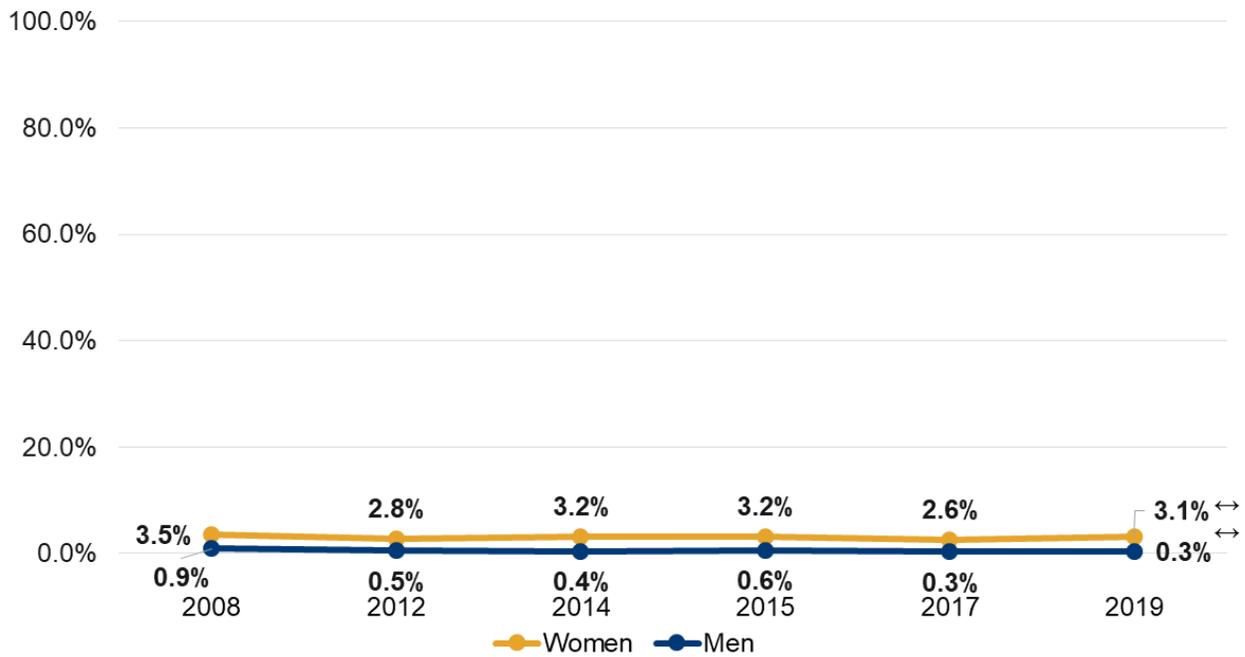
(completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGRR measures the estimated prevalence of sexual assault *victimization*, meaning that Service members who experience an unwanted behavior and who meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>13</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2019, 3.1% of Reserve component women (an estimated 4,819 Service members) and 0.3% of men (an estimated 1,748 Service members) experienced sexual assault. This rate is statistically unchanged from 2017, when 2.6% of women and 0.3% of men experienced sexual assault.

**Figure 8.**  
*Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component*



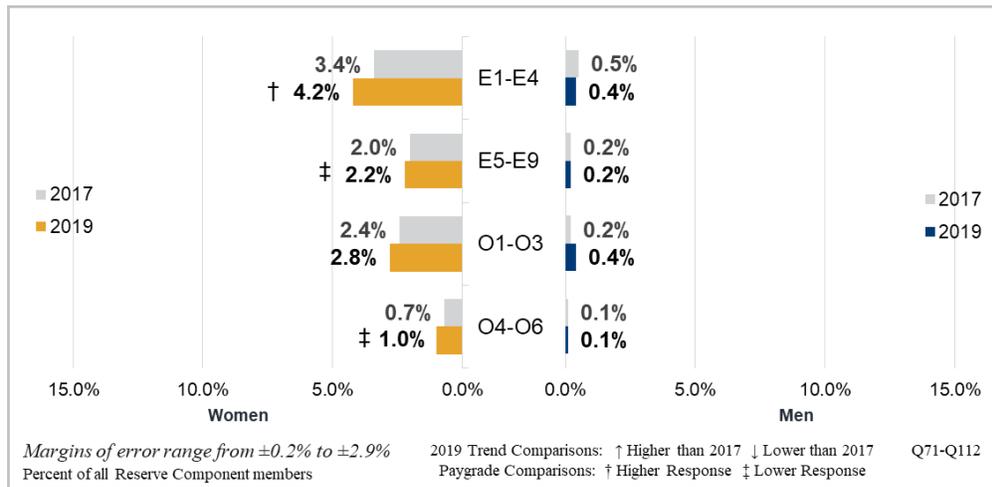
Margins of error range from ±0.2% to ±4.8%  
Percent of all Reserve Component members

2019 Trend Comparisons: ↑ Higher than 2017 ↓ Lower than 2017 ↔ No Change

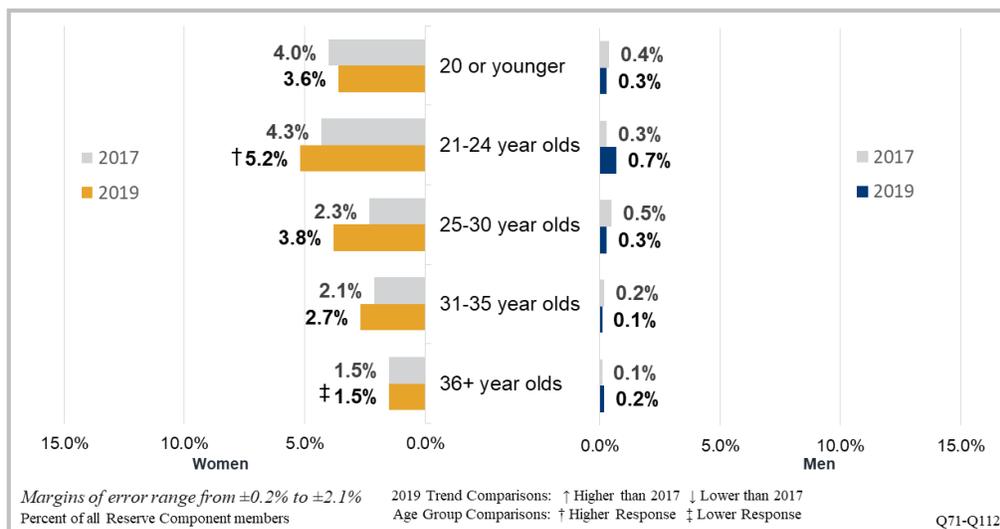
<sup>13</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

Notably, a closer analysis by paygrade revealed that the highest prevalence rates of sexual assault were among junior enlisted (E1-E4) women. In 2019, 4.2% of junior enlisted women experienced sexual assault. This was statistically unchanged from the estimated rate of sexual assault for junior enlisted women (3.4%) in 2017. A further nuanced examination by age revealed that at 5.2%, the estimated rate of sexual assault was significantly higher for women between the ages of 21 and 24 compared to women in other age groups (including women between the ages of 17 and 20 for whom the estimated rate of sexual assault in the prior year was 3.6%). Again, these rates were statistically unchanged from 2017.

**Figure 9.**  
*Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component by Paygrade*



**Figure 10.**  
*Estimated Sexual Assault Past Year Prevalence Rates for the Reserve Component by Age*



Although the WGR surveys focus on estimated prevalence rates, it may also be useful to understand the severity of sexual assault for victims by examining the victimization rate.<sup>14</sup> The prevalence rate estimates the number of individuals who experienced at least one incident of sexual assault in the prior year. In contrast, the victimization rate accounts for the fact that some victims may experience multiple incidents of sexual assault in the same time period (the prior year). As a metric of the performance of prevention and response efforts, a decrease in either the prevalence or victimization rates would suggest positive progress. To this end, the WGR survey asks Service members who experienced a sexual assault in the prior 12 months to identify the number of separate occasions the unwanted experience took place. In 2019, the majority of women who experienced a sexual assault were sexually assaulted multiple times in the past year (61% and statistically unchanged from 69% in 2017) and among those who were, it was most often by the same alleged offender (62%). Likewise, the majority of men who experienced a sexual assault were sexually assaulted multiple times in the prior 12 months (78%). This estimate was not reportable for men in 2017.

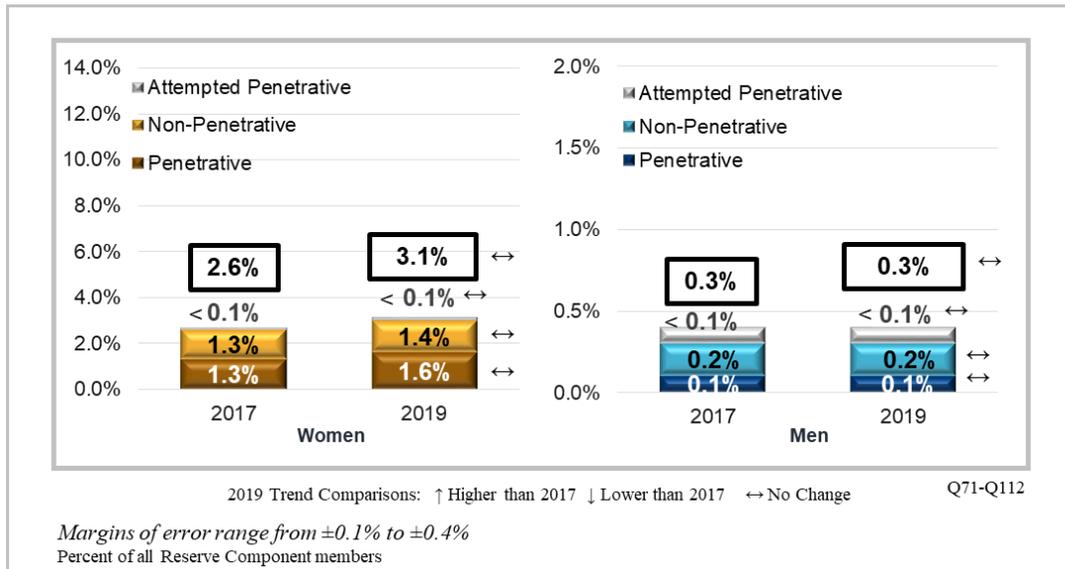
### **Type of Estimated Sexual Assault Prevalence Rate**

Estimated sexual assault prevalence rates vary by the type of behavior—penetrative, non-penetrative, or attempted penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first, so that members who indicate experiencing multiple types of assault are only categorized once.

There were no significant differences in the estimated rate of any specific type of sexual assault between 2017 and 2019. Moreover, as was the case in 2017, Reserve component women in 2019 were significantly more likely than men to experience a penetrative sexual assault (an estimated 1.6% compared to 0.1% of men). With an estimated rate of 2.4%, junior enlisted women were significantly more likely than any other women to experience penetrative sexual assault.

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<sup>14</sup> For example, the National Crime Victimization Survey (NCVS) administered each year by the Bureau of Justice Statistics (BJS) reports both victimization and prevalence rates for each category of crime.

**Figure 11.*****Estimated Sexual Assault Past Year Prevalence Rates by Type for the Reserve Component***

There were no significant differences between women and men in the estimated attempted penetrative sexual assault rate (<0.1% for both men and women). However, women were significantly more likely than men to experience non-penetrative sexual assault in 2019 (1.4% of women compared to 0.2% of men).

### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them. For the plurality of women, the worst situation involved either a penetrative sexual assault (47%) or a non-penetrative sexual assault (46%).

### Reported Demographics of the Alleged Offender(s)

For the majority of women (70%) and men (60%), the worst situation of sexual assault involved one alleged offender. However, a sizable proportion of women (29%) and men (33%) described the worst situation of sexual assault they experienced as involving more than one offender.

For women, the vast majority of situations involved alleged offenders who were men (99%), military members (82%), and higher ranking than them (62%). Notably, enlisted women were significantly more likely than women officers to have a higher-ranking offender (67% for enlisted women compared to 20% of women officers). A closer examination of the alleged offender’s status reveals that for nearly one-quarter of women (22%), the alleged offender was a member of their chain of command. Additionally, for more than one-quarter of women (27%), the alleged offender was some other higher ranking military member in their unit. Enlisted women (29%) were significantly more likely than women officers (7%) to identify the alleged offender as some other higher-ranking member of their unit and women officers (24%) were

significantly more likely than enlisted women (7%) to identify the alleged offender as a subordinate or someone they managed as part of their military duties.

Nearly half (45%) of women identified the alleged offender as a friend or acquaintance and 43% indicated that the alleged offender was someone from work.

### **Location and Context**

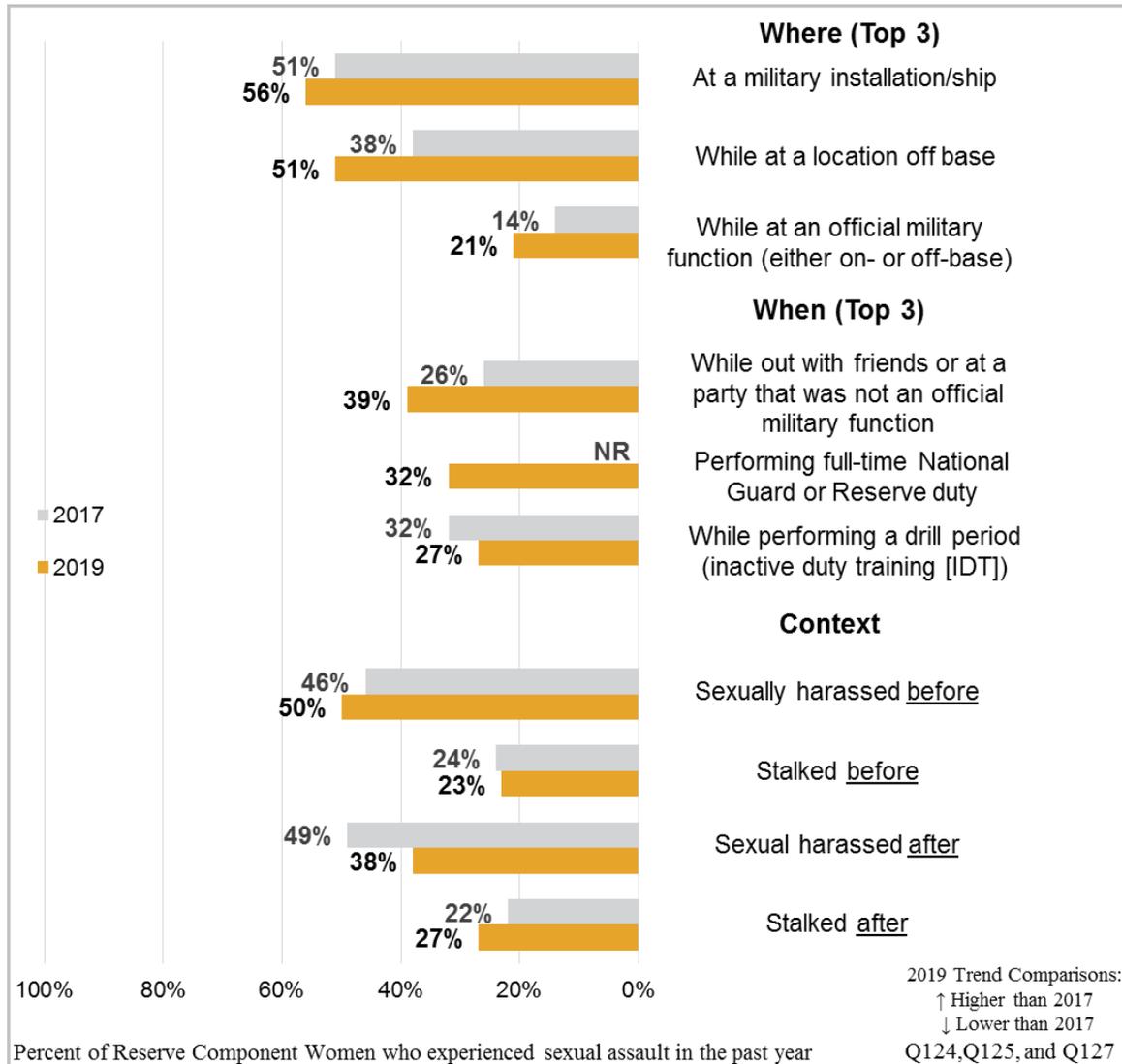
For the majority of women (65%), the worst situation of sexual assault occurred at a military location. However, more than half of women (51%) also responded that the sexual assault occurred at a location off base.<sup>15</sup>

For more than one-third of women (39%), the worst situation of sexual assault occurred while they were out with friends or at a party that was not an official military function. A substantial proportion of women described the incident as happening while they were performing military duty, either full-time National Guard or Reserve duty (32%) or a drill period (27%). Women officers (29%) were significantly more likely than enlisted women (12%) to experience “the one situation” of sexual assault while they were activated in a Title 10 (i.e., federal authority) status. Overall, two-thirds of women in the Reserve component (66%) experienced the worst situation of sexual assault while in some military status.

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<sup>15</sup> Responses do not sum to 100% because Service members may endorse multiple locations.

**Figure 12.**  
**Location and Context of the Sexual Assault One Situation for Reserve Component Women**



Margins of error range from ±3% to ±9%. Results for men are not reportable.

Notably, half of women (50%) were sexually harassed by the same alleged offender before the sexual assault happened and nearly one-quarter (23%) were stalked. Meanwhile, 38% of women were sexually harassed and 27% were stalked by the same alleged offender after the sexual assault incident.

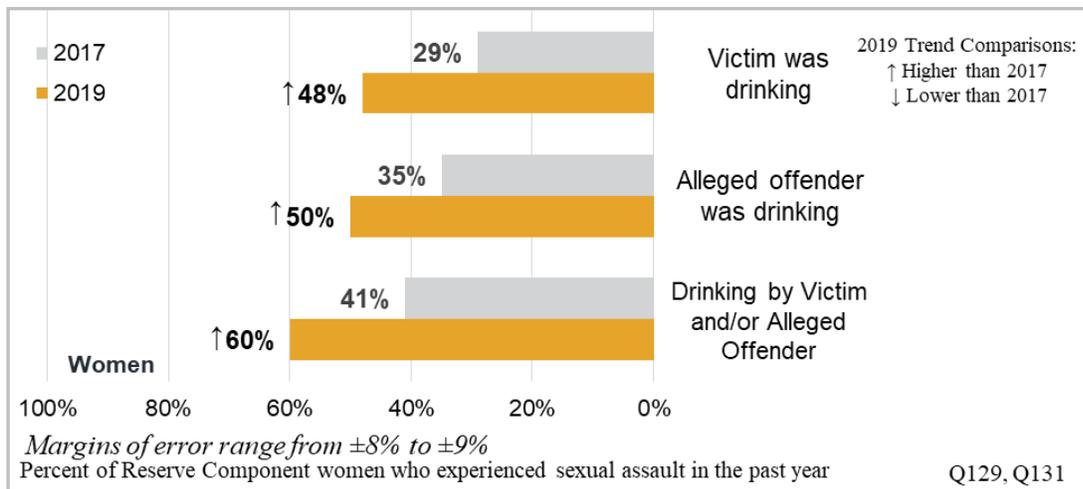
**Alcohol Use**

The extent of alcohol involvement in sexual assaults in 2019 was significantly greater than in 2017. For the majority of women (60% in 2019, significantly more than the 41% in 2017), the worst situation of sexual assault they experienced involved alcohol use, by either the victim or the alleged offender. This change was led by an increase in alcohol involvement (from 39% in

2017 to 59% in 2019) in situations involving enlisted women. Notably, alcohol involvement was most common in incidents that occurred at a location off base (71% of women) and while out with friends at a party that was not an official military function (85% of women).

Nearly half of women (48%) in 2019 and significantly more than in 2017 (29%) were drinking alcohol at the time of the worst incident of sexual assault.<sup>16</sup> This increase in alcohol use by the sexual assault survivor at the time of the incident was evident among both enlisted and officer women. Nearly half of enlisted women (46% and significantly more than the 29% in 2017) and more than half of women officers (60%, compared to the 35% in 2017) were using alcohol at the time of the unwanted event.

**Figure 13.**  
*Alcohol Use During the Sexual Assault One Situation for Reserve Component Women*



Results for men are not reportable.

More than two-thirds of women (68%) who were drinking at the time of the incident responded that the alleged offender bought or gave them alcohol to drink just prior to the incident. Meanwhile, half of women (50%), and significantly more than in 2017 (35%), thought the alleged offender had been drinking alcohol at the time of the incident.

## Reporting of Sexual Assault

### Reporting Options

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, whereas unrestricted reports start an official investigation in addition to providing the services available in restricted

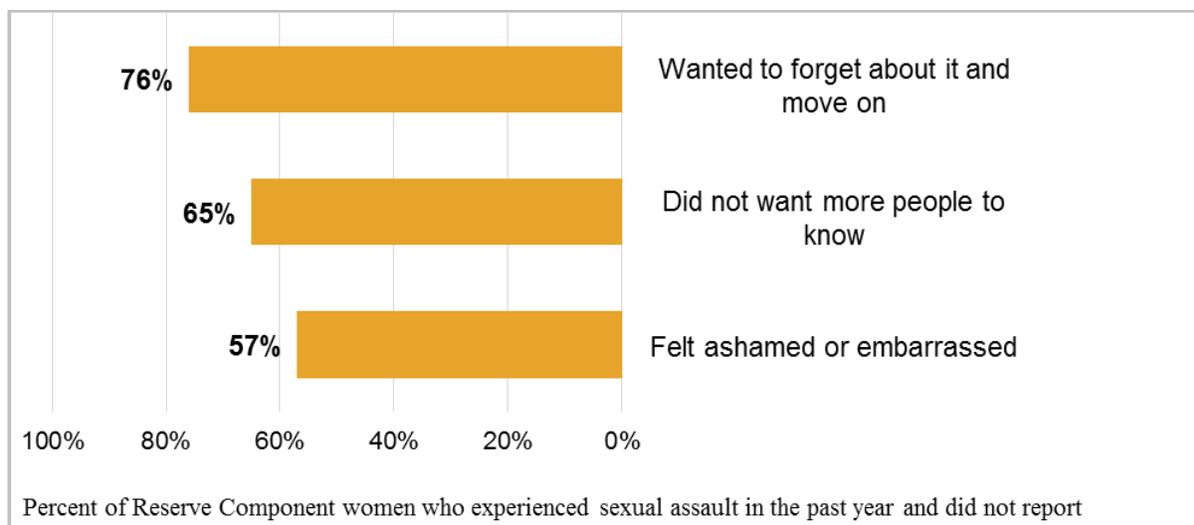
<sup>16</sup> This item in the survey includes a note to participants that even if they had been drinking, it does not mean that they are to blame for what happened.

reporting. Reserve component members, the majority of whom serve in a part-time status (roughly 90%), may also be more likely to report the sexual assault they experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the 2019 WGRR included civilian law enforcement as a potential reporting option.

The vast majority of women who experienced sexual assault did not report their worst experience to any legal authorities (73%). However, far more women reported the experience to military authorities (26%) than to civilian law enforcement (6%).

Women provided a variety of reasons for not reporting the sexual assault they experienced. The top reasons included: wanting to forget about it and move on (76%), not wanting people to know (65%), feeling ashamed or embarrassed (57%), thinking it would make their work situation unpleasant (50%), and not thinking anything would be done (49%). Notably, enlisted women (53%) were significantly more likely than women officers (21%) not to report the sexual assault because they did not think anything would be done.

**Figure 14.**  
*(Top) Reasons for Not Reporting Sexual Assault for Reserve Component Women*



*Margins of error range from  $\pm 7\%$  to  $\pm 9\%$ . Results for men are not reportable.*

Prior research suggests that some women may not characterize their experience as sexual assault, and this may influence their decision not to report (Bergman et al., 2002). In 2019, Service members were asked if they considered the upsetting situation they experienced to be sexual assault. The vast majority of women whose behaviors met the legal criteria to be included in the sexual assault rate also characterized their worst situation as a sexual assault (82%). Unfortunately, it was not possible to assess whether there was a significant difference in reporting between women who characterized the upsetting situation as sexual assault and those who did not because the data were not reportable.

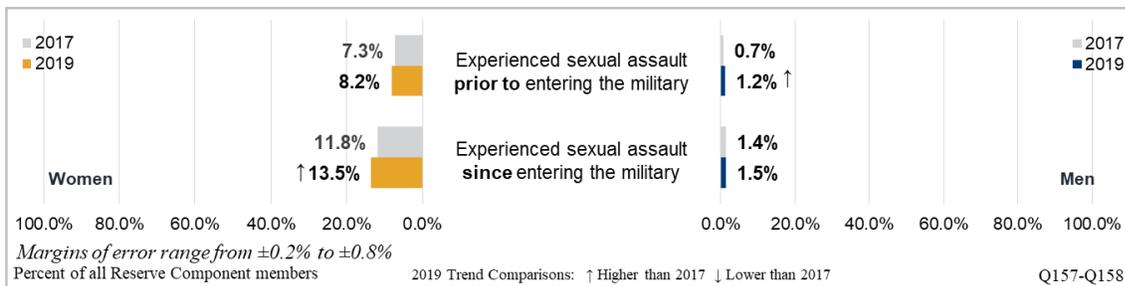
Finally, most women (73%) and men (73%) responded that, in retrospect, they would make the same reporting decision. Among women who reported, 81% said they would make the same decision. Among the women who did not report, 70% said they would make the same decision.

## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

Overall, an estimated 2.6% of Reserve component members experienced sexual assault prior to joining the military. This rate was significantly higher than the estimated rate of 2.0% in 2017. More specifically, an estimated 8.2% of women experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 7.3% of women had experienced sexual assault prior to joining the military. Meanwhile, an estimated 1.2% of men experienced sexual assault prior to joining the military. This rate was significantly higher than the estimated rate of 0.7% in 2017 and was led by an increase among enlisted men (from 0.6% in 2017 to 1.1% in 2019).

**Figure 15.**  
*Estimated Sexual Assault Prevalence Rates Prior to and Since Joining the Military*



In 2019, an estimated 3.9% of Reserve component members had experienced sexual assault since joining the military (including the prior 12 months). This rate was significantly higher than the estimated rate of 3.4% in 2017. More specifically, an estimated 13.5% of women had experienced sexual assault since joining the military. This rate was significantly higher than the estimated rate of 11.8% in 2017 and was led by an increase among women officers (from 15.8% in 2017 to 19.4% in 2019). Notably, female warrant officers in the Reserve component were significantly more likely than other women to have experienced sexual assault since joining the military (30.7%, significantly higher than the 21.7% in 2017).

Finally, an estimated 1.5% of men had experienced sexual assault since joining the military. This rate was statistically unchanged from 2017, when an estimated 1.4% of men had experienced sexual assault since joining the military.

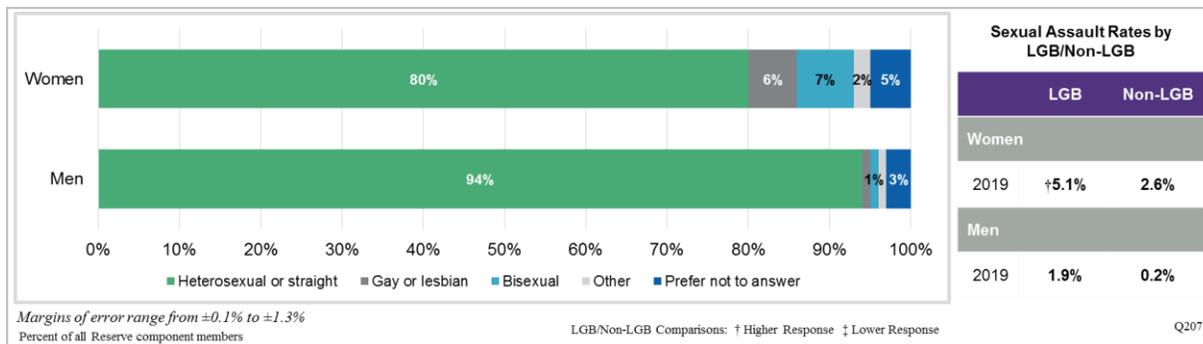
## Lesbian, Gay, and Bisexual Service Members

Prior research has demonstrated that lesbian, gay, and bisexual (LGB) individuals face a heightened risk of sexual violence (Walters et al., 2013). In order to gain a better understanding of the risk specific to military members identifying as LGB, the 2019 WGRR asked respondents to identify their sexual orientation as heterosexual or straight, gay or lesbian, bisexual, or other (e.g., questioning, asexual, undecided, or self-identified). Service members could also indicate that they prefer not to answer. These data may assist in improving sexual assault prevention and targeted response efforts for LGB Service members.

In 2019, an estimated 3.7% of LGB Service members experienced sexual assault. The estimated rate of sexual assault for LGB women (5.1%) was significantly higher than for heterosexual women (2.6%). However, the estimated rate of sexual assault for LGB men (1.9%) was statistically comparable to the estimated rate for heterosexual men (0.2%).

**Figure 16.**

*Estimated Past Year Sexual Assault Rates for Lesbian, Gay, and Bisexual Service Members in the Reserve Component*



## Conclusion

The results of the 2019 WGRR reflect the DoD's continued commitment to prevent and respond to sexual assault in the military. The stability of the estimated rate of sexual assault compared to 2017 may reflect some progress, particularly given the significant increase in the estimated rate of sexual assault in other populations in 2018 (i.e., the active duty population and a national civilian sample);<sup>17</sup> however, such interpretations should be made with caution. Although there was no change in the estimated prevalence of sexual assault for women or men overall, younger and more junior in paygrade Service members appear to continue to face a heightened risk of sexual assault.

The increase in alcohol-involved sexual assault for women victims in 2019, particularly alcohol use by alleged offenders, was also notable. Although it remains unclear what drove this increase,

<sup>17</sup> The Bureau of Justice Statistics (BJS), in its 2018 National Crime Victimization Survey (NCVS), reported a significant increase in violent crimes in 2018 led entirely by an increase in sexual assault.

additional emphasis in sexual assault training on alcohol use as a risk factor for both victimization and perpetration may be beneficial.

Data from the *2019 WGRR* provide additional evidence that greater attention to sexual harassment and other grooming behaviors such as stalking is of critical importance. More specifically, the substantial number of women that were sexually harassed by the same alleged offender that later sexually assaulted them suggests that for a substantial group of victims, one way to prevent sexual assault is to more aggressively address sexual harassment. Taking steps to address sexual harassment may also serve to provide support to Service members who choose not to report the sexual assault they experienced and continue to be sexually harassed by their offender.

The *2019 WGRR* is the first year in which data were collected regarding the experiences of LGB Service members in the Reserve component. Prior research suggests that LGB individuals are at a heightened risk of sexual violence, and the results of the *2019 WGRR* provide some evidence to support that claim. Although the estimated rates of past year sexual assault were not statistically different for LGB men compared to heterosexual men, the estimated rates were significantly higher for LGB women compared to heterosexual women. It is not possible to assess whether the rates of sexual assault for LGB Service members in 2019 significantly differ from 2017, but the sizable difference between LGB women and heterosexual women in 2019 by itself suggests that greater attention to this particular subset of Service members would be beneficial. More specifically, understanding the factors that contribute to LGB members' heightened risk is essential.

Given the DoD's commitment to eliminating sexual violence from its ranks, continuing to identify the risk and protective factors of sexual assault, particularly among groups that continue to experience the highest rates of sexual assault, will be critical to future prevention efforts.

## Chapter 3: Sexual Harassment and Gender Discrimination

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### Introduction

DoD Directive (DoDD) 1350.2 covers sex-based Military Equal Opportunity (MEO) violations and includes either sexual harassment and/or gender discrimination behaviors by someone in the military workplace. Although sex-based MEO offenses may be less severe than sexual assault, their insidious nature and the frequency with which they occur are likely to make them harmful to Service members' health and wellbeing (Chan et al., 2008; Harned et al., 2002). In fact, prior Office of People Analytics (OPA) surveys reveal that far more Service members experience sexual harassment than sexual assault each year (Breslin et al., 2019; Grifka et al., 2018). Meanwhile, evidence demonstrates that incidents of these behaviors are impactful to both individuals and organizations in terms of job satisfaction, retention intentions, and psychological health and wellbeing (Lim & Cortina, 2005; Griffith, 2019).

Prior research also suggests that the relationship between sexual harassment, gender discrimination, and sexual assault is strong. Individuals who experience sexual assault often report experiencing sexual harassment or gender discrimination as well (OPA, 2017; Sadler et al., 2003; Stander et al., 2018). Moreover, an organizational climate that is conducive to sexual harassment or gender discrimination may also be conducive to sexual assault (Harned et al., 2002). Although it is not clear from the evidence that sexual harassment or gender discrimination necessarily precede sexual assault, their strong correlation with each other points to the importance of measuring and tracking all of these behaviors.

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>18</sup> This chapter provides the estimated rates for sexual harassment and gender discrimination. The characteristics of each of these upsetting situations and Service members' experiences with the complaint process are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately. The chapter concludes with a discussion of how the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* can continue to inform program and policy efforts aimed at preventing and responding to sex-based MEO violations.

### Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or

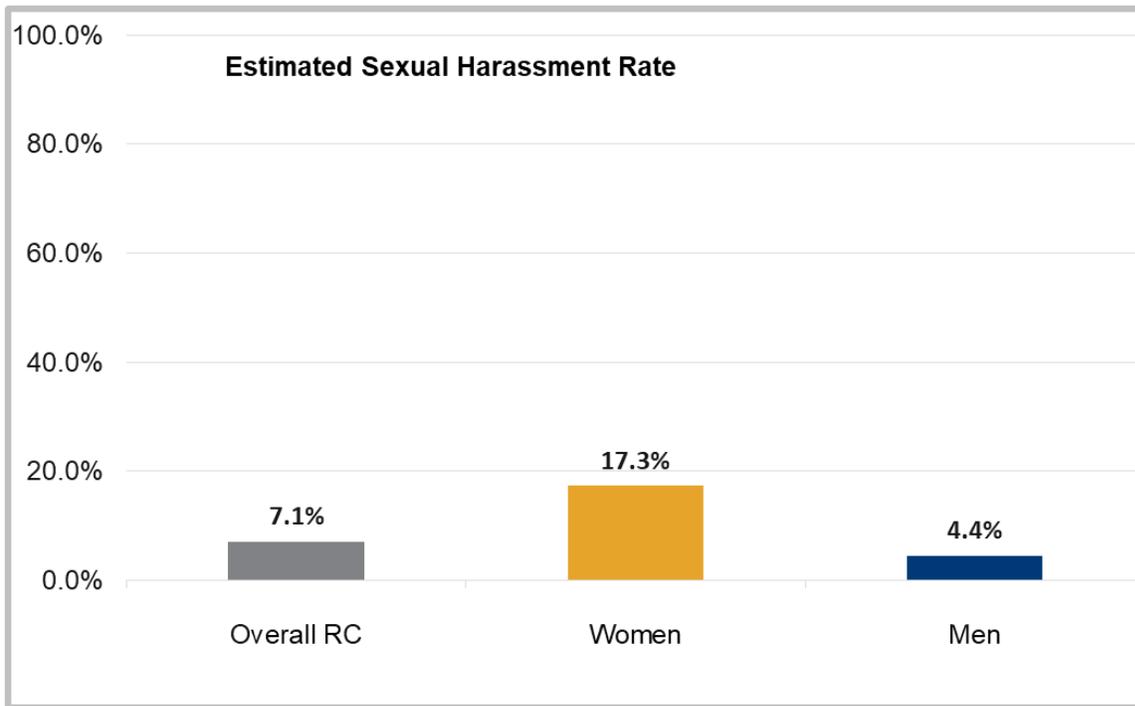
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<sup>18</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents' self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of this report.

In order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.

**Figure 17.**  
*Estimated Sexual Harassment Past Year Rates for the Reserve Component*



Margins of error range from ±0.4% to ±0.9%  
Percent of all Reserve component members

Q8-Q22

Overall, an estimated 7.1% of Reserve component members experienced sexual harassment in 2019. At 17.3% (an estimated 27,489 Service members), the rate of sexual harassment was

significantly higher among women compared to 4.4% of men (an estimated 27,132 Service members).

As with sexual assault, differences in the prevalence of sexual harassment on the basis of paygrade were also evident. The rate of sexual harassment for enlisted women and enlisted men (17.9% and 4.7%, respectively) was significantly higher than for women or men officers (14.4% and 3.2%, respectively). Moreover, with an estimated rate of 19.1%, junior enlisted women in particular were significantly more likely than other women to experience sexual harassment.

Prior research has characterized sexual assault as existing on a “continuum of harm” (Grifka et al., 2017). The continuum of harm refers to “inappropriate actions, such as sexist jokes, hazing, cyber bullying, that are used before or after the assault and/or supports an environment which tolerates these actions” (Department of Defense, 2014). Evidence suggests that the relationship between sexual harassment and sexual assault is particularly important, especially in terms of sexual assault prevention. In 2019, 77% of women in the Reserve component and 78% of men who experienced sexual assault in the prior year were also sexually harassed in the prior year.

## One Situation of Sexual Harassment with the Biggest Effect

### Most Serious Behavior Experienced in the One Situation

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation—“the one situation”—that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

Of those who experienced a sex-based MEO Violation, 70% of women and 79% of men identified behaviors consistent with sexual harassment as the worst situation. For women, this situation typically involved repeated sexual jokes (35%), repeated sexual comments about their appearance or body (32%), or repeated attempts to establish an unwanted romantic or sexual relationship (32%). For men, the worst situation typically involved repeated sexual jokes (37%), someone repeatedly suggesting they do not act like a man is supposed to (29%), and someone repeatedly telling them about their sexual activities (23%).

Notably, for both men and women, “the one situation” was rarely an isolated incident. Instead, the sexual harassment typically occurred over time. Women (74%) were significantly more likely than men (66%) to experience the situation more than once over a period of time. For the plurality of women (37%), the situation lasted over a period of a few months.

### Demographics of the Alleged Offender(s)

Women were about equally likely to describe the sexual harassment they experienced as involving one or more than one alleged offender (48% and 52%, respectively). For the majority of women (96%), the alleged offender(s) involved men and military members (96%). Although alleged offenders appeared to span the entire range of military paygrades, women most frequently identified their alleged offender as being in the paygrades of E5–E6 (51%) or E7–E9 (38%). Women officers, however, were significantly more likely than enlisted women to identify their alleged offender as a commissioned officer, most often an O4–O6 (54%).

Men (60%) were significantly more likely than women (52%) to describe the worst situation of sexual harassment they experienced as involving more than one person. However, like women, the sexual harassment that men in the Reserve component experienced typically involved alleged offenders who were men (93%), military members (95%), and in the paygrades E4 (30%), E5–E6 (50%), or E7–E9 (29%). Notably, for men (38%), the worst situation of sexual harassment was more likely than for women (29%) to include at least one female alleged offender.

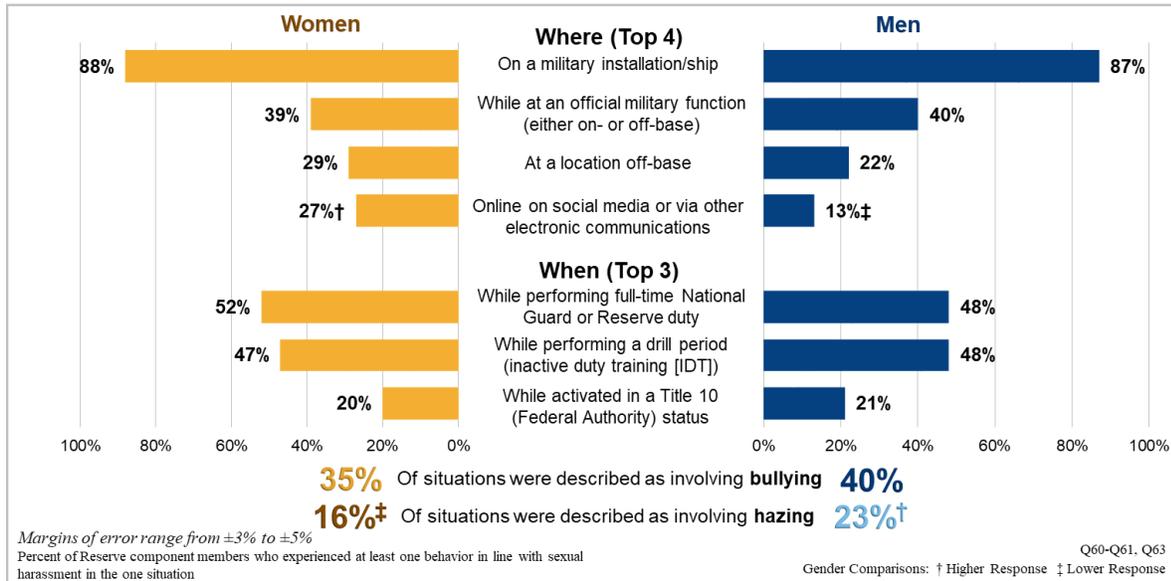
The alleged offenders' status was also a notable finding. The majority of women (73%), and significantly more than men (61%), identified their offender as someone higher ranking than them. Enlisted women were significantly more likely than women officers to describe the alleged offender as someone higher ranking (76% of enlisted women compared to 52% of women officers). Women were significantly less likely than men to experience sexual harassment from individuals lower ranking than them (25% of women compared to 33% of men). In this case, women officers (50%) were significantly more likely than enlisted women (22%) to identify the alleged offender as lower ranking.

### **Location and Context**

For both women (88%) and men (87%), the vast majority of sexual harassment situations occurred on military installations or at unit sites. However, a non-negligible proportion of incidents occurred at an official military function on or off base (39% for women and 40% for men) and more than one-quarter of women specifically described the situation as occurring at a location off base (29%) or online on social media or via other electronic communications (27%).

The vast majority of women (89%) and men (87%) experienced the one situation while in a military status. More specifically, 52% of women and nearly half of men (48%) experienced their worst situation of sexual harassment while performing full-time National Guard or Reserve duty and roughly the same proportion (47% of women and 48% of men) experienced the situation while performing a drill period.

**Figure 18.**  
*Location and Context of the Sexual Harassment One Situation*

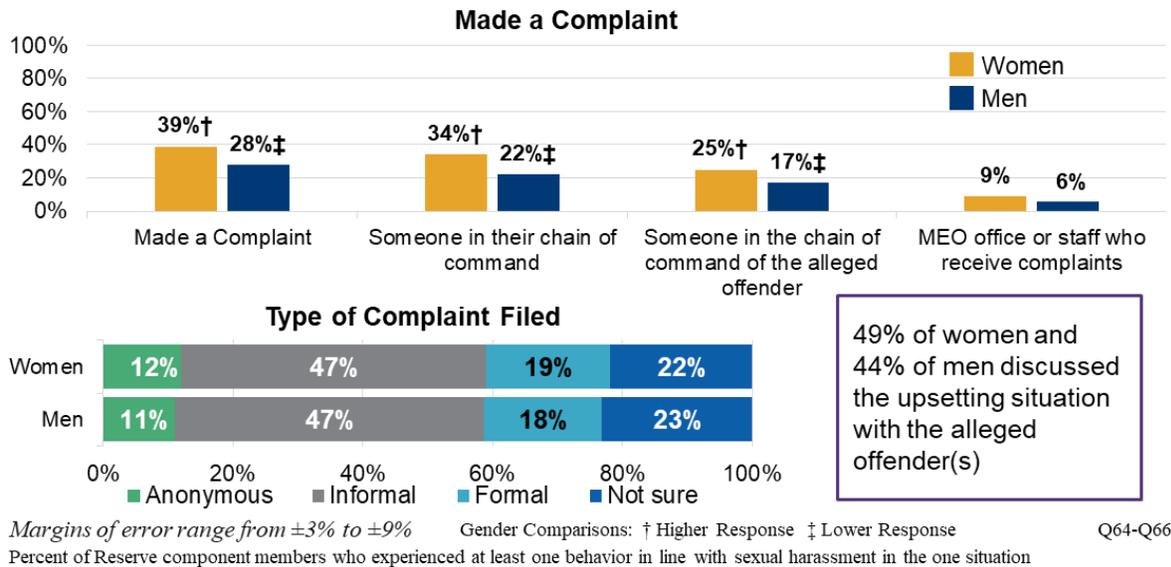


### Making a Sexual Harassment Complaint

The military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, nearly half of women (49%) and 44% of men discussed the upsetting situation with the alleged offender(s).

In 2019, 39% of women and 28% of men made a sexual harassment complaint regarding the worst situation they experienced. Significantly more women than men specifically made their complaint to someone in their chain of command (34% and 22%, respectively) or to someone in the alleged offender’s chain of command (25% and 17%, respectively). Notably, few women (9%) or men (6%) made a complaint regarding the sexual harassment they experienced to MEO staff.

**Figure 19.**  
**Making a Sexual Harassment Complaint in the Reserve Component**

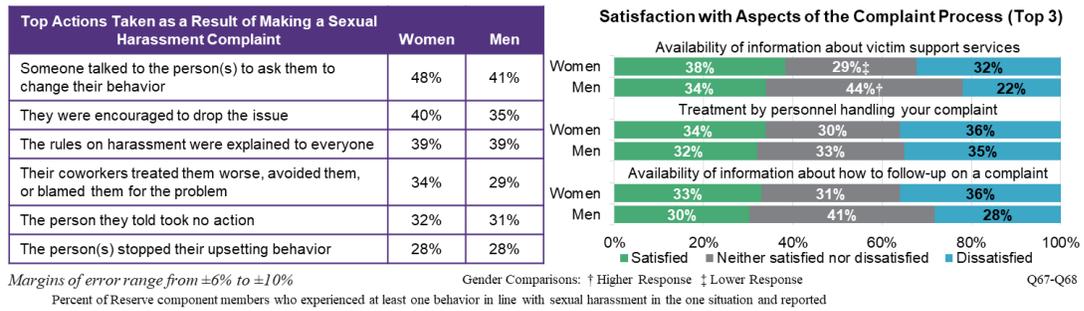


Members of the military have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. The plurality of the men (47%) and women (47%) who made any complaint made an informal one<sup>19</sup> and received a variety of responses. Among both women and men (48% and 41%, respectively), the most common positive action taken in response to their complaint was that someone talked to the alleged offender to ask them to change their behavior. However, enlisted women were significantly more likely than women officers to receive this type of response (50% compared to 34%).

Overall, the most common negative response to a sexual harassment complaint for both women (40%) and men (35%) was being encouraged to drop the issue. Women officers (34%) were significantly more likely than enlisted women (19%) to receive some type of negative response to their complaint. Just over one-quarter of the women (28%) and men (28%) who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint.

<sup>19</sup> Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

**Figure 20.**  
**Responses to Making a Complaint of Sexual Harassment in the Reserve Component**



Finally, Service members were also able to provide reasons for not making a complaint regarding the sexual harassment violation. Among their reasons for not making a complaint, most women and men thought the complaint would make their work situation unpleasant (55% and 45%, respectively), wanted to forget about it and move on (55% and 42%, respectively), or thought it was not serious enough to make a complaint (44% and 41%, respectively).

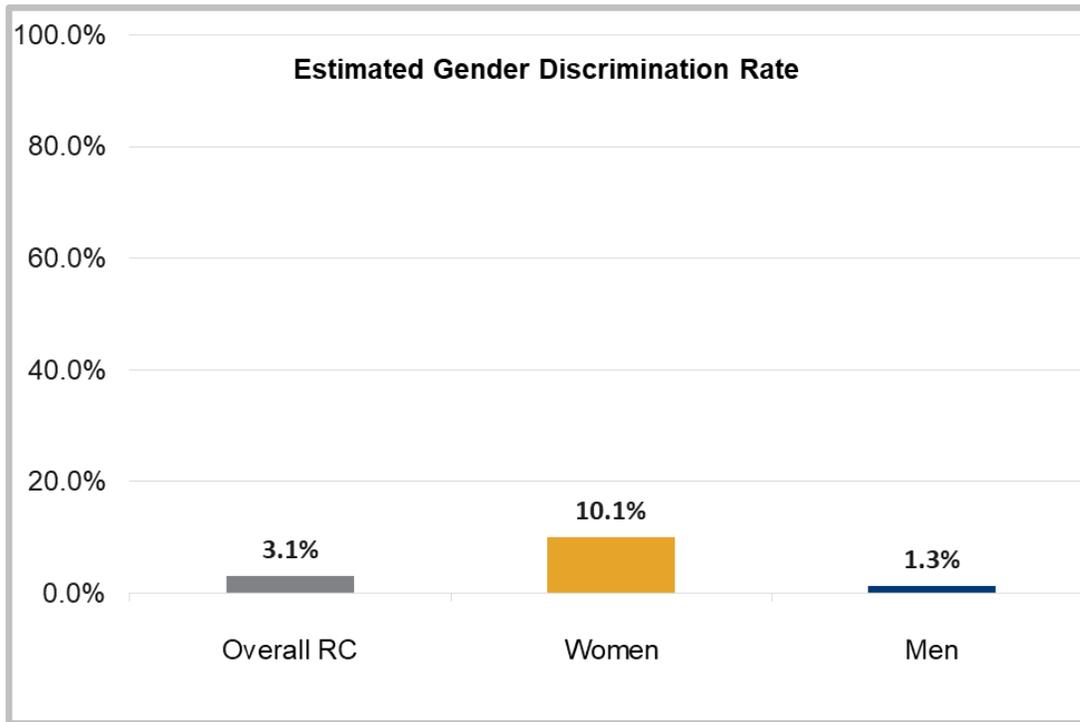
### Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members’ experiences had to involve a person the member had contact with as part of their military duties. Again, this is in contrast to the measure for sexual assault, which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender. Further details regarding rate construction are available in chapter 1 of this report.

In 2019, the overall estimated rate of gender discrimination in the military was 3.1%. However, as with the other unwanted behaviors discussed in this report, gender differences were notable. With a rate of 10.1%, women in the Reserve component (an estimated 15,939 Service members) were significantly more likely than men (1.3% and an estimated 8,178 Service members) to experience gender discrimination.

Notably, 34% of women and 13% of men who were sexually assaulted in the prior year also experienced gender discrimination.

**Figure 21.**  
***Estimated Gender Discrimination Past Year Rates for the Reserve Component***



*Margins of error range from ±0.2% to ±0.7%*  
 Percent of all Reserve component members

Q23-Q24

## One Situation of Gender Discrimination with the Biggest Effect

### Most Serious Behavior Experienced in the One Situation

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. In 2019, 65% of women and 31% of men identified an incident that involved behaviors consistent with gender discrimination as the worst situation. For both women (87%) and men (85%), these situations typically involved being mistreated, ignored, or insulted because of their gender.

For the vast majority of women (80%) and men (83%), the one worst situation they experienced occurred more than once. More specifically, for more than one-third of women (35%) and 31% of men, the situation happened over a period of a few months. Men (41%) were significantly more likely than women (30%) to experience the gender discrimination for a period of one year or more. Accordingly, men were also significantly more likely than women to say that the experience made them take steps to leave the military (48% of men compared to 32% of women).

## Demographics of the Alleged Offender(s)

For Reserve component women, the worst situation of gender discrimination typically involved alleged offenders who were men (96%), military members (97%), and higher ranking than them (85%). Women most often identified the alleged offenders as being an E5–E6 (47%) or E7–E9 (49%) and specifically someone in their military chain of command excluding their immediate supervisor (44%), some other higher-ranking military member in their unit (42%), or their immediate supervisor (38%).

There were only a few differences in the characteristics of the gender discrimination experience for women and men. Most notably, men were significantly more likely than women to identify the alleged offenders as all women (36% of men compared to 4% of women victims) or a mix of men and women (45% of men compared to 23% of women victims). However, as was the case for Reserve component women, the gender discrimination that men experienced nearly always involved military members (98%), members who were higher ranking than them (85%), and members who were most often in the paygrades of E5–E6 (48%) or E7–E9 (49%). For men, the situation typically involved someone in their military chain of command, excluding their immediate supervisor (49%), some other higher-ranking military member in their unit (42%), or their immediate supervisor (34%).

## Location and Context

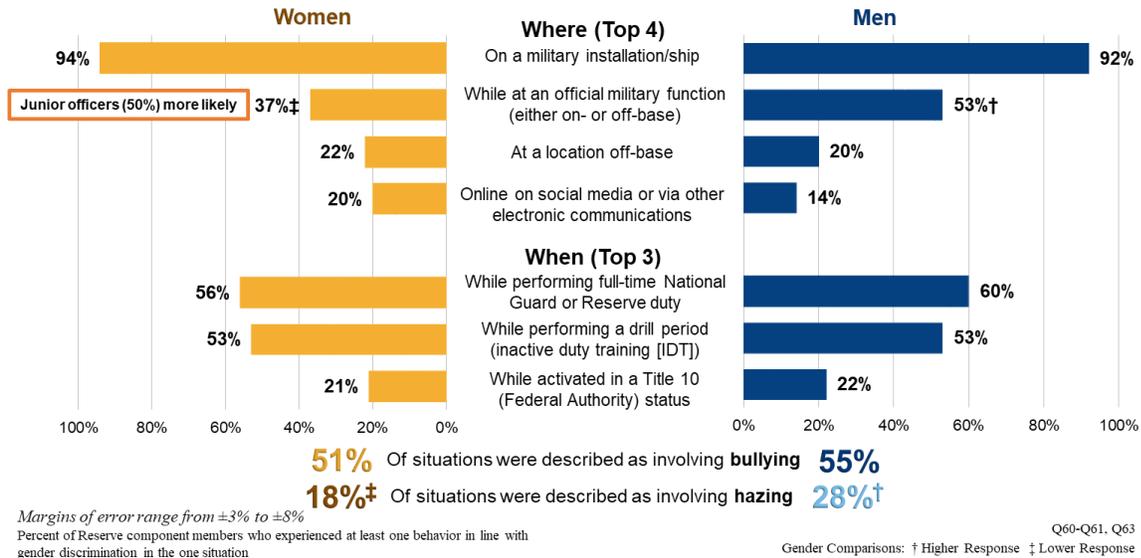
In 2019, the vast majority of both women (94%) and men (92%) experienced their worst situation of gender discrimination at a military installation or facility. However, for a substantial proportion of women (37%) and significantly more men (53%), the incident occurred at an official military function that was either on or off base. Likewise, accounting for the victim's gender and paygrade simultaneously reveals that junior officer (O1–O3) women (50%) were significantly more likely than other women to experience gender discrimination at an official military function that was either on or off base.

For both women (92%) and men (90%), the one worst situation of gender discrimination occurred while they were in a military status. For the majority of women (56%) and men (60%), this was while they were performing full-time National Guard or Reserve duty.<sup>20</sup> However, a sizable proportion of women (53%) and men (53%) also responded that the worst situation occurred while they were performing a drill period (inactive duty training [IDT]).

Men (28%) were significantly more likely than women (18%) to characterize the gender discrimination experience as hazing. However, men and women were about equally likely to characterize the experience as bullying (51% of women and 55% of men).

<sup>20</sup> The full response option was “while you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT).”

**Figure 22.**  
*Location and Context of the Gender Discrimination One Situation*

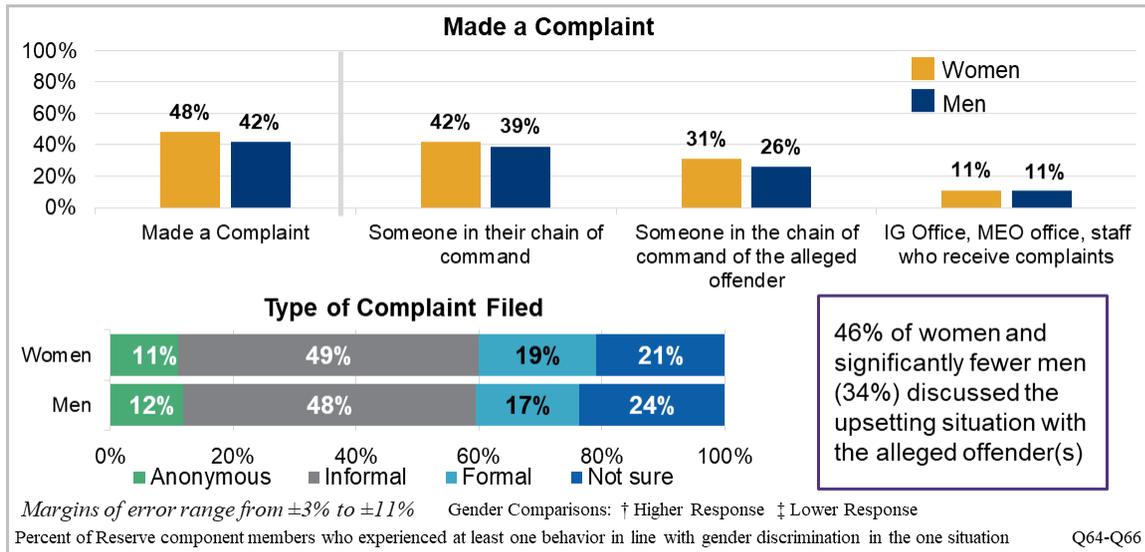


### Making a Gender Discrimination Complaint

As mentioned previously, MEO training encourages Service members to attempt to resolve issues related to harassment or discrimination at the lowest level possible. Consequently, a sizable proportion of Service members discussed the situation with their alleged offender. Women were significantly more likely to do so than men. Nearly half of women (46%) and roughly one-third of men (34%) addressed the unwanted behavior with the alleged offender. However, it was also common for Service members to seek support from family, friends, or colleagues. Women were significantly more likely than men to discuss the situation with friends or family outside of the unit (74%, compared to 63% of men). Meanwhile, the majority of both women (73%) and men (63%) discussed the situation with someone in their unit.

As mentioned previously, Service members have multiple options for making a complaint related to a sex-based MEO violation, including to their or the alleged offender’s chain of command, to the Inspector General (IG), to a local MEO office or staff member assigned to receive MEO complaints, or via one of the military hotlines dedicated to receive MEO complaints. In 2019, nearly half (48%) of Reserve component women and 42% of men made a complaint regarding the worst situation of gender discrimination they experienced. For both women (42%) and men (39%), complaints were most often made to someone in their own chain of command and, among those who made a complaint, they were typically informal (49% for women and 48% for men).

**Figure 23.**  
**Making a Complaint of Gender Discrimination in the Reserve Component**



Service members were asked to indicate what actions were taken in response to their complaint and negative actions were among the most often endorsed. For a substantial proportion of women (44%) and nearly half of men (49%) the person they told took no action;<sup>21</sup> nearly half of women (46%) and more than half of men (55%) were encouraged to drop the issue; and a sizable proportion of men (43%) and significantly more than women (28%) responded that the person who did the upsetting behavior took action against them for making a complaint. In general, Service members who reported the worst situation of gender discrimination they experienced were dissatisfied with the complaint process—both specific aspects (e.g., the availability of information or how well they were kept informed) and the process overall. Men were significantly more likely than women to express dissatisfaction with their treatment by personnel handling their complaint (60% compared to 43% for women) as well as with the amount of time taken to resolve their complaint (63% compared to 47% for women).

<sup>21</sup> All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

**Figure 24.**  
**Responses to Making a Complaint of Gender Discrimination in the Reserve Component**



Margins of error range from ±5% to ±12% Gender Comparisons: † Higher Response ‡ Lower Response  
Percent of Reserve component members who experienced at least one behavior in line with gender discrimination in the one situation and reported Q67-Q68

Among those Service members who did not make a complaint regarding the worst situation of gender discrimination they experienced, women most often chose not to make a complaint because they thought it would make their work situation unpleasant (62%), that nothing would be done (54%), or they did not trust that the process would be fair (54%). Meanwhile, the most frequent reason men chose not to make a complaint was because they did not think anything would be done (69%), did not trust that the process would be fair (59%), or they thought it would make their work situation unpleasant (53%).

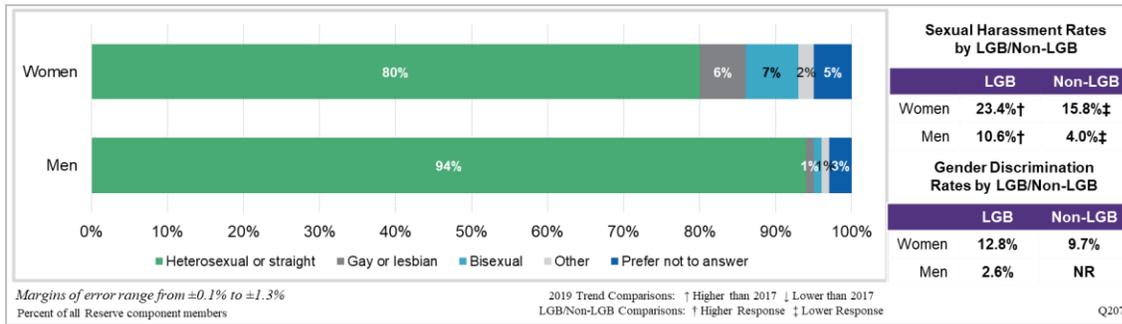
### Lesbian, Gay, and Bisexual Service Members

As noted in Chapter 3, in order to gain a better understanding of the risk of sexual harassment and gender discrimination specific to military members identifying as lesbian, gay, or bisexual (LGB), the 2019 WGRR asked Service members to identify their sexual orientation.

In 2019, an estimated 23.4% of LGB women experienced sexual harassment. This rate was significantly higher than the estimated sexual harassment rate of 15.8% for heterosexual women. The estimated rate of sexual harassment for LGB men was 10.6%, which is significantly higher than the estimated rate for heterosexual men (4.0%).

In 2019, an estimated 12.8% of LGB women experienced gender discrimination. This rate was statistically comparable to the estimated gender discrimination rate of 9.7% for heterosexual women. The estimated rate of gender discrimination for LGB men was 2.6%. The estimate for heterosexual men was not reportable.

**Figure 25.**  
**Estimated Past Year Sexual Harassment and Gender Discrimination Rates for Lesbian, Gay, and Bisexual Service Members**



## Conclusion

Comparing the estimates of sexual harassment and gender discrimination in 2019 to prior years was not possible. However, the results of the 2019 WGRR reveal that these sex-based MEO violations continue to pose a challenge to military units and workplaces.

Particularly notable are Service member experiences with the complaint process. Service members who make a complaint may not always be made aware of the actions taken by the individual or office receiving the complaint. However, that barely one-quarter of the women (28%) and men (28%) who made a sexual harassment complaint responded that the alleged offender(s) stopped the upsetting behavior afterwards, coupled with only mediocre assessments of nearly every aspect of their complaint experience, suggests that the sex-based MEO complaint process may benefit from further evaluation.

Service members’ reasons for not reporting the sexual harassment or gender discrimination they experienced are also important. That a substantial number of women and men chose not to report their experiences because they thought nothing would be done or did not trust that the process would be fair is important. These data not only highlight perceptions of the military’s sex-based MEO prevention and response program but also the barriers that members may perceive to making a complaint.

Finally, the prevalence of sexual harassment and gender discrimination among LGB Service members merits attention. Nearly one out of four LGB women in the Reserve component and more than one out of 10 LGB men experienced sexual harassment in the prior year. The differences in the estimated rates of gender discrimination for LGB women compared to heterosexual women were also sizable. Although the repeal of the “Don’t Ask, Don’t Tell” policy is now a decade old, the results of the 2019 WGRR suggest that efforts to ensure the safety and wellbeing of LGB Service members must continue.



## Chapter 4: Culture, Climate, and Trust in the Military

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### Introduction

Although estimating the rate of sexual assault, sexual harassment, and gender discrimination was the primary focus of the 2019 *Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* data collection, assessing related individual behaviors, perceptions, and characteristics of the military workplace is also critical to prevention and response efforts. Prior research demonstrates that accounting for environmental or contextual factors related to sexual harassment and sexual assault is not only necessary but critical to decreasing the risk of both perpetration and victimization (Harned et al., 2002; Tharp et al., 2013; Walsh et al., 2014). Among these factors, it is important to consider both individual behaviors (e.g., excessive alcohol use) and organizational norms (Abbey et al., 2014; Cleveland et al., 2019; Walsh et al., 2014).

This chapter presents the results of a series of questions included in the 2019 *WGRR* to assess the extent of excessive alcohol use across the Reserve component, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many of these questions were new to the 2019 *WGRR* and, thus, the data cannot be compared to prior years. Nonetheless, these results offer useful insights regarding the context in which Reserve component members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

### Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males and four or more alcoholic drinks for females within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the Reserve component, the 2019 *WGRR* included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>22</sup> The AUDIT-C comprises three questions related to (1) frequency of alcohol use; (2) amount of alcohol use; and (3) binge drinking (Bush et al., 1998). The AUDIT-C is scored based on responses to these three questions with a total score of four or more for men and three or more for women indicating hazardous drinking levels.<sup>23</sup>

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<sup>22</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization (WHO). Further modifications made to the AUDIT-C in the 2019 *WGRR* included the addition of a time reference (“during the past 12 months”) and the use of updated, gender-based criteria for binge drinking (as articulated above).

<sup>23</sup> When the total score is derived entirely from the responses to the first question regarding frequency of alcohol use, the individual is coded as a non-hazardous drinker.

Overall, 12% of Service members engaged in heavy or hazardous drinking in 2019. Women (14%) were significantly more likely than men (12%) to be hazardous drinkers. Meanwhile, junior enlisted women (16%) were significantly more likely than other women in the Reserve component to be hazardous drinkers. The same was not true for junior enlisted men who were no more likely than other men in the Reserve component to be hazardous drinkers. That women in the Reserve component were more likely than men to engage in hazardous drinking in the prior year is notable. Although evidence points to an increase in drinking among women in recent years and drinking behaviors commonly differ based on age, prior studies of civilian populations have consistently found higher rates of excessive alcohol use—specifically, binge drinking and alcohol use disorders—among men (Nolen-Hoeksema, 2004). Alas, researchers use a variety of measures for excessive or hazardous drinking thus making comparisons between populations difficult (Wilsnack et al., 2018).

**Figure 26.**  
*Alcohol Use Among Reserve Component Service Members*



Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. For the vast majority of women (93%) and men (93%), this was never the case. However, 6% of women and 5% of men experienced memory loss related to alcohol use in the prior year.

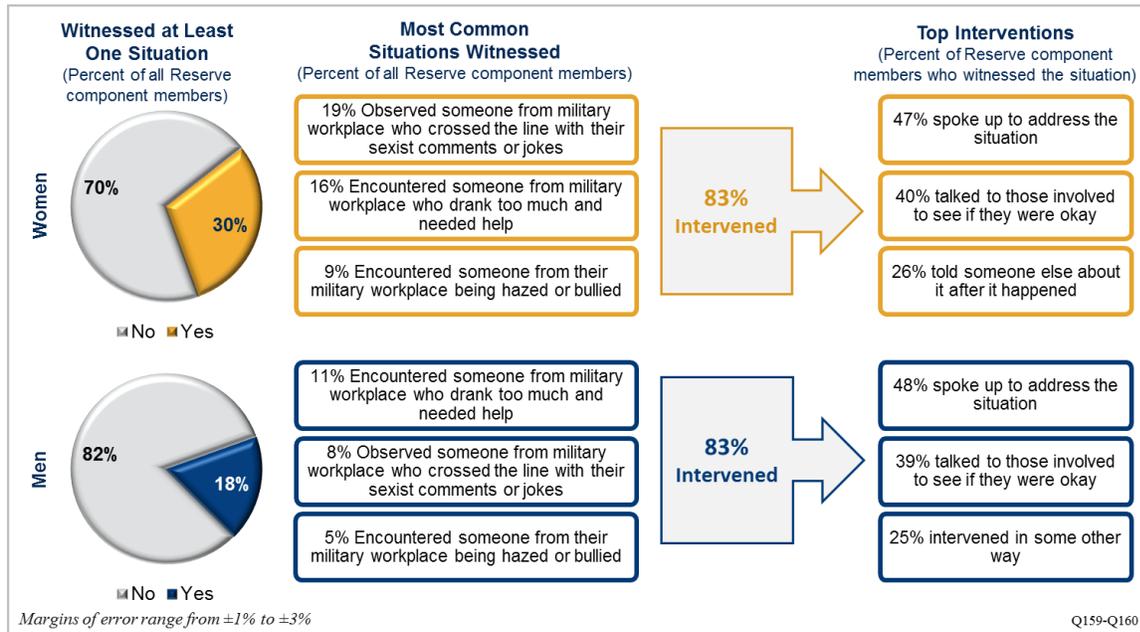
## Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military's training program includes content geared toward encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in different scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also to improve that training. To this end, the *2019 WGRR* asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

The most frequent behavior observed by Reserve component women was someone in the military workplace who "crossed the line" with sexist comments or jokes (19%). Among men, the most frequent observation was someone from their military workplace who drank too much and needed help (11%). Overall, women in the Reserve component were significantly more likely than men to have witnessed a situation potentially requiring intervention in the prior year (30% of women compared to 18% of men, see Figure 27).

The most common responses to witnessing potentially dangerous situations were consistent for both women and men. Nearly half of women (47%) and men (48%) responded that they spoke up to address the situation. Both women and men officers (55% and 56%, respectively) were significantly more likely to have spoken up to address the situation compared to enlisted women or enlisted men (45% and 47%, respectively). Meanwhile, 40% of women and 39% of men responded that they talked to those involved to see if they were okay. In this case, enlisted women (41%) and enlisted men (41%) were significantly more likely than women or men officers (32% for both) to intervene in this way.

**Figure 27.**  
*Bystander Intervention in the Reserve Component*



## Workplace Climate

Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

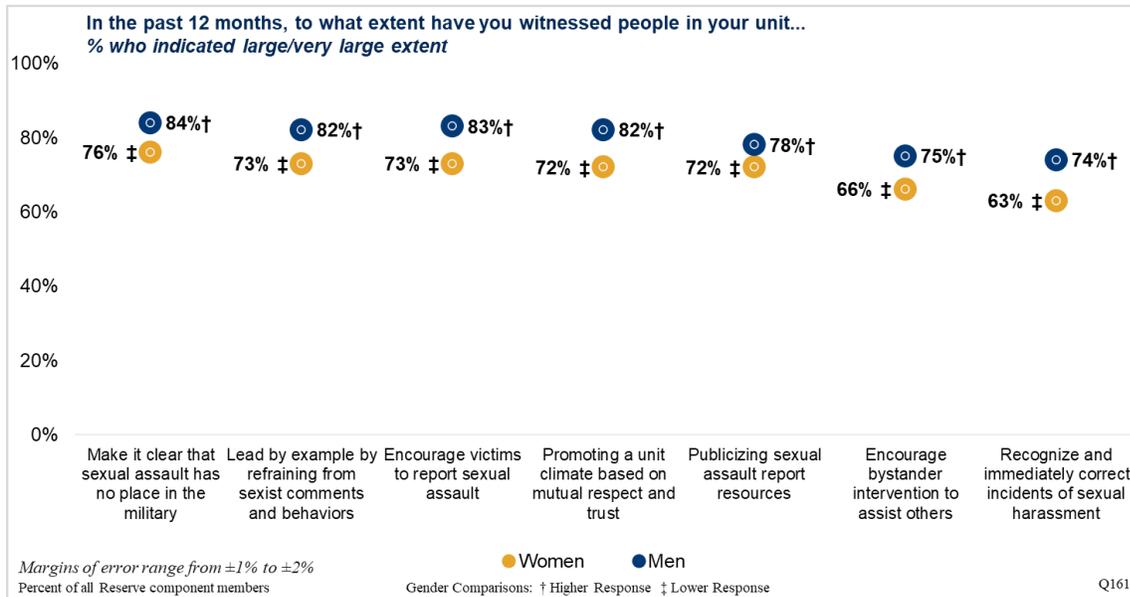
In 2019, Service members were asked to assess their unit’s climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service members’ responses to each of these topics in turn.

### Responsibility and Intervention

The majority of Reserve component members rated their units favorably based on a variety of positive behaviors that they witnessed people in their unit exhibit to a large extent, including

making it clear that sexual assault has no place in the military (82%), promoting a climate based on mutual respect and trust (80%), and encouraging victims to report sexual assault (81%). In fact, the positive behavior observed the least often—recognizing and immediately correcting incidents of sexual harassment—was still witnessed to a large extent by 72% of Service members.

**Figure 28.**  
*Responsibility and Intervention in the Reserve Component*



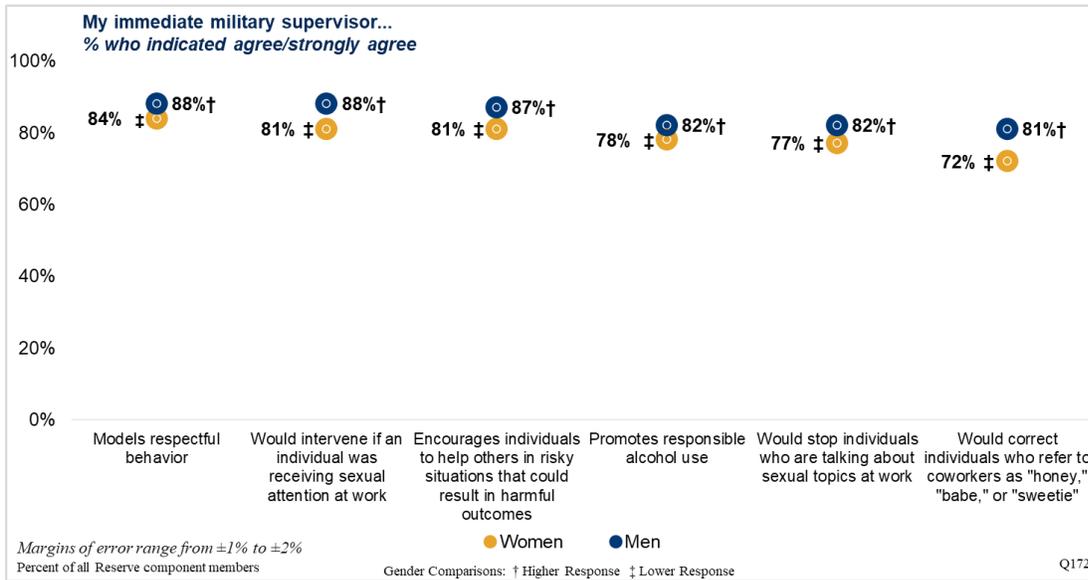
However, a disaggregation of Service member responses by gender reveals that women consistently rated their unit's less favorably than did men (see Figure 28). The most marked difference was with regard to incidents of sexual harassment. Significantly fewer women (63%), compared to men (74%), witnessed members of their unit recognize and immediately correct sexual harassment. Other notable and significant differences existed with regard to promoting a unit climate based on mutual respect and trust (72% of women compared to 82% of men perceived this to a large extent) and encouraging victims to report sexual assault (73% of women compared to 83% of men perceived this to a large extent). The disparate perceptions of men and women Service members may reflect differences in the types of units in which they serve or (more likely) different expectations or standards for their peers' behavior. Stated differently, women (who are more likely to experience unwanted gender-related behaviors in the military) may be more perceptive to inappropriate conduct as well as insincere responses or inadequate actions to address those behaviors, making it more likely that they would rate their units less favorably than their male peers.

## Leader Actions

In 2019, Service members were asked to specifically assess how well their immediate supervisor demonstrated appropriate behavior and displayed leadership with regard to preventing and/or responding to inappropriate gender-related behaviors.

Overall, Reserve component members provided positive assessments of their immediate supervisors' behavior. The vast majority of Service members agreed or strongly agreed that their immediate supervisor modeled respectful behavior (87%), would intervene if an individual were receiving sexual attention at work (87%), and encouraged individuals to help others in risky situations (86%). However, women consistently held less favorable perceptions of their immediate supervisors' behavior than men, with the largest difference pertaining to their immediate supervisor's willingness to correct individuals who refer to coworkers as "honey," "babe," or "sweetie," or use other unprofessional language at work. Women (72%) were significantly less likely than men (81%) to believe their immediate supervisors would make these types of corrections in the workplace.

**Figure 29.**  
*Leader Actions to Prevent and Respond to Sexual Assault in the Reserve Component*



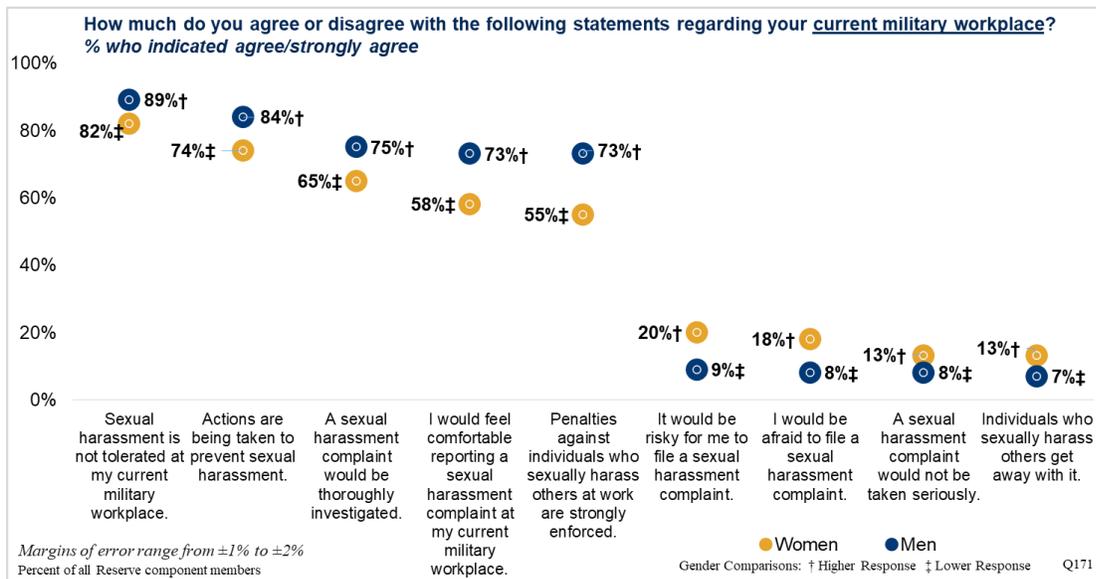
Service members who identified their leaders as being in the paygrade of E4 or E5 consistently rated their immediate supervisors significantly lower than did Service members with more senior supervisors (i.e., those in the paygrade of E6 and above). The most marked difference in supervisor assessments was related to stopping individuals who were talking about sexual topics at work. Service members with an E4 or E5 immediate supervisor were significantly less likely than those with more senior leaders to agree that their immediate supervisor would intervene to prevent sexual discussions at work (75% of those with junior leaders compared to 81% with more senior leaders).

## Psychological Climate for Sexual Harassment

The psychological climate for sexual harassment is a nine-item scale that assesses the level of intolerance for sexual harassment in the workplace (Estrada et al. 2011). In the 2019 WGRR, Service members rated their military workplace with regard to how seriously peers and leaders in their unit perceive sexual harassment as an issue and how risky it is for Service members in the unit to speak up about sexual harassment. Responses were provided on a five-point scale ranging from *strongly disagree* (1) to *strongly agree* (5) with a higher score indicating a workplace climate intolerant of sexual harassment. All nine items loaded onto a single factor and the Cronbach's alpha reliability statistic for the scale was 0.91. This was consistent with the reliability statistic reported by Estrada and colleagues (2011).

**Figure 30.**

### *Psychological Climate for Sexual Harassment in the Reserve Component*



The average score for the psychological climate for sexual harassment was 4.1, suggesting an overall positive assessment of the military workplace by Reserve component members. As with each of the climate measures thus far, women provided significantly less positive assessments of the climate for sexual harassment than did men, with an average score of 3.8 for women compared to 4.1 for men. More specifically, one out of five women (20%) compared to significantly fewer men (9%) agreed with the statement that it would be risky to file a sexual harassment complaint in their current military workplace. Women were also significantly less likely than men to agree that they would feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 73% of men), less likely to agree that penalties against individuals who sexually harass other are strongly enforced (55% of women compared to 73% of men), and significantly less likely to agree that actions in their military workplace are being taken to prevent sexual harassment (74% of women compared to 84% of men).

Women assigned to a workplace where women were uncommon (less than 10% of their military coworkers)<sup>24</sup> rated the climate for sexual harassment as significantly worse than men in units where women were uncommon (an average score of 3.6 compared to 4.1). However, women in units where women were common also had significantly lower ratings of the climate for sexual harassment than men in units where women were more common (an average of 3.8 compared to 4.2). Table 1 focuses on the differences between women and between men based on the demographics of their workplace.

**Table 3.**  
*Psychological Climate for Sexual Harassment (PCSH) and Women's Representation in Units*

	Women <sup>a</sup> (% Agree/Strongly Agree)		Men (% Agree/Strongly Agree)	
	Women Uncommon	Women More Common	Women Uncommon	Women More Common
It would be risky for me to file a sexual harassment complaint.	26%	17%	9%	8%
A sexual harassment complaint would not be taken seriously.	17%	11%	9%	7%
A sexual harassment complaint would be thoroughly investigated.	61%	67%	74%	76%
I would be comfortable reporting a sexual harassment complaint.	52%	62%	71% <sup>b</sup>	74% <sup>b</sup>
Sexual harassment is not tolerated.	77%	84%	88% <sup>b</sup>	90% <sup>b</sup>
Individuals who sexually harass others get away with it.	16%	11%	7%	6%
I would be afraid to file a sexual harassment complaint.	23%	15%	8%	7%
Penalties against individuals who sexually harass others at work are strongly enforced.	50%	58%	72%	73%
Actions are taken to prevent sexual harassment.	68%	77%	82% <sup>b</sup>	86% <sup>b</sup>
Mean PCSH score	3.6	3.8	4.1 <sup>b</sup>	4.2 <sup>b</sup>

Note. “Women uncommon” refers to units in which women constituted less than 10% of the unit’s composition as determined by the respondent. <sup>a</sup>All differences between women are significant at  $p < .01$ . <sup>b</sup>Indicates differences between men that are significant at  $p < .01$ .

### Workplace Hostility

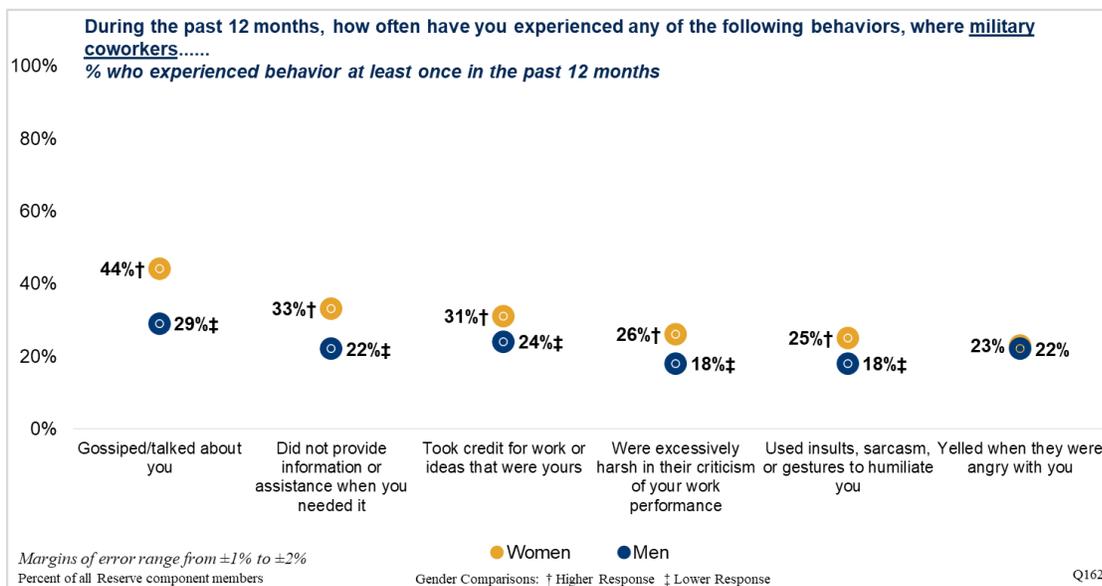
Workplace hostility refers to the degree to which individuals in the workplace act in an angry or hostile manner toward others in the workplace. Workplace hostility encompasses behaviors such as interfering with a member’s work performance, not providing assistance when needed, or using insults, sarcasm, or gestures to humiliate the member. For the 2019 WGRR, Service

<sup>24</sup> Overall, 37% of Reserve component members (36% of women and 37% of men) were serving in units where women were uncommon (less than 10%).

members were able to provide assessments regarding the frequency of experiencing behaviors consistent with workplace hostility and directed at them by their military coworkers or their immediate supervisor. Response options ranged from *never* (1) to *very often* (5), with higher scores indicating a more hostile workplace.

For women in the Reserve component, the average workplace hostility score associated with coworkers was 1.6 and the score associated with their immediate supervisor was 1.4. For men in the Reserve component, the average workplace hostility score associated with coworkers was 1.4 and the average score associated with immediate supervisors was 1.3. Overall, these scores suggest that the vast majority of Service members rarely or never experienced hostile workplace behaviors in 2019. However, women were significantly more likely than men to experience nearly every behavior (see Figure 31). Among the hostile behaviors that women were more likely to experience than men were not being provided information or assistance when needed (33% of women compared to 22% of men) and being gossiped or talked about (44% of women compared to 29% of men).

**Figure 31.**  
*Workplace Hostility from Coworkers in the Reserve Component*



There was also a significant difference in the proportion of women who experienced hostile behaviors based on the composition of their military workplace. Roughly one in 10 (12%) of women assigned to units in which women were uncommon (less than 10% of their military coworkers) experienced hostile workplace behaviors compared to 7% of those in units where women were more common. Notably, this difference was evident for men as well, with 7% of men working in units where women were uncommon experiencing hostile behaviors compared to 5% of men in units where women were more common. Overall, these differences may appear small. However, a multivariate logistic regression controlling for paygrade and Reserve component suggests that being in a unit with few women nearly doubled the odds of women rating the workplace climate as hostile and increased the odds by 24% for men.

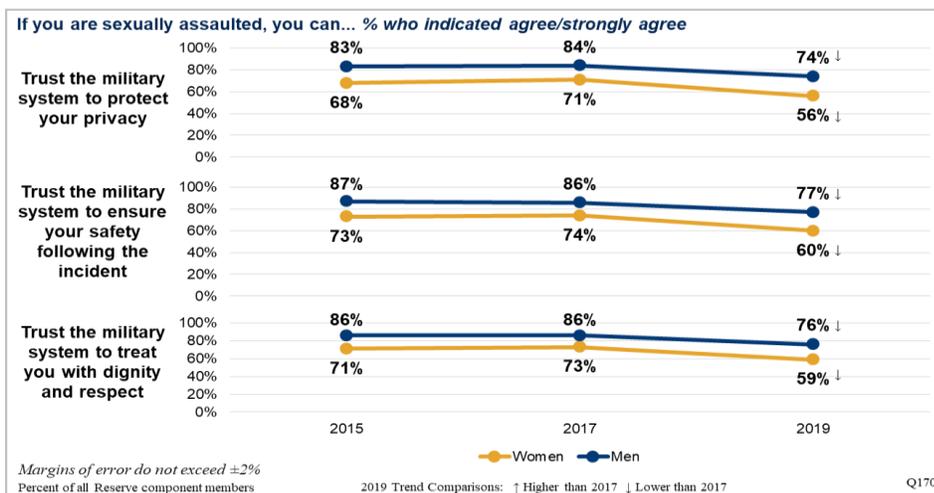
Finally, Service members who characterized their workplace as hostile (meaning they sometimes, often, or very often experienced hostile workplace behaviors) had significantly lower retention intentions; less than half (48%) were likely to stay in the military if they could compared to 75% of Service members in healthy workplace climates.

## Trust in the Military

Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

Overall, Service members expressed a great deal of trust in the military system, and specifically, trust that if they were sexually assaulted the military system would protect their privacy (70%), ensure their safety (74%), and treat them with dignity and respect (73%). However, there were significant and sizable decreases in the extent of trust since 2017 and significant differences in the perceptions of women versus men. Just over half of women (56%, significantly less than the 71% in 2017) agreed that if they were sexually assaulted the military system would protect their privacy, 60% of women (significantly less than the 74% in 2017) agreed that the system would ensure their safety, and 59% of women (significantly less than the 73% in 2017) agreed that they would be treated with dignity and respect. Meanwhile, 74% of men (significantly less than the 84% in 2017) agreed that if they were sexually assaulted the military system would protect their privacy, 77% of men (significantly less than the 86% in 2017) agreed that the system would ensure their safety, and 76% of men (significantly less than the 86% in 2017) agreed that they would be treated with dignity and respect.

**Figure 32.**  
*Trust in the Military System*



As mentioned previously, one potential consequence of an unhealthy workplace climate is that it may erode Service member trust in the military even absent a personal experience with any unwanted behaviors. Indeed, women with higher ratings of their unit’s climate with regard to sexual harassment (i.e., a climate intolerant of sexual harassment) were significantly more likely than women with lower ratings to trust the military system to protect their privacy (87% compared to 33%), ensure their safety (90% compared to 38%), and treat them with dignity and respect (89% compared to 36%). The same substantial differences in trust in the military system were evident for men with higher ratings of their unit’s climate for sexual harassment compared to men with lower ratings.

Finally, a Service member’s sense of trust in the military may directly relate to their decision to continue to serve. As mentioned previously, the 2019 WGRR assesses retention intentions by asking Service members to assert their likelihood of continuing to participate in the National Guard/Reserve if they could. Nearly three-quarters of Service members (73%) indicated that they were likely to continue to serve if they could; and, specifically, 72% of women and 73% of men. However, significant and substantial differences in retention intentions were evident based on the Service member’s extent of trust in the military system. Women who agreed that they could trust the military system to protect their privacy, to ensure their safety, and to treat them with dignity and respect if they were sexually assaulted were significantly more likely than women who disagreed to have high retention intentions (see Table 4).

**Table 4.**  
*Trust in the Military System and Women's Retention Intentions*

	Retention Intentions (% Likely/Very likely)	
	<i>High Trust</i>	<i>Low Trust</i>
The military system would protect their <u>privacy</u>	80%	57%
The military system would ensure their <u>safety</u>	80%	56%
The military system would treat them with <u>dignity and respect</u>	80%	54%

*Note.* “High trust” refers to individuals responding that they agree or strongly agree with each item regarding their trust in the military system. All differences are significant at  $p < .01$

## Conclusion

The results of the 2019 WGRR reveal that most members in the Reserve component perceive their workplace or unit climates in a positive manner. However, disaggregating these data by gender reveals significant and substantive differences in the perceptions of women and men. Women consistently rated their military workplace or unit climate significantly lower than did men. More specifically, women were significantly less likely to witness members of their unit take responsibility for intervening to prevent sexual assault, less likely to perceive that their immediate supervisor took actions to promote a positive and healthy workplace, less likely to perceive their workplace as intolerant of sexual harassment; and more likely to experience workplace hostility from coworkers or their immediate supervisor.

Differences between men and women regarding perceptions of the unit climate portend the reality that many women continue to face challenges in the military. Moreover, differences between women and men regarding the level of tolerance for sexual harassment in particular demonstrates the ways in which these particular unwanted gender-related behaviors are able to persist. Estrada and colleagues (2011) suggest that serving in a unit with a poor climate with regard to sexual harassment may be as detrimental to the wellbeing of Service members as experiencing sexual harassment itself. Serving in an unhealthy climate may erode members' trust in their peers, in their leadership, and in the military.

Also notable were differences between the perceptions of Service members in units where women were uncommon (comprising less than 10% of the unit). The 2019 *WGRR* revealed that Reserve component members serving in units with few women were frequently more likely to perceive their workplace climate as less healthy, and this was true for both women and men.

Finally, Reserve component members' sense of trust in the military system significantly declined in 2019. More specifically, Service members were less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. The significant and sizable decline in trust in the military system by all Reserve component members may be among the most important barriers to reporting sexual assault. However, the decline in trust in the military system may also reflect a broader issue—and one with real implications for retention—that merits further attention and research.

## Chapter 5: Social Perceptions and Experiences

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### Introduction

A sizable body of literature exists detailing the relationship between norms surrounding women's second-class status in society and sexual violence perpetrated against women (Begany & Milburn, 2002; Masser et al., 2006; Thomae & Viki, 2013). However, relatively little is known about Service members' perceptions, attitudes, or beliefs regarding women, intimacy, and sexual assault. Meanwhile, understanding the prevalence of sexism and rape-supportive beliefs in the military is important because such beliefs, if left unchecked, may shore up environments conducive to sexual violence and may discourage reporting (Burns et al., 2014; Harris et al., 2018).

The *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, could not be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific interventions targeting inappropriate beliefs, as well as a benchmark for future evaluations.

The following sections further describe the specific constructs used in the *2019 WGRR* and present an overview of the results of each in turn.

### Sexism

The sexism scale used in the *2019 WGRR* is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). Each type of sexist belief emphasizes women's subordinate status to men and advances a limited and restrictive set of norms related to men's and women's roles. Focusing on both hostile and benevolent sexism is important because while the former is clearly antagonistic and harmful, the latter may be far more insidious since the beliefs may appear romantic, affectionate, and harmless. In fact, benevolent sexism may be least detrimental when women behave in a manner consistent with prescribed gender roles (e.g., nurturing, supportive, and dependent). However, women who fail to adhere to norms (e.g., women serving in the military) may elicit a strong negative reaction.

Although the use of the Ambivalent Sexism Inventory (ASI, Glick & Fiske, 1996) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and none that were generalizable to the full Selected Reserve population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016), others' reactions to sexual harassment (Law & McCarthy, 2017),

the likelihood of engaging in sexual harassment (Begany & Milburn, 2002), and men's rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

## Method

In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (six items each for benevolent and hostile sexism) on a six-point scale ranging from *strongly disagree* to *strongly agree*. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately, with a higher score indicating more sexist attitudes. The 12 sexism items loaded onto two factors consistent with hostile and benevolent sexism. The Cronbach's alpha reliability statistic for each scale was 0.90 and 0.81 and both were consistent with reliability statistics reported by Rollero and colleagues (2014).

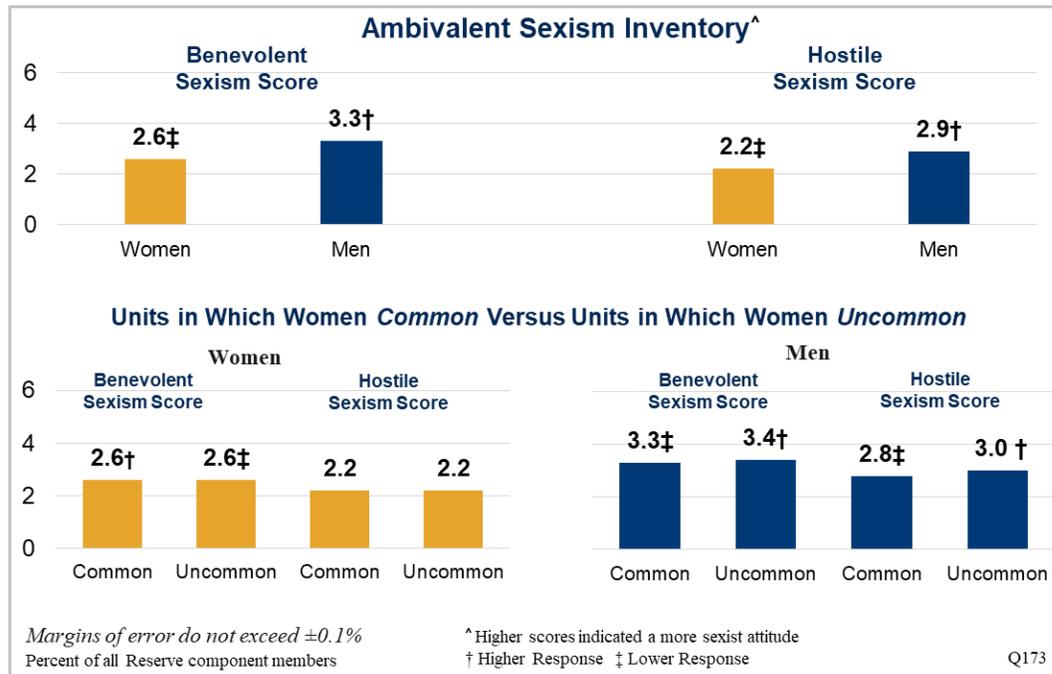
## Results

Overall, women and men in the Reserve component were comparable in their extent of benevolent sexism. However, men were significantly more likely than women to endorse hostile sexist attitudes.

For the benevolent sexism items, the extent of agreement ranged from a low of 27% for men and 11% for women to a high of 76% for men and 56% for women. Accordingly, the average benevolent sexism score for women (2.6) was lower than for men (3.3), but the difference was not statistically significant. Junior enlisted (E1–E4) women (with an average score of 2.8) were significantly more likely than other women to endorse benevolent sexist attitudes, and the same was true of junior enlisted men (with an average score of 3.5) compared to other men.

There was a small but significant difference in the level of benevolent sexism for women assigned to units in which women were uncommon (less than 10% of their military coworkers) compared to those serving in units where women were more common. Due to rounding the average benevolent sexism score appears to be the same for women in each of these types of workplaces (2.6). However, the score for women in units with few women was significantly lower. Men in units where women were uncommon were significantly more likely to endorse benevolent sexist beliefs (with an average score of 3.4) than men in units with more women (with an average score of 3.3).

**Figure 33.**  
*Ambivalent Sexism in the Reserve Component*



The average hostile sexism score was 2.7 for the Reserve component. However, for women the average score (2.2) was significantly lower than for men (2.9). As with benevolent sexism, junior enlisted women (with an average score of 2.3) and junior enlisted men (with an average score of 3.0) were significantly more likely than other women or other men to endorse hostile sexist beliefs.

Again, as with benevolent sexism, there were no significant differences in hostile sexism scores between women assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common. However, men in units where women were uncommon were significantly more likely to endorse hostile sexist beliefs (with an average score of 3.0) than men in units with more women (with an average score of 2.8).

## Rape Myth Acceptance

Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape.

Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators

from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Freese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one's peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

## Method

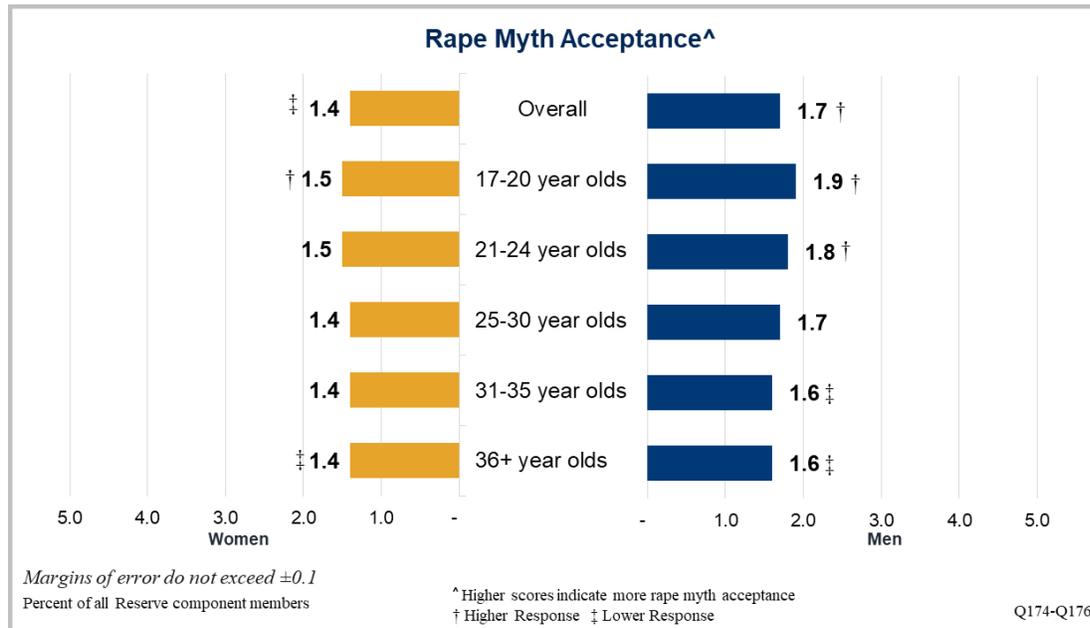
The 2019 WGRR is the first large-scale survey of military members to use the Illinois Rape Myth Acceptance Scale (IRMAS Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the Reserve component. The short form of the scale (IRMAS-SF) comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from *strongly disagree* (1) to *strongly agree* (5). An average score for all 17 questions produces a rape myth acceptance score, with higher scores indicating more rape myth acceptance. The 17 items for the rape myth acceptance scale loaded onto a single factor and the Cronbach's alpha reliability statistic for the scale was 0.93. This was consistent with reliability statistics reported by Payne and Lonsway (1999) and others.

In support of the Department of Defense's (DoD) continued emphasis on men's sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males; for example, the belief that men are never the victims of rape (Walfield, 2016). As with the IRMAS-SF, the male rape myth items were scored using a five-point scale with responses ranging from *strongly disagree* (1) to *strongly agree* (5). An average score for the three questions produces the total score with higher scores indicating more male rape myth acceptance. The three items for the male rape myth acceptance loaded onto a single factor and the Cronbach's alpha reliability statistic for the scale was 0.81. This was consistent with the reliability statistic reported in prior studies (Walfield, 2016).

## Results

The average rape myth acceptance score for the Reserve component was 1.6, which suggests low rape myth acceptance overall. In fact, 4% of Service members accepted rape myths as (defined as an average score of four or higher across all 17 items); specifically, 2% of women and 5% of men accepted rape myths.

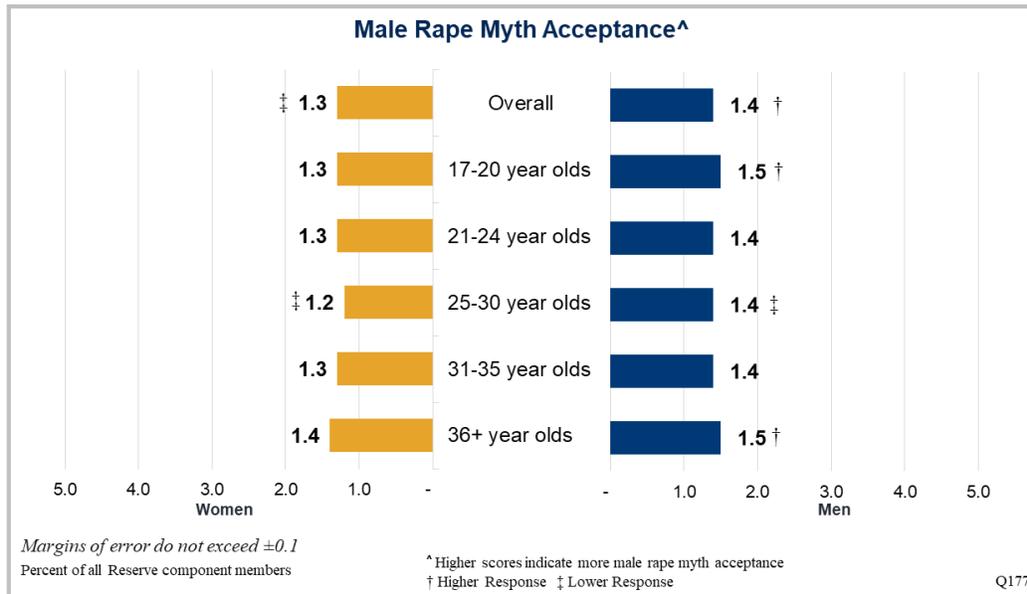
**Figure 34.**  
**Rape Myth Acceptance in the Reserve Component by Age**



The average rape myth acceptance score for men (1.7) was significantly higher than for women (1.4). Junior enlisted women (with an average score of 1.5) were significantly more likely than other women to endorse rape myths. Likewise, junior enlisted men (with an average score of 1.8) were significantly more likely than other men to endorse rape myths. Accounting for age provides an even more nuanced examination of the extent of rape myth acceptance. Women under the age of 21 were significantly more likely to accept rape myths (with an average score of 1.5) than older women and the same was true for men under the age of 21 (with an average score of 1.9) compared to older men.

There were no significant differences in rape myth acceptance between women assigned to units in which women were uncommon (less than 10% of their military coworkers) compared to those women assigned to units where women were more common. However, men in units where women were uncommon were significantly more likely to endorse rape myths (with an average score of 1.7) than men in units with more women (with an average score of 1.6).

**Figure 35.**  
**Male Rape Myth Acceptance in the Reserve Component by Age**



The average male rape myth acceptance score for the Reserve component was 1.4, which also suggests low male rape myth acceptance overall. Junior enlisted women and men (with an average score of 1.3 and 1.5, respectively) were significantly more likely to endorse male rape myths than Service members of the same gender.

## Conclusion

The 2019 WGRR is the first large-scale survey of military members to use the ASI or the IRMAS. The assessment of these constructs is important because efforts to prevent sexual violence must account for the attitudes and beliefs that allow the environments conducive to perpetration of sexual violence to develop and persist.

A unique benefit of the ASI is the ability to measure both benevolent and hostile sexism. Although the latter beliefs are clearly offensive and problematic, the former beliefs can be more insidious because of their seemingly harmless nature. The results of the 2019 WGRR reveal that men in the Reserve component were significantly more likely than women to endorse sexist beliefs, both benevolent and hostile. Junior Service members, those in the paygrades E1 to E4, were significantly more likely than more senior Service members to endorse sexist beliefs. That men serving in units where women were less common (less than 10% of their military coworkers) were more likely to endorse sexist beliefs (particularly hostile sexist beliefs) is notable but requires further research to fully explain. On the one hand, it is possible that the difference in the extent of men’s sexist beliefs is evidence of the benefits of gender integration in that men who interact with more women may come to perceive them more as equals. Alternatively, the results may suggest that units or workplaces in the military with fewer women (their norms, culture, and the types of people they attract) are different from units or workplaces

with more women. In either case, these findings may help to inform who might benefit most from interventions designed to address sexist attitudes or beliefs.

The results of the *2019 WGRR* also reveal an overall low level of rape myth acceptance in the military. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Reserve component members reject rape-supportive myths.

It is important to note that aggregate estimates, focusing on the Reserve component overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, men and women under the age of 21 were significantly more likely to accept rape myths than older men and women, suggesting that an intervention focused on these young members may be beneficial. Likewise, that men in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse rape myths than men in units with more women may offer additional clues as to where to focus training designed to address these myths. Future research should explore such differences in order to better support the evaluation and development of sexual assault prevention policies and programs.



## Chapter 6: Resilience

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### Introduction

Although a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely, and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

Prior studies of resilience—as a characteristic, individual trait, or process—suggest that resilience may moderate the development of post-traumatic stress disorder (PTSD), depression, anxiety, and other behavioral or mental health disorders (Kelly et al., 2001; Morgan et al., 2017). Meanwhile, studies that focus on resilience as an outcome emphasize the relationship between specific types of traumatic experiences and the individual’s response, typically measured in terms of the presence or absence of PTSD symptoms.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and to specifically assess one’s ability to recover from stress (Smith et al., 2008). Although several scales for measuring resilience exist, the BRS has multiple benefits, including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008), suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

This chapter discusses the relationship between sexual assault, sexual harassment, and gender discrimination experiences and individual resilience. Beyond understanding the extent to which personal experiences with unwanted gender-related behaviors influence resilience, this chapter also examines the influence of the workplace climate—vis-à-vis sexual assault or sexual harassment but also in terms of incivility—on individual resilience. Finally, this chapter assesses the relationship between resilience and Service member retention intentions. Although distinct from retention itself, the use of a measure for retention intentions offers a way to assess Service members’ attitudes regarding this critical military outcome.

### Method of Analysis

The BRS comprises six questions scored using a five-point scale with responses ranging from *strongly disagree* (1) to *strongly agree* (5). An average of the responses to the six questions produces the total resilience score, with higher scores indicating more resilient individuals.

Several variables related to workplace or unit climate (see chapter 4 of this report) were recoded from continuous to dichotomous measures. This simplifies the interpretation of the relationship between resilience and each of the other variables. Table 5 summarizes each of those variables. The Cronbach’s alpha reliability statistic for the resilience measure used on the 2019 WGRR (the

BRS) was 0.86. This is consistent with reliability statistics reported by Smith and colleagues (2008).

**Table 5.**  
**Summary of Recodes for Resilience Analysis**

Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Percent of Service Members
Resilience ( $\alpha = 0.86$ )	<i>How much do you agree or disagree with the following statements?</i>  I tend to bounce back quickly after hard times.  I have a hard time making it through stressful events.	High Scores (4/5) Coded as Resilient	57%
Climate for Sexual Harassment ( $\alpha = 0.91$ )	<i>How much do you agree or disagree with the following statements regarding your current military workplace?</i>  It would be risky for me to file a sexual harassment complaint.  A sexual harassment complaint would not be taken seriously	High Scores (4/5) Coded as Healthy Climate	61%
Leaders Actions ( $\alpha = 0.91$ )	<i>My immediate military supervisor...</i>  Models respectful behavior.  Promotes responsible alcohol use.	High Scores (4/5) coded as Healthy Climate	76%
Responsibility and Intervention ( $\alpha = 0.94$ )	<i>In the past 12 months, to what extent have you witnessed people in your unit...</i>  Make it clear that sexual assault has no place in the military?  Promote a unit climate based on mutual respect and trust?	High Scores (4/5) coded as Healthy Climate	69%
Workplace Hostility from Coworkers ( $\alpha = 0.88$ )	<i>During the past 12 months, how often have you experienced any of the following behaviors, where military coworkers...</i>  Did not provide information or assistance when you needed it?  Was excessively harsh in their criticism of your work performance?	Moderate- to High Scores (3/5) coded as Unhealthy Climate	6%
Workplace Hostility from Supervisors ( $\alpha = 0.91$ )	<i>During the past 12 months, how often have you experienced any of the following behaviors, where your immediate military</i>	Moderate- to High Scores (3/5) coded as Unhealthy Climate	5%

Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Percent of Service Members
	<i>supervisor...</i>  Did not provide information or assistance when you needed it?  Was excessively harsh in their criticism of your work performance?		
Retention Intentions	<i>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?</i>	Very Likely/Likely rating (4/5) coded as High Retention Intention	73%

## Results

The average resilience score for women (3.80) was significantly lower than the average for men (4.00). Women officers had a significantly higher average resilience score than did enlisted women (4.00 compared to 3.80, respectively) and the same difference was evident for male officers compared to enlisted men (4.10 compared to 4.00, respectively). Overall, 57% of Service members characterized themselves as resilient. In other words, they agreed or strongly agreed that they bounce back quickly after hard times. Nearly half of women (49%) and more than half of men (59%) characterized themselves as resilient.

Prior research suggests that lower levels of resilience may occur among Service members who experience unwanted gender-related behaviors and this does appear to be the case. Women who experienced sexual assault, sexual harassment, or gender discrimination in the prior year were significantly less likely to characterize themselves as resilient compared to women who did not experience any of those unwanted behaviors (Table 6). More specifically, more than one-third of women (40%) who experienced sexual assault in the prior year characterized themselves as resilient compared to nearly half (49%) of women who did not experience sexual assault. Likewise, 41% of women who experienced sexual harassment in the prior year characterized themselves as resilient compared to 51% of women who did not experience sexual harassment. A multivariate logistic regression (for women only) was used to examine the relationship between sexual assault, sexual harassment, and gender discrimination and individual resilience while controlling for paygrade, Reserve component, and relationship status. As seen in Table 6, the odds of being resilient were significantly lower for women who experienced any one of the unwanted behaviors. More specifically, women who experienced sexual assault or gender discrimination were 43%<sup>25</sup> (odds ratio of 0.57) less likely to characterize themselves as resilient compared to women who did not. Likewise, women who experienced sexual harassment were

<sup>25</sup> An odds ratio (OR) of less than 1 means a lower odds of the outcome. The percentage decrease is calculated by subtracting the OR from 1 and multiplying by 100. Meanwhile, an OR greater than 1 means a higher odds of the outcome.

30% less likely to characterize themselves as resilient compared to women who did not experience sexual harassment.

**Table 6.**  
*Unwanted Gender-Related Behaviors and Women's Resilience*

Unwanted Behaviors	% Resilient for Women		
	Experienced	Did not experience	Odds Ratio
Experienced Sexual Assault	34%	49%	0.57
Experienced Sexual Harassment	41%	51%	0.70
Experienced Gender Discrimination	38%	50%	0.59

*Note.* Odds ratios are for the multivariate logistic regression with high resilience as the outcome and controlling for Reserve component, paygrade, and relationship status. All differences and odds ratios are significant at  $p < .001$ .

Aside from the influence of personal experiences with sexual assault, sexual harassment, or gender discrimination on individual resilience, the workplace or unit climate vis-à-vis these issues may influence individual resilience as well. A growing body of literature suggests that Service members who experience, perpetrate, or witness transgressions that violate their moral beliefs may be deeply affected if not traumatized (Nash and Litz, 2013; Litz et al., 2009; Litz, 2014). Thus, serving in hostile units, units tolerant of sexual assault or harassment, or otherwise unhealthy climates may be harmful not only in terms of the risk of unwanted behaviors but also in terms of Service member wellbeing. The 2019 WGRR included several measures related to workplace climate, including the psychological climate for sexual harassment, a measure for leaders who lead on the importance of sexual assault prevention, the sense of responsibility for intervening to prevent and respond to sexual assault by unit members, and workplace hostility by coworkers and immediate supervisors. The psychological climate for sexual harassment refers to the extent to which Service members perceive that sexual harassment in their workplace is taken seriously, perpetrators are punished, and complaints are handled appropriately. The measure for leaders who lead refers to immediate supervisors who model respectful behavior, intervene to address inappropriate behaviors they observe, and encourage others to do the same. Responsibility and intervention refer to actions by any individual in the unit that make it clear that sexual assault is unacceptable and that intervention is critical to prevention. Finally, workplace hostility refers to antagonistic or excessively harsh treatment by the Service member's peers or immediate supervisor. See Table 5 for a summary of these measures and chapter 4 for further discussion of these constructs.

In 2019, men and women in the Reserve component who rated their workplace as unhealthy in terms of a range of behaviors exhibited by their coworkers or immediate supervisor were significantly less likely than members who rated their workplace as healthy to characterize themselves as resilient (Table 7). Roughly half of women (51%) in units with low levels of workplace hostility from coworkers were resilient, but about one-third (32%) of women in units with moderate to high levels of workplace hostility from coworkers were resilient. The same sizable difference was evident for men as well, with nearly two-thirds (61%) of men in units with

low levels of workplace hostility from coworkers characterizing themselves as resilient compared to 38% of men in units with moderate to high levels of workplace hostility. Of note is the difference in the percentage of women and men identifying as resilient given the climate for sexual harassment in their workplace. As mentioned above, a healthy climate is one in which intolerance of sexual harassment is high. Both women (61%) and men (69%) who worked in a healthy climate regarding sexual harassment were significantly more likely to be resilient compared to women and men in an unhealthy climate (40% and 43%, respectively).

A multivariate logistic regression (for women and men separately) was used to examine the relationship between climate factors and individual resilience while controlling for paygrade, Reserve component, and relationship status. The odds ratios in Table 7 reveal that workplace hostility—from coworkers or immediate supervisors—was significantly associated with lower odds of being resilient. In other words, women or men who experienced hostile workplace behaviors in the prior year were 56% (odds ratio of 0.44) and 59% (odds ratio of 0.41) less likely to characterize themselves as resilient, respectively. Meanwhile, a healthy climate vis-à-vis sexual harassment, responsibility and intervention, and leadership were all significantly associated with higher odds of being resilient. Women serving in a military workplace intolerant of sexual harassment were more than twice as likely (odds ratio of 2.47) to be resilient and men were more than three times as likely (odds ratio of 3.03).

**Table 7.**  
*Healthy Workplace Climates and Resilience*

Climate Factors	% High Resilience for Women			% High Resilience for Men		
	Healthy	Unhealthy	Odds Ratio	Healthy	Unhealthy	Odds Ratio
Workplace Hostility— Coworkers	51%	32%	0.44	61%	38%	0.41
Workplace Hostility— Supervisors	50%	31%	0.45	61%	37%	0.40
Climate for Responsibility and Intervention	57%	38%	2.10	65%	47%	2.10
Climate for Sexual Harassment	61%	40%	2.47	69%	43%	3.03
Leaders Lead	55%	38%	1.95	65%	42%	2.52

*Note.* Odds ratios are for the multivariate logistic regression with high resilience as the outcome and controlling for Reserve component, paygrade, and relationship status. All differences and odds ratios are significant at  $p < .001$ .

Understanding the relationship between unwanted experiences and unhealthy climates and individual resilience is useful inasmuch as Service member resilience is related to important military outcomes. One such outcome is retention in the military. In 2019, nearly three-quarters of women (72%) and men (73%) indicated they were likely to remain in the military if they could choose to do so (high retention intentions). Men and women in the Reserve component with lower resilience scores were significantly less likely to have high retention intentions than Service members with higher resilience scores. More specifically, 66% of women with low resilience had high retention intentions compared to 80% of women with high resilience.

Likewise, 65% of men with low resilience had high retention intentions compared to 79% of men with high resilience. A multivariate logistic regression (for women and men separately) was used to examine the relationship between individual resilience and retention intentions while controlling for paygrade, Reserve component, and relationship status. For both women and men in the Reserve component, individual resilience was significantly associated with retention intentions. Individuals with a high resilience score were nearly twice as likely (odds ratio of 1.96 for women and 1.88 for men) to have high retention intentions compared to those individuals with low resilience scores.

**Table 8.**  
*Relationship Between Individual Resilience and Retention Intentions*

	% High Retention Intention Women	Odds Ratio	% High Retention Intention Men	Odds Ratio
Low Resilience	67%		65%	
High Resilience	80%	1.96	79%	1.88

*Note.* Odds ratios are for the multivariate logistic regression that controls for Reserve component, paygrade, and relationship status. All differences and odds ratios are significant at  $p < .001$ .

## Conclusion

The results of the 2019 WGRR suggest that experiencing unwanted gender-related behaviors—specifically sexual assault, sexual harassment, and gender discrimination—is negatively associated with individual resilience. Service members who experienced any unwanted gender-related behaviors in the prior year were significantly less likely to characterize themselves as resilient. Although consistent with prior research demonstrating the negative impact of sexual assault and sexual harassment on Service members’ health and wellbeing (Bell et al., 2014; Hourani et al., 2016; Millegan et al., 2016; Zinzow et al., 2015), the results of the 2019 WGRR are important because they offer additional evidence as to the potential impact of unwanted experiences on Reserve component members. Individual resilience is important because it may moderate the development of PTSD and other behavioral or mental health disorders. However, further research is necessary to understand whether and to what extent that is the case with regard to sexual assault or sexual harassment. More specifically, future studies might better assess whether unwanted gender-related experiences decrease resilience or are more likely to occur in individuals who are less resilient. Longitudinal research would be particularly valuable to our understanding of how resilience levels change over time (Steenkamp et al., 2012). Repeated measures might reveal an initial decrease in resilience, followed by recovery to prior levels, and possibly even growth beyond prior levels of resilience.

The relationship between workplace climate and individual resilience was also a notable finding of the 2019 WGRR. Men and women in the Reserve component who perceived their workplace as more healthy—intolerant of sexual harassment, comprised of leaders and unit members committed to preventing and responding to sexual assault and behaving in a civil manner with one another—were significantly more likely to characterize themselves as resilient. Meanwhile,

the odds of identifying as resilient in unhealthy units were significantly lower, suggesting that even among Service members who do not have personal experiences with unwanted gender-related behaviors, serving in environments that are conducive to those behaviors may also be deleterious to Service member wellbeing.



## Chapter 7: Discussion and Conclusions

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The Selected Reserve fulfills a critical role by “provid[ing] trained units and qualified persons available for active duty in the armed forces, in time of war or national emergency, and at such other times as the national security may require, to fill the needs of the armed forces whenever more units and persons are needed than are in the regular components” (10 U.S.C. §10102). As such, assessing the performance of programs and policies put in place by the Department of Defense (DoD) to provide for the health and wellbeing of Service members in the Reserve component is essential. An effective program of prevention and response to sexual assault, sexual harassment, and gender discrimination requires the ability to monitor and track the extent to which these unwanted behaviors are occurring. The *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGR)* fills this critical surveillance role. This chapter details the key findings from the *2019 WGR* and important considerations for policy leaders regarding the insights and future research needs to support ongoing sexual assault, sexual harassment, and gender discrimination prevention and response efforts.

### Key Insights

The results of the *2019 WGR* provide the following key insights:

1. **Estimated rates of sexual assault remained stable in 2019.** In 2019, an estimated 3.1% of Reserve component women and 0.3% of men (an estimated total of 6,567 Service members) experienced sexual assault in the prior year. Compared to 2017, the rate of sexual assault for women and men in the Reserve component was statistically unchanged. Despite the stability of the rates since 2017, an analysis of within-year differences between groups in 2019 reveal that some groups experienced sexual assault at notably higher rates than others; for example, younger women (5.2% of those between the ages of 21 and 24), more junior in paygrade members (4.2% of E1–E4 women), and LGB Service members (5.4% of LGB women).
2. **A substantial number of Service members continue to endure sexual harassment and gender discrimination.** Although it was not possible to directly compare sexual harassment and gender discrimination rates in 2019 to prior years, the prevalence of both unwanted behaviors in 2019 was still notable. Moreover, as with sexual assault, differences in rates of sexual harassment and gender discrimination between groups in 2019 were also notable. Although women were significantly more likely than men to experience sexual harassment in the prior year, the rates were highest among junior enlisted women. Nearly one in five women in the paygrades E1–E4 experienced sexual harassment.
3. **A focus on lower level behaviors—particularly sexual harassment—may be critical to the prevention of sexual assault.** The majority of women who experienced sexual assault in the prior year were also sexually harassed in the prior year. Combined with the finding that half of women (50%) who were sexually

assaulted were sexually harassed by the same alleged offender before the assault and that 38% of women who were sexually assaulted were sexually harassed by the same alleged offender after the assault, the results of the 2019 WGRR affirm the correlation between these unwanted gender-related behaviors. Furthermore, these results suggest that greater attention to lower level grooming behaviors, and particularly sexually harassment, may offer a critical approach to the prevention of sexual assault.

4. **Further assessment is necessary to understand whether and to what extent the recommendation to resolve Military Equal Opportunity (MEO) violations “at the lowest level” is effective.** The military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, nearly half of women (49%) and 44% of men who experienced a behavior consistent with sexual harassment discussed the upsetting situation with the alleged offender(s). Similarly, nearly half of women (46%) and roughly one-third of men (34%) who experienced a behavior consistent with gender discrimination addressed the unwanted behavior with the alleged offender. However, a substantial number of victims of sexual harassment and gender discrimination who talked to the alleged offender went on to make a complaint, suggesting that talking to the alleged offender was not an effective way to stop the unwanted behavior. Further research is needed to evaluate the effectiveness of a “resolve at the lowest level” approach to include how Service members interpret and approach this recommendation and barriers to doing so.
5. **The sex-based MEO complaint process may benefit from a thorough and rigorous evaluation.** The results of the 2019 WGRR also reveal that Service member perceptions of the complaint process for sex-based MEO violations are poor. Just over one-quarter of the women (28%) and men (28%) who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint. That Service members who made a complaint were frequently encouraged to drop the issue and that nearly half of men who experienced and made a complaint about a gender discrimination experience had action taken against them by the alleged offender for doing so suggests that substantial work remains to be done to improve the sex-based MEO response program.
6. **Excessive alcohol use is a risk factor for sexual assault but may also pose other health hazards.** In 2019, women (14%) were significantly more likely than men (12%) to be hazardous drinkers. Meanwhile, junior enlisted women (16%) were significantly more likely than other women in the Reserve component to be hazardous drinkers. The same was not true for junior enlisted men who were no more likely than other men in the Reserve component to be hazardous drinkers. Excessive alcohol use by women is consistent with a broader and national trend of increasing alcohol use by women (White et al., 2015). In fact, the largest annual increase in rates of alcohol-related deaths from 1999 and 2017 was among non-Hispanic women (White et al., 2020). It remains unclear what precisely is driving this increase in women’s alcohol use, but it presents a real concern. Aside from excessive alcohol use being a risk factor for sexual assault, it also poses a serious health hazard.

- Women face unique threats, including greater risk of liver disease, memory loss, and cancer (Centers for Disease Control and Prevention, 2019). Coupled with the increase in alcohol involvement in sexual assaults with women victims in 2019, greater attention to Service members' alcohol use and particularly efforts to communicate the broader health risk is warranted.
7. **Women were more likely to endure unhealthy climates and hostility from coworkers and leaders.** Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also on victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010). The 2019 WGRR revealed significant differences between men and women regarding perceptions of the unit climate. These differences portend the reality that many women continue to face challenges in the military. Differences between women and men regarding the level of tolerance for sexual harassment in particular demonstrates the ways in which these specific unwanted gender-related behaviors are able to persist. Estrada and colleagues (2011) suggest that serving in a unit with a poor climate with regard to sexual harassment may be as detrimental to the wellbeing of Service members as experiencing sexual harassment itself. Serving in an unhealthy climate may erode members' trust in their peers, in their leadership, and in the military.
  8. **Trust in the military system is declining.** Trust—in leaders and the military system—is paramount to the DoD's response framework for sexual assault. However, Reserve component members' sense of trust in the military system significantly declined in 2019. More specifically, Service members were less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. The significant and sizable decline in trust in the military system by all Reserve component members may be among the most important barriers to reporting sexual assault. However, the decline in trust in the military system may also reflect a broader issue—and one with real implications for retention—that merits further attention and research.
  9. **Junior Service members were more likely to hold sexist beliefs.** The results of the 2019 WGRR reveal that men in the Reserve component were significantly more likely than women to endorse sexist beliefs, both benevolent and hostile. Junior Service members, those in the paygrades E1 to E4, were significantly more likely than more senior Service members to endorse sexist beliefs. That men serving in units where women were less common (less than 10% of their military coworkers) were more likely to endorse sexist beliefs (particularly hostile sexist beliefs) is notable but requires further research to fully explain.
  10. **The vast majority of Reserve component members reject rape-supportive myths.** The results of the 2019 WGRR also reveal an overall low level of rape myth

acceptance in the military. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Reserve component members reject rape-supportive myths. It is important to note that aggregate estimates, focusing on the Reserve component overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, men and women under the age of 21 were significantly more likely to accept rape myths than older men and women, suggesting that an intervention focused on these young members may be beneficial. Likewise, that men in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse rape myths than men in units with more women may offer additional clues as to where to focus training designed to address these myths. Future research should explore such differences in order to better support the evaluation and development of sexual assault prevention policies and programs.

11. **Unwanted experiences and unhealthy climates are associated with a decrease in individual resilience.** Finally, the results of the *2019 WGRR* reveal that unwanted gender-related behaviors—specifically sexual assault, sexual harassment, and gender discrimination—may have real implications for individual resilience. Service members who experienced any unwanted gender-related behaviors in the prior year were significantly less likely to characterize themselves as resilient. Although consistent with prior research demonstrating the negative impact of sexual assault and sexual harassment on Service members' health and wellbeing (Bell et al., 2014; Hourani et al., 2016; Millegan et al., 2016; Zinzow et al., 2015), the results of the *2019 WGRR* are important because they offer additional evidence as to the potential impact of unwanted experiences on Reserve component members.





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# Appendix A. Army Reserve Overview Report

DATA  
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SOLUTIONS  
FOR  
DECISION  
MAKERS





## Army Reserve Overview Report

### Executive Summary

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations survey series fills this critical role.

This appendix presents the findings from the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* for the Army Reserve compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Army Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination. More specifically, these data provide the opportunity to identify Component-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results for the Army Reserve. The full Army Reserve overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Army. The complete, by question listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Results of the *2019 WGRR* are presented for both men and women. However, in many cases, data are not reportable for men due to low reliability. In this case, we reports results for women only.

## Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

- In 2019, 2.8% of women in the Army Reserve (an estimated 1,244 Soldiers) and 0.2% of men (an estimated 319 Soldiers) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 2.3% of women and 0.3% of men experienced a sexual assault.<sup>26</sup>
- Among Army women, 1.8% experienced a penetrative sexual assault and 1.0% experienced a non-penetrative sexual assault.
- Among Army men, 0.1% experienced a penetrative sexual assault and 0.2% experienced a non-penetrative sexual assault.

## Estimated Sexual Harassment and Gender Discrimination Past Year Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

- In 2019, 18.0% of women in the Army Reserve (an estimated 8,087 Soldiers) and 4.5% of men (an estimated 6,295 Soldiers) experienced sexual harassment. Enlisted women were significantly more likely than women officers to experience sexual harassment (18.8% compared to 14.6%).
- In 2019, 9.7% of women in the Army Reserve (an estimated 4,368 Soldiers) and 1.4% of men (an estimated 1,913 Soldiers) experienced gender discrimination.

## Culture, Climate, and Trust in the Military

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context

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<sup>26</sup> As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR Overview Report. The updates to the 2017 WGRR will be described and reported in full in a separate report.

in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### ***Alcohol Use***

- Overall, 13% of women and 11% of men in the Army Reserve engaged in hazardous drinking in the prior year. Enlisted women (14%) were significantly more likely than women officers (10%) to be hazardous drinkers. There were no significant differences between enlisted and officer men.
- Men in the Army Reserve (22%) were significantly more likely than women (16%) to engage in binge drinking at least once in the prior year.
- One out of twenty women (5%) and men (5%) experienced amnesia related to excessive alcohol use at least once in the prior year.

### ***Bystander Intervention***

- Just over one-quarter of women (28%) and significantly fewer men (15%) witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women (17%) was someone who “crossed the line” with their sexist comments or jokes. The most common situation witnessed by men (10%) was someone who drank too much and needed help.
- The vast majority of women (83%) and men (84%) who witnessed a situation intervened in some way (either during or after the situation).

### ***Unit Climate, Leader actions, and Workplace Hostility***

- The majority of Army Reservists rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 74% of women and 81% of men), leading by example by refraining from sexist comments and behaviors (observed by 72% of women and 81% of men), and promoting a climate based on mutual respect and trust (observed by 71% of women and 81% of men). However, women consistently rated their units less favorably than did men.
- Women in the Army Reserve provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (53% of women compared to 71% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (59% of women compared to 72% of men) and one out of five women (20%) compared to 8% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

- Overall, Army Reservists provided positive assessments of their immediate supervisors' leadership vis-à-vis sexual assault prevention and response. However, enlisted men consistently rated their immediate supervisors less favorably than did male officers. More specifically, enlisted men (78%) were significantly less likely than male officers (86%) to agree that their immediate supervisor would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie. Enlisted men were also significantly less likely than male officers to agree that their immediate supervisor would stop individuals who were talking about sexual topics at work (81% compared to 89% of officers).
- Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Army Reserve were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (42% of women compared to 27% of men), coworkers not providing information or assistance when they needed it (36% of women compared to 23% of men), and a coworker taking credit for their ideas (30% of women compared to 23% of men).

### ***Trust in the Military***

- A significant and sizable decline in trust in the military system occurred between 2017 and 2019.
  - In 2019, women in the Army Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (54% compared to 71% in 2017), ensure their safety (56% compared to 73% in 2017), and treat them with dignity and respect (57% compared to 73% in 2017).
  - Likewise, in 2019, men in the Army Reserve were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (73% compared to 84% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (75% compared to 85% in 2017).
- The differences in the perceptions of men and women were also sizable and statistically significant.

### **Social Perceptions and Experiences**

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to address inappropriate beliefs as well as providing a benchmark for future evaluations.

### ***Benevolent and Hostile Sexism***

- Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Army Reserve (3.4 on a scale from one to six) was significantly higher than for women (2.7). Likewise, the average hostile sexism score for men in the Army Reserve (2.8 on a scale from one to six) was significantly higher than the average score for women (2.2).
- Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs than men in units with more women.

### ***Rape Myth Acceptance***

- Overall, rape myth acceptance among Service members in the Army Reserve was low. However, the average rape myth acceptance score for men in the Army Reserve (1.7 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than other men to accept rape myths.
- There was no significant difference in the average male-rape myth acceptance score for men and women in the Army Reserve (1.5 and 1.3, respectively).

### **Resilience**

The 2019 WGRR included a measure for resilience—defined as the ability to bounce back or recover from stress (Smith et al., 2008). The capacity to assess the relationship between unwanted gender-related experiences and resilience offers one way to demonstrate the impact of these events on Service members' health and wellbeing. Moreover, the ability to demonstrate the relationship between resilience and important military outcomes, such as retention, offers one way to examine one potential consequence of unwanted gender-related events and unhealthy climates on the all-volunteer force.

- The average resilience score for women in the Army Reserve was 3.8 (on a scale of one to five) and the average score for men was 4.0.
- Women and men who experienced sexual assault, sexual harassment, or gender discrimination had significantly lower average resilience scores than those who did not.

### **Conclusion**

The results of the 2019 WGRR reveal that there was no significant change in the estimated prevalence of sexual assault for women or men in the Army Reserve. This stability might be interpreted as progress (given the estimated increase in sexual assaults identified in the active duty in 2018). However, coupled with the finding that 65% of women who experienced sexual

assault in the prior year experienced more than one event, these findings are perhaps more appropriately interpreted as further evidence of the substantial work that remains to be done to prevent and respond to sexual assault in the military.

The results of the *2019 WGRR* also highlight key challenges with the complaint process vis-à-vis sex-based MEO violations, differences between men and women regarding perceptions of the unit climate and experiences with hostile behaviors from coworkers and supervisors, and a sizable decline in trust in the military system since 2017.

Finally, this report provides support for the renewed emphasis in the DoD on prevention of sexual assault. First, by demonstrating how sexual assault and sexual harassment interact with one other (the so-called “continuum of harm”); and secondly, by contributing to our understanding of the attitudes and beliefs that Service members may have that may influence their behavior and actions.

## Introduction

The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Army Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. More specifically, these data provide the opportunity to identify Service-specific areas in need of improvement and promising practices.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA),<sup>27</sup> has been conducting the congressionally mandated gender relations survey of reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members (both active duty and reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates for sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 of the Overview Report provides additional information regarding the construction of these measures.

## Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>28</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

<sup>27</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>28</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that [“OPA”] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the *2012 WGRA* (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although they found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

Data for the *2019 WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services to ensure respondent data were protected.<sup>29</sup>

The *2019 WGRR* was largely modeled off of the *2017 WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of the Overview Report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population for the *2019 WGRR* consisted of members from the Selected Reserve<sup>30</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>31</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the reserve component for at least five months.<sup>32</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 63,746 Army Reserve members for the *2019 WGRR*.<sup>33</sup> Surveys were completed by 8,081 Army Reserve members, resulting in a weighted response rate of 14.1% for the Army Reserve. Details regarding the sampling and response rates for members of the Army National Guard are provided separately in Appendix E.

OPA scientifically weights the survey data so that findings can be generalized to the full population of reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in

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<sup>29</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>30</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are designed as essential to initial wartime missions and are the primary source of augments to active forces. While the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the *2019 WGRR*.

<sup>31</sup> Names for this program vary among reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>32</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not able to be selected for the survey.

<sup>33</sup> Three separate surveys of the Reserve Component were scheduled to field at the same time in 2019—the *2019 WGRR*, the Workplace and Equal Opportunity Survey of Reserve Component Members (*2019 WEOR*), and the Status of Forces Survey of Reserve Component Members (*2019 SOFR*). In order to minimize survey burden, a census of the reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA weights the data based on an industry standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this appendix details the top-line results for the Army Reserve. The full Army Reserve report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Army. The complete, by question, listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*. As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (*WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the *2017 WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Data in this appendix are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

## Sexual Assault

This section examines the estimated prevalence of sexual assault among reserve component Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst, and describe members’ experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

### Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal

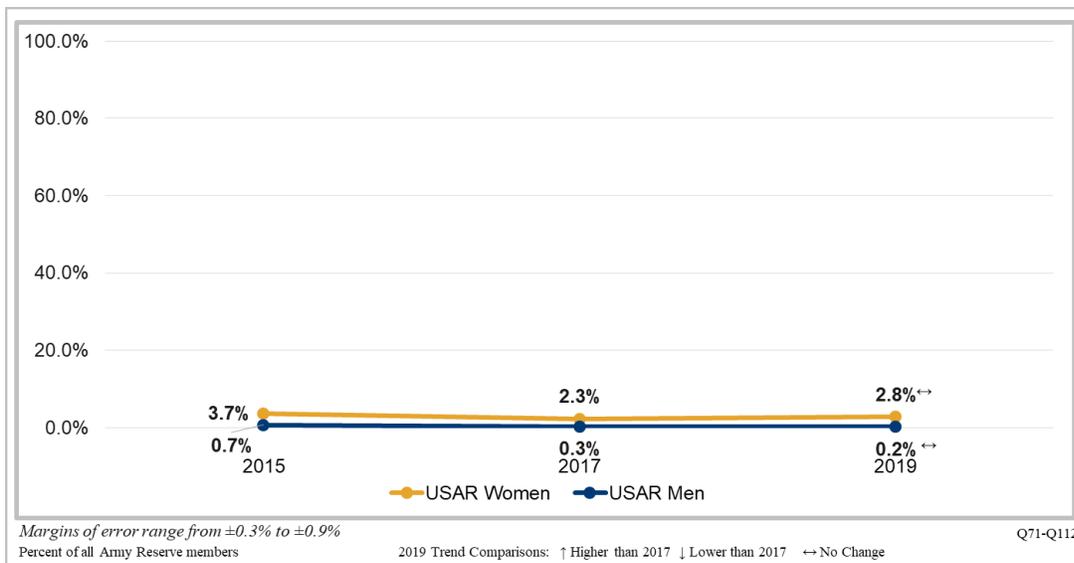
sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGRR measures the prevalence of sexual assault *victimization* meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>34</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2019, 2.8% of women in the Army Reserve (an estimated 1,244 Soldiers) and 0.2% of men (an estimated 319 Soldiers) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 2.3% of women and 0.3% of men experienced a sexual assault.<sup>35</sup>

**Figure 36.**  
*Estimated Sexual Assault Past Year Prevalence Rates for the Army Reserve*



<sup>34</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

<sup>35</sup> While this appendix focuses on the results for the Army Reserve, we estimate prevalence rates for sexual assault for the Department of the Army (i.e. the Army Reserve and the Army National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 3.4% of women in the Army Reserve or Army National Guard (an estimated 3,501 Soldiers) and 0.3% of men (an estimated 1,323 Soldiers) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 3.1% of women and 0.4% of men experienced a sexual assault.

The majority of women (65%) were sexually assaulted multiple times in the prior year and usually two to three times (21% and 25%, respectively). Among those women who were sexually assaulted multiple times, the alleged offender was typically the same person (67%).

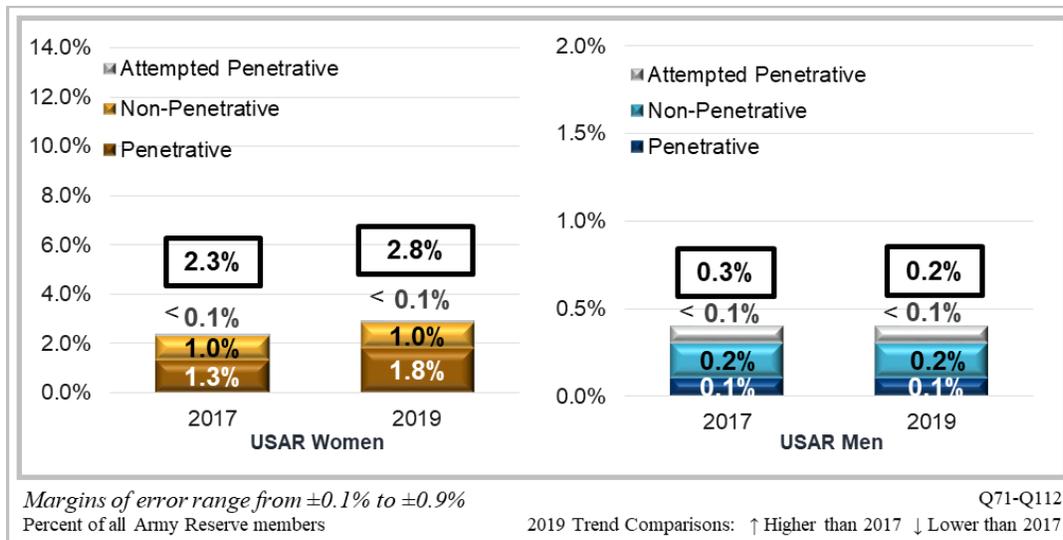
### Type of Estimated Sexual Assault Prevalence Rate

An estimated 1.8% of women in the Army Reserve experienced a penetrative sexual assault and 1.0% experienced a non-penetrative sexual assault.

An estimated 0.1% of men in the Army Reserve experienced a penetrative sexual assault and 0.2% experienced a non-penetrative sexual assault.

**Figure 37.**

#### *Estimated Past Year Prevalence Rates of Sexual Assault by Type for the Army Reserve*



### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them. For the majority of women, the worst situation involved either a penetrative sexual assault (63%) or a non-penetrative sexual assault (32%).

#### *Reported Demographics of the Alleged Offender(s)*

For the majority of women (75%), the worst incident of sexual assault in the prior year involved one offender. The alleged offenders were usually all male (93%) and involved at least one military member (87%) who was higher ranking than them (64%). Accordingly, nearly one-quarter (24%) of women identified the alleged offender as someone in their chain of command and 34% identified the alleged offender as some higher-ranking military member in their unit. In most cases, the alleged offender was a friend or acquaintance (41%) or someone from work (39%).

## **Location and Context**

Just over half (53%) of women experienced the worst incident of sexual assault at a military installation but half (50%) experienced the sexual assault while at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub). Nearly two-thirds of women (63%) experienced the sexual assault while in a military status, usually while performing a drill period (26%) or full-time Reserve duty (29%). Roughly one-third (31%) of women described the sexual assault they experienced as bullying and nearly one-quarter (23%) of women described it as hazing.

Notably, the majority of women (69%) were stalked or sexually harassed by the offender before the sexual assault and 60% of women were stalked or sexually harassed by the offender after the sexual assault.

## **Alcohol Use**

In 2019, 57% of women described their worst situation of sexual assault as involving alcohol use. Nearly half of women (43%) and more than half 53% of alleged offenders were drinking alcohol at the time of the event.<sup>36</sup> More than one-third of women 38% indicated that the alleged offender bought or gave them alcohol to drink just before the unwanted event.

## **Reporting of Sexual Assault**

### **Reporting Options**

DoD provides two types of sexual assault reporting options to Service members: restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, and unrestricted reports start an official investigation in addition to providing the services available in restricted reporting. Reserve component members, the majority of whom serve in a part-time status (roughly 90%), may also be more likely to report the sexual assault they experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the *2019 WGRR* included civilian law enforcement as a potential reporting option.

The majority of women (71%) did not report the sexual assault they experienced to military authorities or civilian law enforcement. Among their reasons for not reporting to the military, more than three-quarters (77%) of women wanted to forget about it and move on, 71% of women did not want people to know, and 63% of women felt ashamed or embarrassed

## **Estimated Sexual Assault Prevalence Prior to or After Joining the Military**

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

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<sup>36</sup> This is based on the perception of the respondent.

In 2019, an estimated 7.3% of women and 1.0% of men in the Army Reserve had experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 7.0% of women and 0.8% of men had experienced sexual assault prior to joining the military.

In 2019, an estimated 13.2% of women and 1.6% of men in the Army Reserve had experienced sexual assault since joining the military (including the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 11.7% of women and 1.5% of men had experienced sexual assault since joining the military.

## Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>37</sup> This section provides the estimated rates for each of these sex-based MEO violations. The characteristics of each of these upsetting situations and the prevalence of reporting are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately.

### Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment in the Army Reserve are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of the full overview report.

It is worth noting that in order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties.

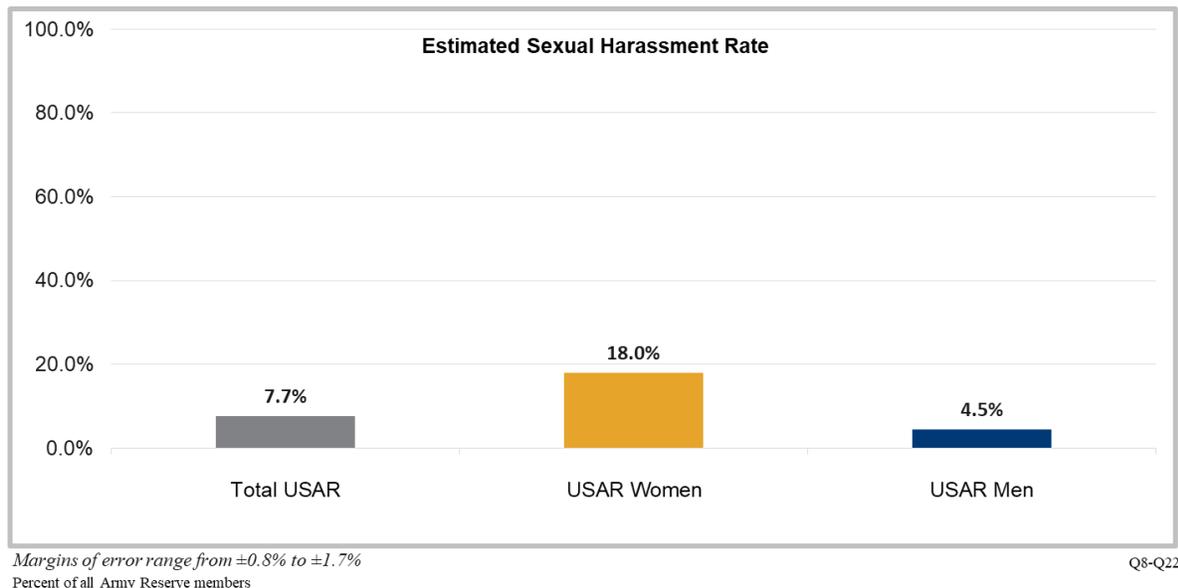
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<sup>37</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.<sup>38</sup>

In 2019, 18.0% of women in the Army Reserve (an estimated 8,087 Soldiers) and 4.5% of men (an estimated 6,295 Soldiers) experienced sexual harassment. There were no significant differences in the estimated rate of sexual harassment for enlisted versus officer men, but enlisted women were significantly more likely than women officers to experience sexual harassment (18.8% compared to 14.6%).

**Figure 38.**  
*Estimated Sexual Harassment Past Year Rates for the Army Reserve*



For women, the most common types of sexual harassment involved being repeatedly told sexual “jokes” that made them feel uncomfortable (56%), repeated sexual comments about their appearance or body that made them feel uncomfortable (41%), and repeated attempts by someone to establish an unwanted romantic or sexual relationship (38%). The most common type of sexual harassment experienced by men in the Army Reserve also included sexual “jokes” that made them feel uncomfortable (50%). However, the next most common experience for men was someone repeatedly suggesting that they do not act like a man is supposed to (37%) followed by being repeatedly told about someone’s sexual activities (28%).

<sup>38</sup> While this appendix focuses on the results for the Army Reserve, we estimate prevalence rates for sexual harassment for the Department of the Army (i.e. the Army Reserve and the Army National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 20.1% of women in the Army Reserve or Army National Guard (an estimated 20,653 Soldiers) and 5.0% of men (an estimated 20,008 Soldiers) experienced sexual harassment in the prior 12 months.

## **One Situation of Sexual Harassment with the Biggest Effect**

### ***Most Serious Behavior Experienced in "the One Situation"***

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation, "the one situation," that was the worst, or most serious, to them. This section of this appendix focuses on those experiences.

For more than one-third of women who experienced sexual harassment, the worst situation they experienced in the prior 12 months involved being repeated told sexual jokes (35%), repeated sexual comments about their appearance or body (35%), and repeated attempts to establish an unwanted romantic or sexual relationship (34%). For men, the worst situation of sexual harassment most often involved being repeatedly told sexual jokes (38%), repeated suggestions that they do not act like a man is supposed to (26%), and being repeatedly told about someone's sexual activities (23%).

For the majority of women (73%) and men (65%), the worst situation of sexual harassment occurred more than once. More specifically, nearly half of women (42%) and 28% of men most often described the situation as happening over a period of a few months.

### ***Demographics of the Alleged Offender(s)***

For women in the Army Reserve, the most serious situation of sexual harassment was about equally likely to involve one (48%) or more than one alleged offender (52%). The alleged offenders in the worst situation nearly always included men (93%), military members (96%), and someone higher ranking than the victim (70%). Notably, nearly one-third of women (29%) described the worst situation as involving a mix of men and women alleged offenders. Furthermore, a sizable minority of women described their alleged offender as someone of the same rank (40%). Enlisted women (74%) were significantly more likely than women officers (49%) to identify their alleged offenders as someone higher ranking than them. However, enlisted women (47%) and women officers (42%) were about equally likely to identify the alleged offender as a member of their chain of command.

For men in the Army Reserve, the most serious situation of sexual harassment most often involved more than one alleged offender (58%). The alleged offenders in the worst situation nearly always included men (90%), who were military members (94%), and who were most often higher ranking than the victim (62%). For more than one-third of men (38%), the alleged offender was a member of their chain of command. As with women, a sizable portion of men (32%) described the worst situation of sexual harassment as involving a mix of men and women offenders. Moreover, nearly half of men (45%) identified the alleged offender as someone of the same rank.

### ***Location and Context***

For both women (88%) and men (78%), the vast majority of sexual harassment situations occurred on a military installation. However, for both women (41%) and men (39%) a sizable minority of situations occurred while they were at an official military function either on or off base. For 91% of women and 84% of men, the worst situation of sexual harassment occurred

while the Service member was in a military status, most often while performing a drill period (45% of women and 49% of men) or while performing full-time Reserve duty (46% of women and 39% of men).

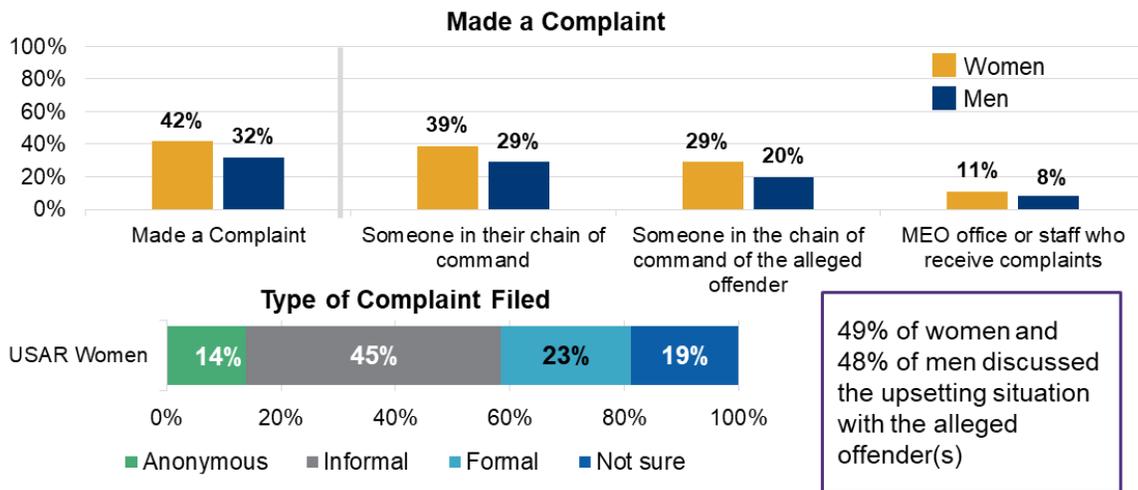
One out of five (20%) of women and nearly one-quarter (22%) of men described the upsetting situation as hazing. However, a substantial number of women (40%) and men (45%) described the upsetting situation as bullying.

**Making a Sexual Harassment Complaint**

The military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, nearly half of women (49%) and men (48%) discussed the upsetting situation with the alleged offender. The majority of women (67%) and men (52%) discussed the situation with someone in their unit.

In 2019, 42% of women in the Army Reserve and 32% of men who experienced sexual harassment made a complaint regarding the worst situation of sexual harassment they experienced. More than one-third of women (39%) and nearly one-third of men (29%) made a complaint to someone in their chain of command and nearly one-third of women (29%) and one out of five men (20%) made a complaint to someone in the alleged offender’s chain of command. Relatively few Service members (11% of women and 8% of men) made a complaint regarding the sexual harassment they experienced to a MEO staff member or office.

**Figure 39.**  
*Making a Complaint of Sexual Harassment in the Army Reserve*



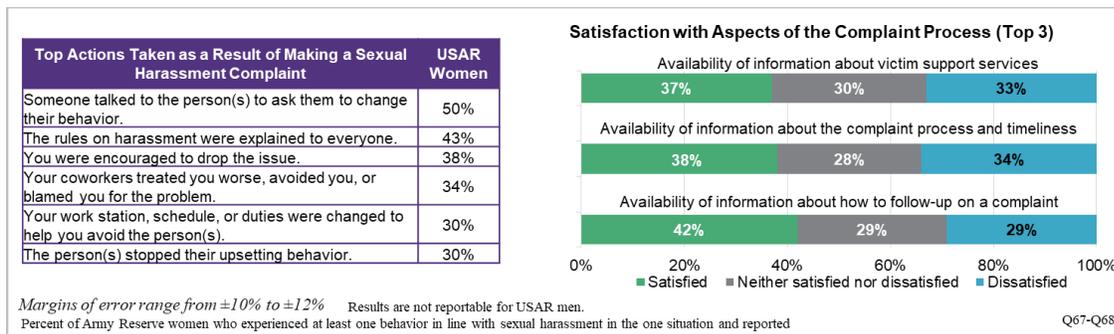
Results are not reportable for USAR men. Margins of error range from ±5% to ±14% Gender Comparisons: † Higher Response ‡ Lower Response  
Percent of Army Reserve members who experienced at least one behavior in line with sexual harassment in the one situation Q64-Q66

Members of the military have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. Nearly half of women (45%) and 38%

of men who made a complaint made an informal one.<sup>39</sup> Notably, about one-quarter of women (23%) made a formal complaint and a non-negligible number of women (19%) were not sure what type of complaint they made. The number of formal complaints made by men was not reportable.

Among both women and men (50% and 34%, respectively), the most common positive action taken in response to their complaint was that someone talked to the alleged offender to ask them to change their behavior. Meanwhile, the most common negative response to a sexual harassment complaint made by women (38%) was being encouraged to drop the issue. Roughly one-third of the women (30%) and 23% of men who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint. Few Service members expressed satisfaction with specific aspects of the complaint process and just 19% of women and 22% of men were satisfied with the complaint process overall.

**Figure 40.**  
*Responses to Making a Complaint of Sexual Harassment in the Army Reserve*



Finally, Service members were also able to provide reasons for not making a complaint regarding the sexual harassment violation. Among their reasons for not making a complaint, most women and men thought the complaint would make their work situation unpleasant (53% and 30%, respectively), wanted to forget about it and move on (53% and 37%, respectively), or did not think anything would be done (42% and 39%, respectively).

### Estimated Gender Discrimination Past Year Prevalence Rates

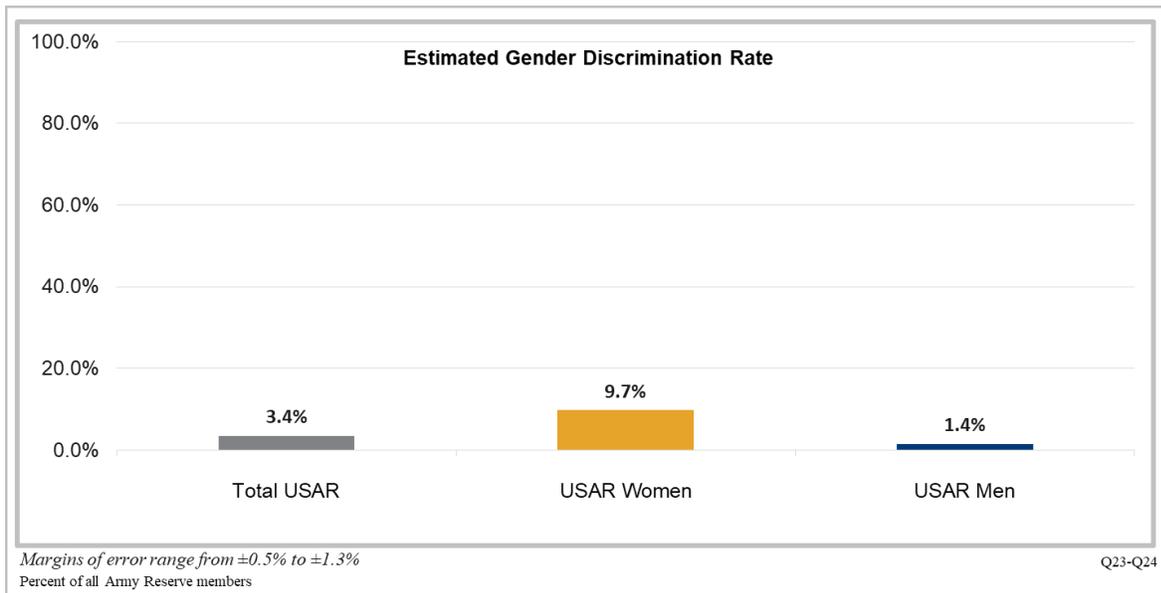
The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members’ experiences had to involve a person the member had contact with as part of their military duties. Again, this is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the

<sup>39</sup> Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

alleged offender. Multiple changes were made to the gender discrimination metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of gender discrimination in the Army Reserve are limited to responses provided in 2019 and no comparisons are made to data collected regarding gender discrimination in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 gender discrimination estimates and prior years. Further details regarding rate construction are available in Chapter 1 of this report.<sup>40</sup>

In 2019, 9.7% of women in the Army Reserve (an estimated 4,368 Soldiers) and 1.4% of men (an estimated 1,913 Soldiers) experienced gender discrimination. Among the women and men who experienced gender discrimination, the experience most frequently involved being mistreated, ignored, excluded, or insulted because of their gender (65% and 74%, respectively).

**Figure 41.**  
*Estimated Gender Discrimination Past Year Rates for the Army Reserve*



**One Situation of Gender Discrimination with the Biggest Effect**

***Most Serious Behavior Experienced in the One Situation***

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. Among the women and men who

<sup>40</sup> While this appendix focuses on the results for the Army Reserve, we estimate prevalence rates for gender discrimination for the Department of the Army (i.e. the Army Reserve and the Army National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 11.0% of women in the Army Reserve or Army National Guard (an estimated 11,267 Soldiers) and 1.4% of men (an estimated 5,760 Soldiers) experienced gender discrimination in the prior 12 months.

experienced gender discrimination, the vast majority (88% and 82%, respectively) described the worst situation as being mistreated, ignored, or insulted because of their gender. For most members (81% of women and 90% of men), this situation occurred more than once. More than one-third of woman (37%) experienced the unwanted behaviors for a period of a few months and 43% of men experienced the behaviors over a period of one year or more.

### ***Demographics of the Alleged Offender(s)***

For women in the Army Reserve, the one worst situation of gender discrimination typically involved more than one alleged offender (66%). The alleged offenders nearly always included men (95%), military members (97%), and the alleged offenders were typically higher ranking than the victim (85%).<sup>41</sup> Notably, enlisted women (88%) were significantly more likely than women officers (74%) to identify the alleged offender as higher-ranking than them. Meanwhile, women officers (50%) were significantly more likely than enlisted women (19%) to identify the alleged offender as someone lower ranking than them. However, enlisted and officer women were equally likely to identify the alleged offender as a member of their chain of command (70% and 68%, respectively).

For men in the Army Reserve, the one worst situation of gender discrimination typically involved more than one alleged offender (82%). Men in the Army Reserve were significantly more likely than women to experience gender discrimination by alleged offenders who were all women (32% for male victims and 5% for female victims) or alleged offenders who were a mix of men and women (58% for male victims and 28% for female victims). The alleged offenders nearly always included military members (99%) and were typically higher ranking than the victim (78%). In fact, the worst situation of gender discrimination experienced by men most often involved an alleged offender who was in their chain of command (74%).

### ***Location and Context***

For the majority of women (94%), the worst situation of gender discrimination occurred on a military installation. However, 39% of women and 62% of men identified the situation as occurring at an official military function either on or off base. The vast majority of women and men experienced the worst situation of gender discrimination while in a military status, typically while they were performing a drill period (50% of women and 69% of men) or while they were performing full-time Reserve duty (49% of women and 50% of men).

More than half of women (59%) and 52% of men described the upsetting situation as bullying. Meanwhile, 22% of women and 28% of men described the upsetting situation as hazing.

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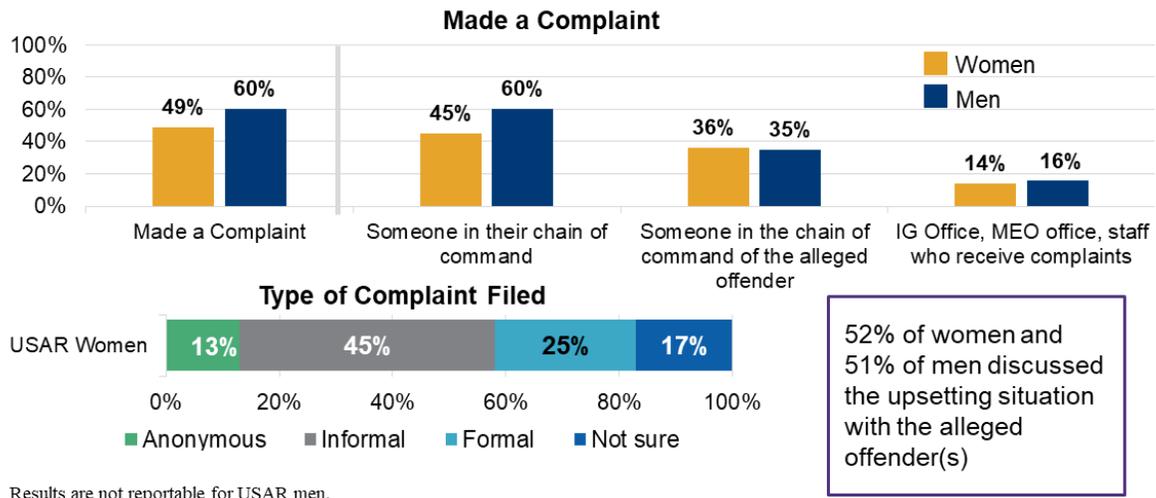
<sup>41</sup> To be included in the gender discrimination rate, the Service member had to indicate that the alleged offender was a person in a position of leadership or authority over them. It is not necessarily the case that the alleged offender is higher ranking than the victim. Moreover, Service members may experience gender discrimination and sexual harassment simultaneously and involving multiple alleged offenders making it difficult to disentangle these experiences.

### Making a Gender Discrimination Complaint

As mentioned previously, the military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, 52% of women and 51% of men discussed the upsetting situation with the alleged offender. A substantial number of women and men also discussed the gender discrimination experience with someone in their unit (72% and 71%, respectively).

In 2019, nearly half of women (49%) and 60% of men made a complaint regarding the gender discrimination they experienced. Complaints were typically made to someone in their own chain of command (45% of women and 60% of men) or to someone in the alleged offender’s chain of command (36% of women and 35% of men). Relatively few complaints were made to MEO staff or offices (14% of women and 16% of men).

**Figure 42.**  
*Making a Complaint of Gender Discrimination in the Army Reserve*



Results are not reportable for USAR men.  
 Margins of error range from ±5% to ±17% Gender Comparisons: † Higher Response ‡ Lower Response  
 Percent of Army Reserve members who experienced at least one behavior in line with gender discrimination in the one situation Q64-Q66

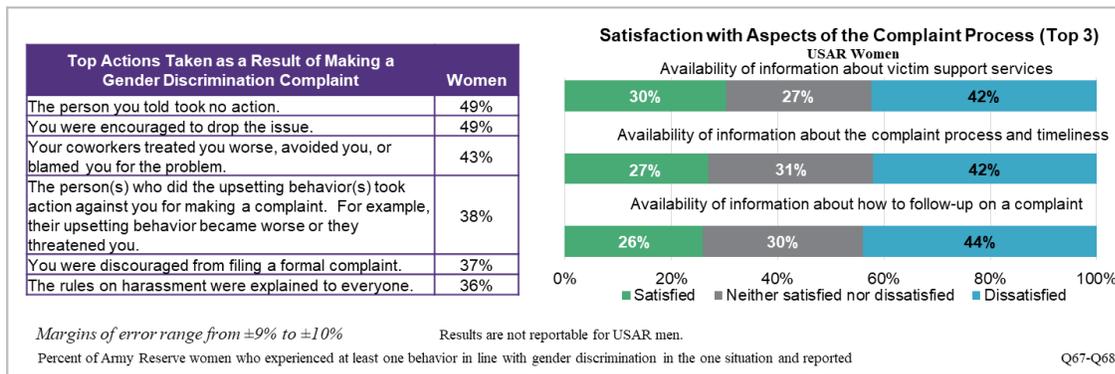
As with sexual harassment, members of the military have several options for addressing a gender discrimination violation, including an anonymous, informal, or formal complaint. Most women (45%) who made a complaint made an informal complaint. Women who made a complaint regarding the gender discrimination they experienced were often encouraged to drop the issue (49%), and 49% of women who made a complaint responded that no action was taken.<sup>42</sup> Notably, 43% of women who complained about the gender discrimination they experienced felt that their coworkers treated them worse or blamed them for the problem as a result. Meanwhile, roughly one out of five women (18%) who made a complaint responded that the alleged offender stopped the upsetting behavior as a consequence of the complaint. Women’s satisfaction with

<sup>42</sup> All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

various aspects of the complaint process ranged from a low of 12% to a high of 30% and the majority of women (52%) were dissatisfied with the complaint process overall.

Finally, Service members were also able to provide reasons for not making a complaint regarding the gender discrimination violation. Among their reasons for not making a complaint, most women thought doing so would make their work situation unpleasant (62%), did not think anything would be done (61%), did not trust that the process would be fair (55%), or were worried about negative consequences from their military coworkers or peers (55%).

**Figure 43.**  
*Responses to Making a Complaint of Gender Discrimination in the Army Reserve*



## Culture, Climate, and Trust in the Military

This section presents the results of a series of questions included in the 2019 WGRR to assess the extent of excessive alcohol use across the Reserve component, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many of these questions were new to the 2019 WGRR and, thus, the data cannot be compared to prior years. Nonetheless, these results offer useful insights regarding the context in which reserve component members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

### Alcohol Use

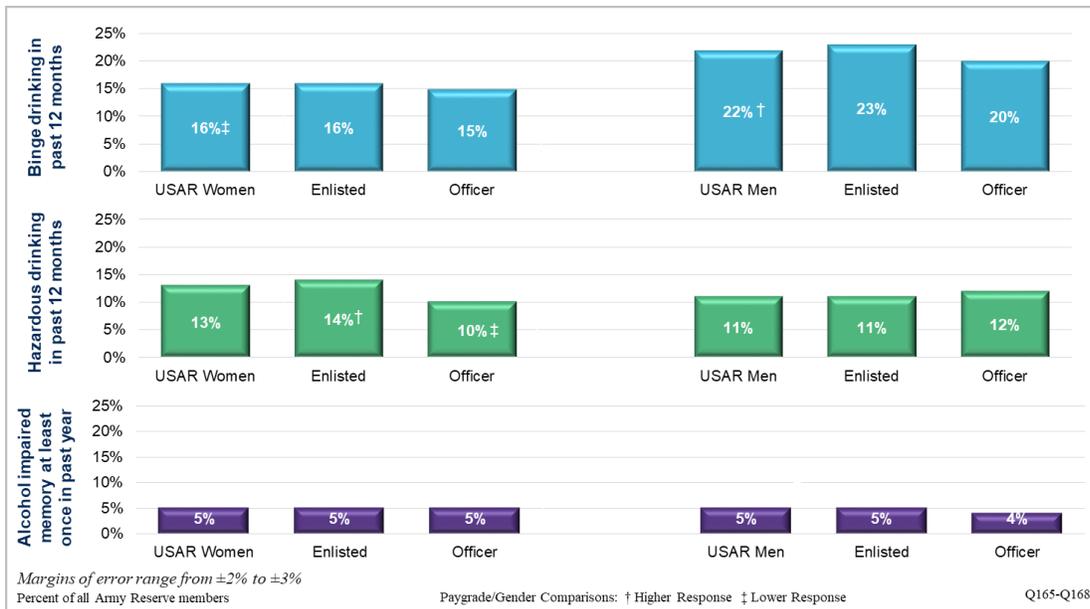
Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcoholic drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the reserve component, the 2019 WGRR included a modified version of the Alcohol Use Disorders

Identification Test-Concise (AUDIT-C).<sup>43</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

Overall, 13% of women and 11% of men in the Army Reserve engaged in hazardous drinking in the prior year. The difference between women and men was not significant. However, enlisted women (14%) were significantly more likely than women officers (10%) to engage in hazardous drinking. There were no significant differences between enlisted and officer men for hazardous drinking in general. However, men in the Army Reserve (22%) were significantly more likely than women (16%) to binge drink at least once in the prior year.

Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. One out of twenty women (5%) and men (5%) in the Army Reserve experienced amnesia related to excessive alcohol use at least once in the prior year.

**Figure 44.**  
*Alcohol Use Among Army Reserve Service Members*

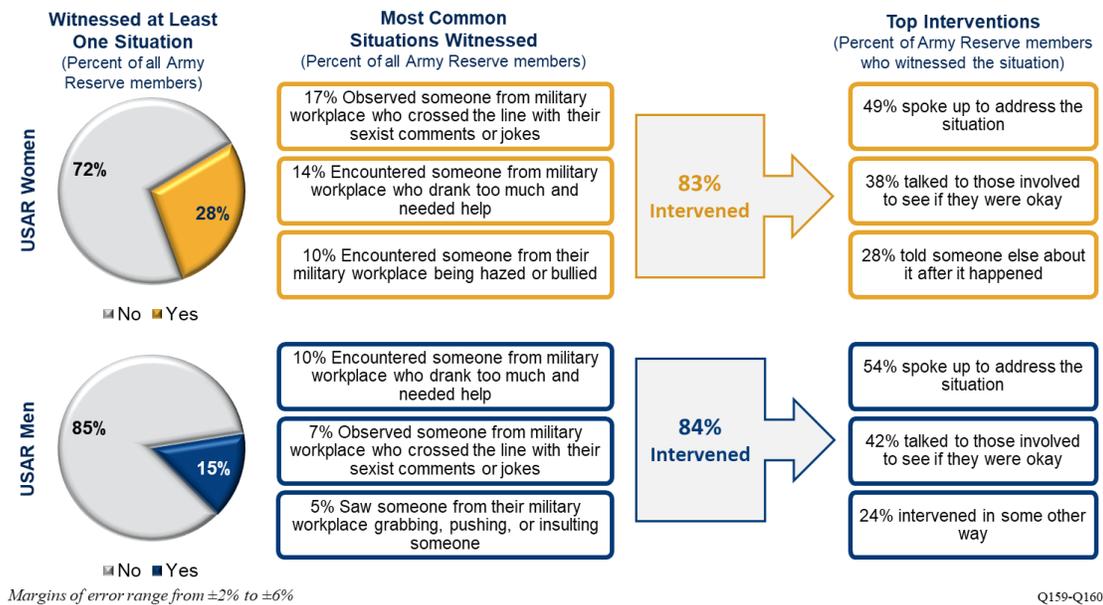


<sup>43</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 WGRR included the addition of a time reference (“during the past 12 months”) and the use of updated, gender-based criteria for binge drinking (as articulated above).

## Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military’s training program includes content geared towards encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the *2019 WGRR* asked Service members to identify whether they had witnessed a range of potentially dangerous situations in the prior 12 months and, if so, how they responded.

**Figure 45.**  
*Bystander Intervention in the Army Reserve*



Just over one-quarter of women (28%) and significantly fewer men (15%) witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women (17%) was someone who “crossed the line” with their sexist comments or jokes. The most common situation witnessed by men (10%) was someone who drank too much and needed help.

The vast majority of women (83%) and men (84%) who witnessed a situation intervened in some way (either during or after the situation). Most women and men intervened by speaking up to address the situation (49% and 54%, respectively) or by talking to those involved to see if they were okay (38% and 42%, respectively). However, enlisted men (45%) were significantly more likely than male officers (32%) to talk to those involved.

## **Workplace Climate**

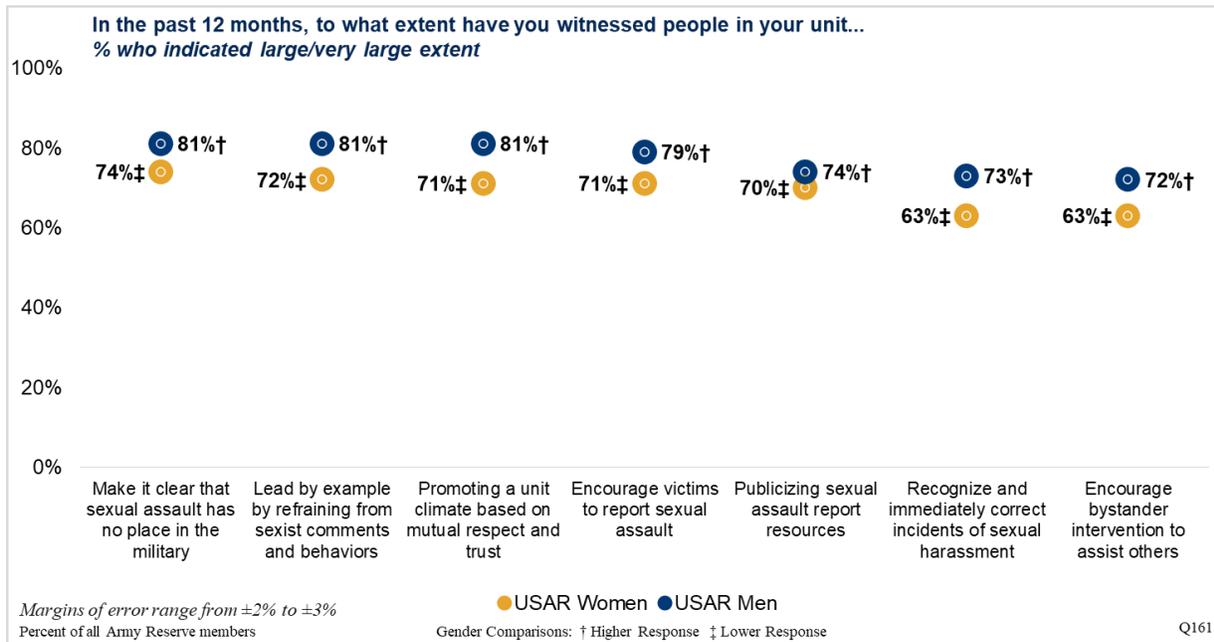
Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

In 2019, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member's responses to each of these topics in turn.

### ***Responsibility and Intervention***

The majority of Army Reservists rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 74% of women and 81% of men), leading by example by refraining from sexist comments and behaviors (observed by 72% of women and 81% of men), and promoting a climate based on mutual respect and trust (observed by 71% of women and 81% of men). Women consistently rated their units less favorably than did men and differences were also evident based on paygrade. Enlisted women and men (71% and 79%, respectively) were significantly less likely than women or male officers (79% and 88%, respectively) to witness people in their unit lead by example by refraining from sexist comments and behaviors.

**Figure 46.**  
**Responsibility and Intervention in the Army Reserve**



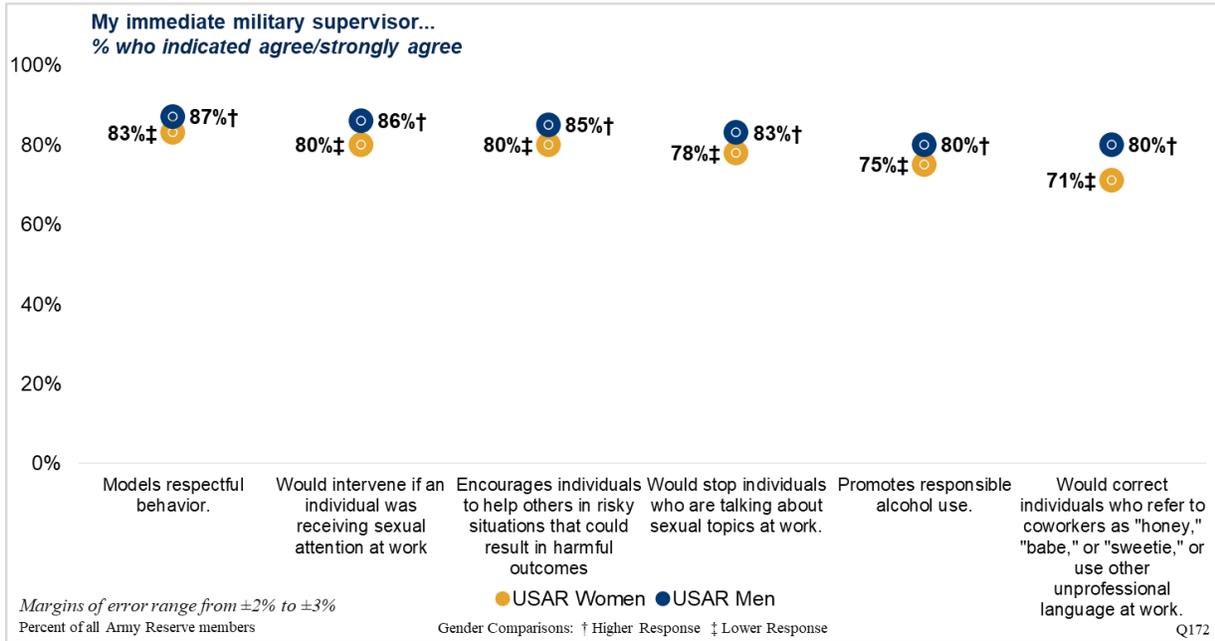
## Leader Actions

Overall, Army Reservists provided positive assessments of their immediate supervisors' behavior. However, women were significantly less likely than men to agree that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie" at work (71% of women compared to 80% of men), intervene if an individual was receiving sexual attention at work (80% of women compared to 86% of men), or encourage individuals to help others in risky situations (80% of women compared to 85% of men). Differences were evident among men as well. More specifically, enlisted men consistently rated their immediate supervisors less favorably than did male officers. More specifically, enlisted men (78%) were significantly less likely than male officers (86%) to agree that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie." Enlisted men were also significantly less likely than male officers to agree that their immediate supervisor would stop individuals who were talking about sexual topics at work (81% compared to 89% of officers).

Members of the Army Reserve who identified their leaders as being in the paygrade of E4 or E5 consistently rated their immediate supervisor's significantly lower than did members with more senior supervisors (i.e., those in the paygrade of E6 and above). The most marked difference in supervisor assessments was related to promoting responsible alcohol use and correcting individuals who refer to coworker as "honey," "babe," or "sweetie," or use other unprofessional language at work. Service members with an E4 or E5 immediate supervisor were significantly less likely than those with more senior leaders to agree that their immediate supervisor promotes responsible alcohol use (74% of those with junior enlisted leaders compared to 81% with more

senior leaders) or would correct unprofessional language (73% of those with junior enlisted leaders compared to 80% with more senior leaders).

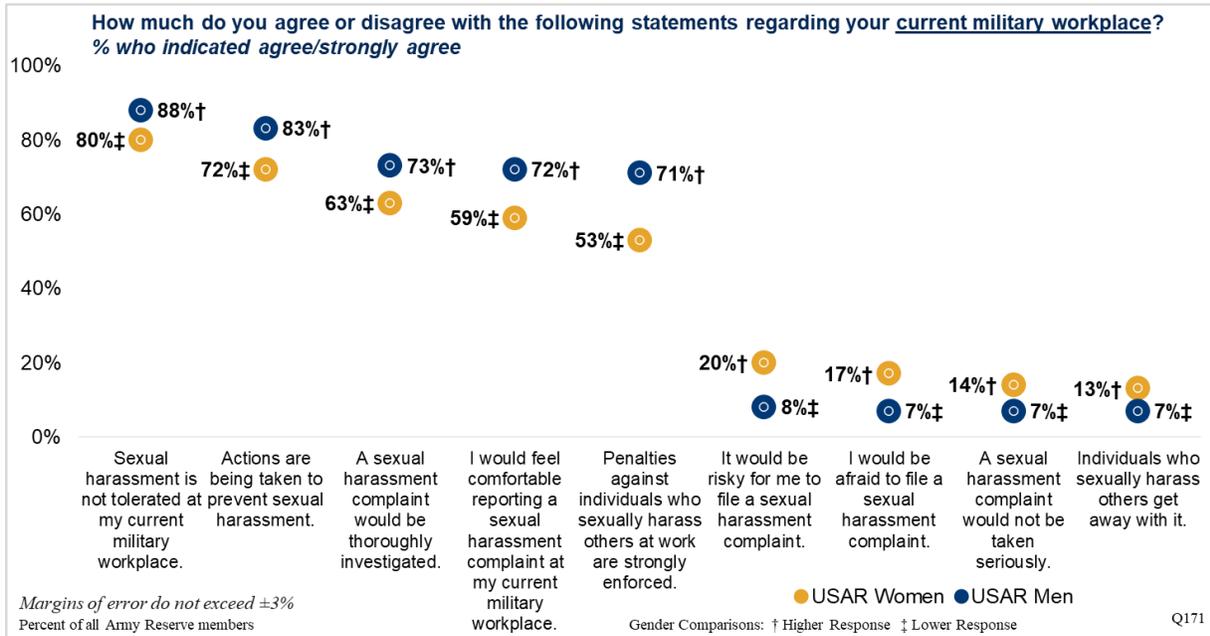
**Figure 47.**  
**Leader Actions to Prevent and Respond to Sexual Assault in the Army Reserve**



**Psychological Climate for Sexual Harassment**

Women in the Army Reserve provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (53% of women compared to 71% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (59% of women compared to 72% of men) and one out of five women (20%) compared to 8% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

**Figure 48.**  
*Psychological Climate for Sexual Harassment in the Army Reserve*



### Workplace Hostility

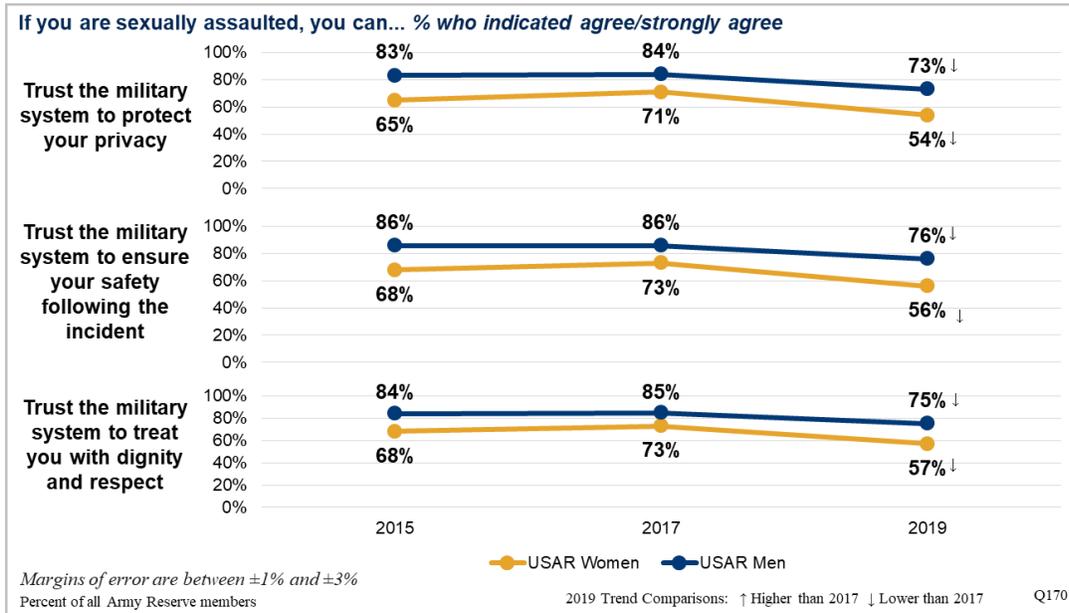
Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Army Reserve were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (42% of women compared to 27% of men), coworkers not providing information or assistance when they needed it (36% of women compared to 23% of men), and a coworker taking credit for their ideas (30% of women compared to 23% of men).

### Trust in the Military

Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

A significant and sizable decline in trust in the military system occurred between 2017 and 2019. In 2019, women in the Army Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (54% compared to 71% in 2017), ensure their safety (56% compared to 73% in 2017), and treat them with dignity and respect (57% compared to 73% in 2017).

**Figure 49.**  
*Trust in the Military System in the Army Reserve*



Likewise, in 2019, men in the Army Reserve were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (73% compared to 84% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (75% compared to 85% in 2017).

The differences in the perceptions of trust held by men and women in 2019 were also sizable and statistically significant.

### Social Perceptions and Experiences

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to change inappropriate beliefs as well as a benchmark for future evaluations.

### Sexism

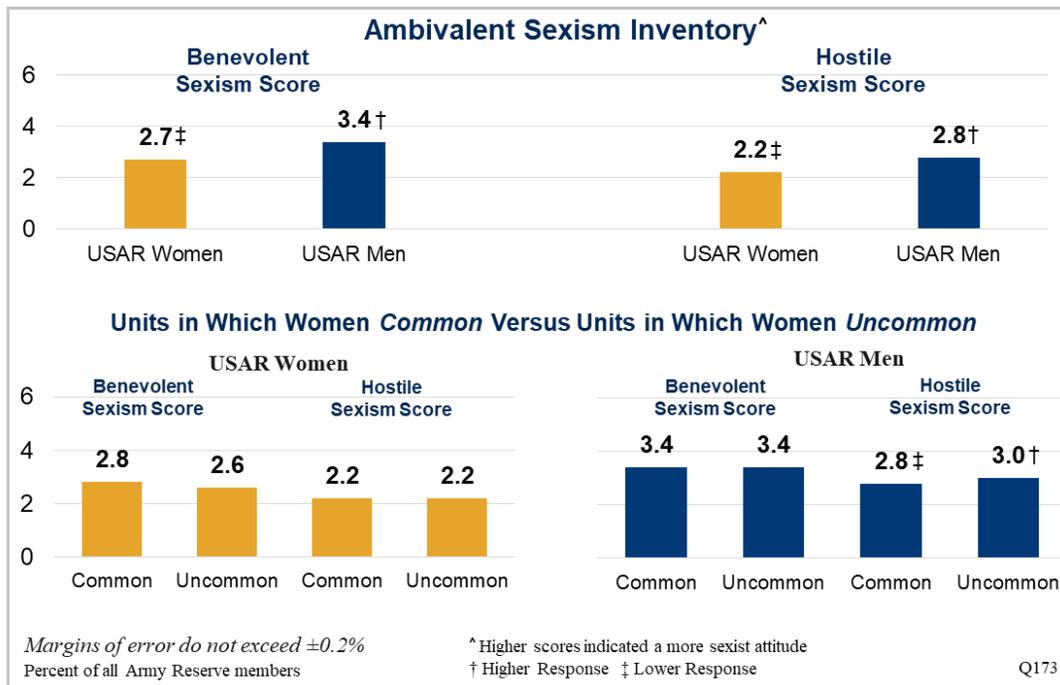
The sexism scale used in the 2019 WGRR is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). While the use of the Ambivalent Sexism Inventory (ASI, [Glick & Fiske, 1996]) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and none generalizable to the full Selected Reserve population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault

(LeMaire et al., 2016) others’ reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual harassment (Begany & Milburn, 2002) and men’s rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

**Method.** In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (6-items each for benevolent and hostile sexism) on a six-point scale ranging from strongly disagrees to strongly agree. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately with a higher score indicating more sexist attitudes.

**Results.** Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Army Reserve (3.4 on a scale from one to six) was significantly higher than for women (2.7). Likewise, the average hostile sexism score for men in the Army Reserve (2.8 on a scale from one to six) was significantly higher than the average score for women (2.2).

**Figure 50.**  
*Ambivalent Sexism in the Army Reserve*



With an average score of 3.0, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs than men in units with more women (an average score of 2.8).

## **Rape Myth Acceptance**

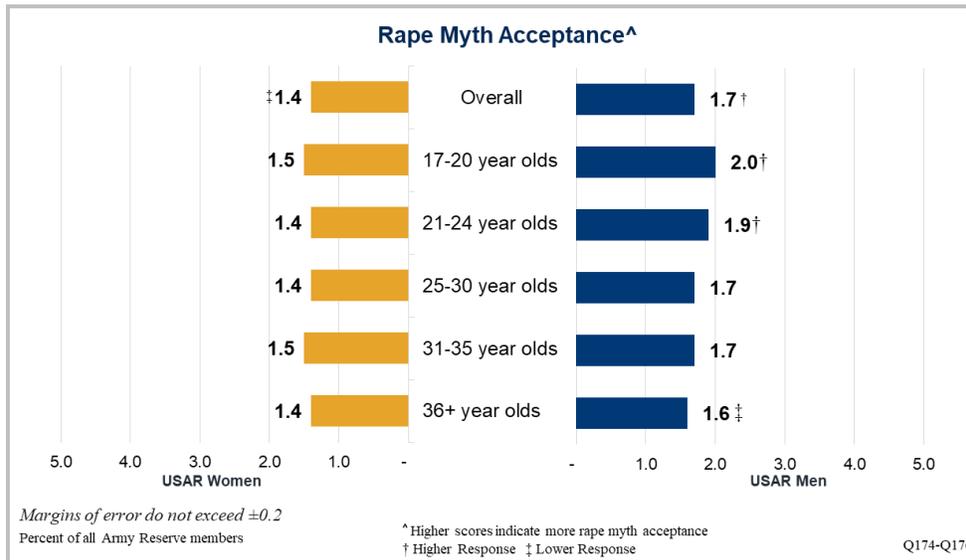
Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape.

Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Freese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one’s peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

**Method.** The 2019 WGRR utilized the Illinois Rape Myth Acceptance Scale-Short Form (IRMAS-SF Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the reserve component. The IRMAS-SF comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for all 17 questions produces a rape myth acceptance score with higher scores indicating more rape myth acceptance. In support of the DoD’s continued emphasis on men’s sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males for example, the belief that men are never the victims or rape (Walfied, 2016). As with the IRMAS-SF, the male-rape myth items were scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the three questions produces the total score with higher scores indicating more male-rape myth acceptance.

**Results.** Overall, rape myth acceptance among Service members in the Army Reserve was low. However, the average rape myth acceptance score for men in the Army Reserve (1.7 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were more evident among enlisted women and men (with an average score of 1.5 and 1.7, respectively) who were significantly more likely than female or male officers (with an average score of 1.3 and 1.5, respectively) to accept rape myths.

**Figure 51.**  
**Rape Myth Acceptance by Age in the Army Reserve**



## Resilience

While a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and specifically to assess the ability to recover from stress (Smith et al., 2008). While several scales for measuring resilience exist, the BRS has multiple benefits including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008) suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

**Method.** The BRS comprises six questions scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the nine questions produces the total score with higher scores indicating more resilient individuals.

**Results.** The average resilience score for women in the Army Reserve was 3.8 and the average score for men was 4.0. These scores indicate that, on average, Service members tended to agree with each of the items related to their resilience. Notably, women who experienced any of the unwanted gender-related behaviors had significantly lower average resilience scores than women who did not. More specifically, women who experienced sexual assault had an average score of 3.3 (compared to an average of 3.8 who did not experience sexual assault); women who

experienced sexual harassment had an average score of 3.6 (compared to an average score of 3.8 for women who did not experience sexual harassment); and, women who experienced gender discrimination had an average resilience score of 3.5 (compared to an average score of 3.8 for women who did not experience gender discrimination). The same significant differences were evident between men who experienced each of these unwanted behaviors and those who did not.

## Conclusion

The results of the *2019 WGRR* reveal that there was no significant change since 2017 in the estimated prevalence of sexual assault for women or men in the Army Reserve. This stability might be interpreted as progress (given the estimated increase in sexual assaults identified in the active duty in 2018<sup>44</sup>). However, coupled with the finding that 65% of women who experienced sexual assault in the prior year experienced more than one event, these findings are perhaps more appropriately interpreted as further evidence of the substantial work that remains to be done to prevent and respond to sexual assault in the military.

While it was not possible to directly compare sexual harassment and gender discrimination rates in 2019 to prior years, the prevalence of both unwanted behaviors in 2019 was still noteworthy. Coupled with the finding that more than two-thirds of women (69%) in the Army Reserve were sexually harassed or stalked by the same alleged offender prior to their worst situation of sexual assault, the *2019 WGRR* lends support to prior research characterizing sexual harassment and sexual assault as existing on a continuum of harm. Greater attention to lower level grooming behaviors—particularly sexual harassment—may offer a critical approach to the prevention of sexual assault.

The results of the *2019 WGRR* also highlight key challenges with the complaint process vis-à-vis sex-based MEO violation. While a sizable proportion of Service members made a complaint regarding the sexual harassment and gender discrimination violations they experienced, the actions taken in response to their complaints and their overwhelmingly low satisfaction with the complaint process suggest that further evaluation is necessary.

Differences between men and women regarding perceptions of the unit climate and experiences with hostile behaviors from coworkers and supervisors portend the reality that women continue to face challenges in the military. This is further reflected by the significant and sizable decline in trust in the military system since 2017, particularly among women. Decreasing trust may not only relate to reporting decisions for those who experience unwanted gender-related behaviors but may also have broader implications for retention intentions and, accordingly, the health of the all-volunteer force.

Finally, this report provides support for the renewed emphasis in the DoD on prevention of sexual assault. First, by demonstrating how sexual assault, sexual harassment, and gender discrimination interact with one other (the so-called “continuum of harm” discussed above); and secondly, by contributing to our understanding of the attitudes and beliefs that Service members

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<sup>44</sup> See the 2018 Workplace and Gender Relations Survey of Active Duty Members: Overview Report at [https://www.sapr.mil/sites/default/files/Annex\\_1\\_2018\\_WGRA\\_Overview\\_Report.pdf](https://www.sapr.mil/sites/default/files/Annex_1_2018_WGRA_Overview_Report.pdf)

have that may influence their behavior and actions. Overall, rape-supportive beliefs were infrequent within the Army Reserve. However, an examination of rape myth acceptance by paygrade demonstrates the ways in which aggregated data may mask important differences between subgroups. Meanwhile, data regarding the extent of hostile and benevolent sexism among some Service members may help the DoD to provide tailored interventions to improve prevention programs.



# Appendix B. Navy Reserve Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Navy Reserve Overview Report

### Executive Summary

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations survey series fills this critical role.

This appendix presents the findings from the 2019 Workplace and Gender Relations Survey of Reserve Component Members (*2019 WGRR*) for the Navy Reserve compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Navy Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination. More specifically, these data provide the opportunity to identify Component-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results for the Navy Reserve. The full Navy Reserve overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Navy. The complete, by question listing of the results of the 2019 WGRR are available in the *2019 WGRR Results and Trends*.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Results of the *2019 WGRR* are presented for both men and women. However, in many cases, data are not reportable for men due to low reliability. In this case, we reports results for women only.

## Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

- In 2019 3.9% of women in the Navy Reserve (an estimated 538 Sailors) experienced sexual assault in the prior 12 months. The prevalence rate for men in the Navy Reserve was 0.6% (an estimated 245 Sailors). These prevalence rates were statistically unchanged from 2017, when an estimated 1.8% of women and 0.2% of men were sexually assaulted.<sup>45</sup>
- Among women the Navy Reserve, 1.5% experienced a penetrative sexual assault and 2.5% experienced a non-penetrative sexual assault. An estimated 0.3% of men in the Navy Reserve experienced a penetrative assault and 0.3% experienced a non-penetrative assault. The estimates of the prevalence of each type of sexual assault for both men and women were statistically unchanged from 2017.

## Estimated Sexual Harassment and Gender Discrimination Past Year Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

- In 2019, 15.7% of women in the Navy Reserve (an estimated 2,151 Sailors) experienced sexual harassment in the prior 12 months. The prevalence rate for men in the Navy Reserve was 3.6% (an estimated 1,576 Sailors).
- In 2019, 9.0% of women in the Navy Reserve (an estimated 1,225 Sailors) experienced gender discrimination in the prior 12 months. The prevalence rate for men in the Navy Reserve was 1.3% (an estimated 582 Sailors).

## Culture, Climate, and Trust in the Military

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context

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<sup>45</sup> As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the 2018 Workplace and Gender Relations Survey of Active Duty Members (*2018 WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the *2017 WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### ***Alcohol Use***

- Overall, 11% of men in the Navy Reserve and 12% of women were hazardous drinkers in the prior year.
- Almost one-quarter (22%) of men in the Navy Reserve and almost one in five (19%) women engaged in binge drinking at least once in the prior year.
- Roughly one out of five of men (4%) and women (5%) experienced amnesia related to excessive alcohol use at least once in the prior year.

### ***Bystander Intervention***

- More than a quarter of women (28%), and significantly more than men (16%), witnessed at least one situation that potentially required intervention in the prior year.
- The most common situation witnessed by women was observing someone who “crossed the line” with their sexist comments or jokes (17%). However, for men (9%) the most common situation witnessed was someone who drank too much and needed help.
- The vast majority of women (89%) and men (85%) who witnessed a situation intervened in some way (either during or after the situation).

### ***Unit Climate, Leader Actions, and Workplace Hostility***

- The majority of women and men in the Navy Reserve rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent. However, women were significantly less likely than men to rate their units positively across almost all of the behaviors, including making it clear that sexual assault has no place in the military (78% of women compared to 86% of men), leading by example by refraining from sexist comments and behaviors (80% of women compared to 89%), promoting a unit climate based on mutual respect and trust (77% of women compared to 89% of men).
- Women and men in the Navy Reserve provided largely positive assessments of the climate for sexual harassment in their workplace. However, women were less likely than men to agree that a sexual harassment complaint would be thoroughly investigated (65% of women compared to 79% of men), less likely to feel comfortable reporting a sexual harassment complaint at their current military workplace (61% of women compared to 77% of men), and less likely to believe that penalties against individuals who sexually harass others at work are strongly enforced (58% of women compared to 73% of men).

- Members in the Navy Reserve provided positive assessments of their immediate supervisors' leadership vis-à-vis sexual assault prevention and response. However, women were significantly less likely than men to agree that their immediate supervisors would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie” at work (76% of women compared to 86% of men), stop individuals who are talking about sexual topics at work (79% of women compared to 87% of men), or encourage individuals to help others in risky situations (84% of women compared to 92% of men).
- Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Navy Reserve were significantly more likely than men to experience nearly every type of hostile behavior.

### ***Trust in the Military***

- A significant and sizable decline in trust in the military system occurred between 2017 and 2019.
  - In 2019, women in the Navy Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (55% compared to 72% in 2017), ensure their safety (61% compared to 76% in 2017), and treat them with dignity and respect (59% compared to 74% in 2017).
  - Likewise, in 2019, men in the Navy Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (77% compared to 85% in 2017), ensure their safety (80% compared to 89% in 2017), and treat them with dignity and respect (78% compared to 88% in 2017).

### **Social Perceptions and Experiences**

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to address inappropriate beliefs as well as a benchmark for future evaluations.

### ***Benevolent and Hostile sexism***

- Overall, men in the Navy Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Navy Reserve (3.1 on a scale from one to six) was significantly higher than for women (2.5). Likewise, the average hostile sexism score for men in the Navy Reserve (2.7 on a scale from one to six) was significantly higher than the average score for women (2.2).

- Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women (an average score of 3.1 compared to 2.6).

### **Rape Myth Acceptance**

- Overall, rape myth acceptance among Service members in the Navy Reserve was low. However, the average rape myth acceptance score for men in the Navy Reserve (1.6 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.
- There were no significant differences in male rape myth acceptance between women and men in the Navy Reserve.
- There were no significant differences in rape myth acceptance between men in the Navy Reserve assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

### **Resilience**

The 2019 WGRR included a measure for resilience—defined as the ability to bounce back or recover from stress (Smith et al., 2008). The capacity to assess the relationship between unwanted gender-related experiences and resilience offers one way to demonstrate the impact of these events on Service members' health and wellbeing. Moreover, the ability to demonstrate the relationship between resilience and important military outcomes, such as retention, offers one way to examine one potential consequence of unwanted gender-related events and unhealthy climates on the all-volunteer force.

- In 2019, the majority of both men and women in the Navy Reserve characterized themselves as resilient. However, the average resilience score for men (4.0 on a scale from one to five) was significantly higher than for women (3.8).

### **Conclusion**

The 2019 WGRR results suggest stability in the prevalence estimates of sexual assault for the Navy Reserve overall and for women and men in the Navy Reserve specifically.

Men and women in the Navy Reserve held largely favorable perceptions of their unit climate and leaders with regard to their sense of responsibility for preventing and responding to sexual assault, intolerance of sexual harassment, and workplace civility. Prior research demonstrates that women, as a minority group, face a greater risk of experiencing not only unwanted gender-related behaviors but also a climate intolerant of their presence.

One notable incongruity in members' otherwise positive assessment of their units and workplace experiences in 2019 was a significant decline in trust in the military system compared to 2017. Men and women in the Navy Reserve were significantly less likely to trust that if they were

sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. While it is unclear what is driving this decline, this change merits attention given how critical trust is to the fabric of the military and, especially the military's sexual assault and sexual harassment prevention and response program.

The 2019 WGRR is the first large-scale survey of military members to utilize the Ambivalent Sexism Inventory (ASI) or the Illinois Rape Myth Acceptance Scale (IRMAS). The assessment of these constructs is important because efforts to prevent sexual violence must account for the attitudes and beliefs that allow the environments conducive to perpetration of sexual violence to develop and persist. A unique benefit of the ASI is the ability to measure both benevolent and hostile sexism. While the latter beliefs are clearly offensive and problematic, the former beliefs can be more insidious because of their seemingly harmless nature. Overall, men in the Navy Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile and notably, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women.

The results of the 2019 WGRR also reveal an overall low level of rape myth acceptance in the Navy Reserve. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Navy Reserve members reject rape-supportive myths. It is important to note that aggregate estimates, focusing on men or women overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.

## Introduction

The 2019 WGRR provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Navy Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and response to sexual assault, sexual harassment, and gender discrimination within their ranks. More specifically, these data provide the opportunity to identify Service-specific areas in need of improvement and promising practices.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA),<sup>46</sup> has been conducting the congressionally mandated gender relations survey of reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the 2014 RAND Military Workplace Study (2014 RMWS) of military members (both active duty and reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates for sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 of the Overview Report provides additional information regarding the construction of these measures.

## Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>47</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

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<sup>46</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>47</sup> In 2014, an independent analysis of the methods used for the 2012 WGRA determined that [“OPA”] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the 2012 WGRA (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although they found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

Data for the *2019 WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services to ensure respondent data were protected.<sup>48</sup>

The *2019 WGRR* was largely modeled off of the *2017 WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of the Overview Report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population for the *2019 WGRR* consisted of members from the Selected Reserve<sup>49</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>50</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Marine Corps Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the reserve component for at least five months.<sup>51</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 17,995 Navy Reserve members for the *2019 WGRR*.<sup>52</sup> Surveys were completed by 2,725 Navy Reserve members, resulting in a weighted response rate of 17.1% for the Navy Reserve.

OPA scientifically weights the survey data so that findings can be generalized to the full population of reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey

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<sup>48</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>49</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are essential to initial wartime missions and are the primary source of augmentments to active forces. While the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the *2019 WGRR*.

<sup>50</sup> Names for this program vary among reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>51</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not selected for the survey.

<sup>52</sup> Three separate surveys of the Reserve Component were scheduled to field at the same time in 2019—the *2019 WGRR*, the Workplace and Equal Opportunity Survey of Reserve Component Members (*2019 WEOR*), and the Status of Forces Survey of Reserve Component Members (*2019 SOFR*). In order to minimize survey burden, a census of the reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

nonresponse. OPA weights the data based on an industry standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this appendix details the top-line results for the Navy Reserve. The full Navy Reserve report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Navy. The complete, by question, listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*. As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (*WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the *2017 WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Data in this appendix are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

## Sexual Assault

This section examines the estimated prevalence of sexual assault among reserve component Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst, and describe members’ experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

### Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of

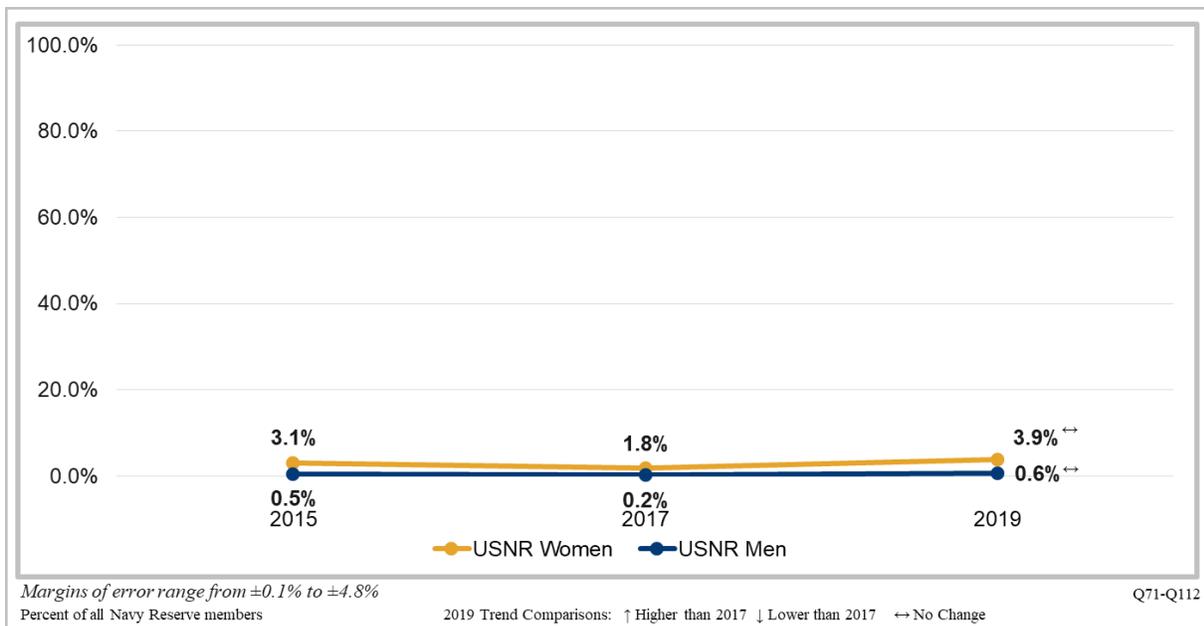
genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGRR measures the prevalence of sexual assault *victimization* meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>53</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2019, 1.4% of Navy Reserve members (an estimated 783 Sailors) experienced sexual assault in the prior 12 months. For Navy Reserve women, 3.9% (an estimated 538 Sailors) experienced sexual assault in the prior 12 months. The prevalence rate for men in the Navy Reserve was 0.6% (an estimated 245 Sailors). These prevalence rates were statistically unchanged from 2017, when an estimated 1.8% of women and 0.2% of men were sexually assaulted.<sup>54</sup>

**Figure 52.**  
*Estimated Sexual Assault Past Year Rates for the Navy Reserve*



<sup>53</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

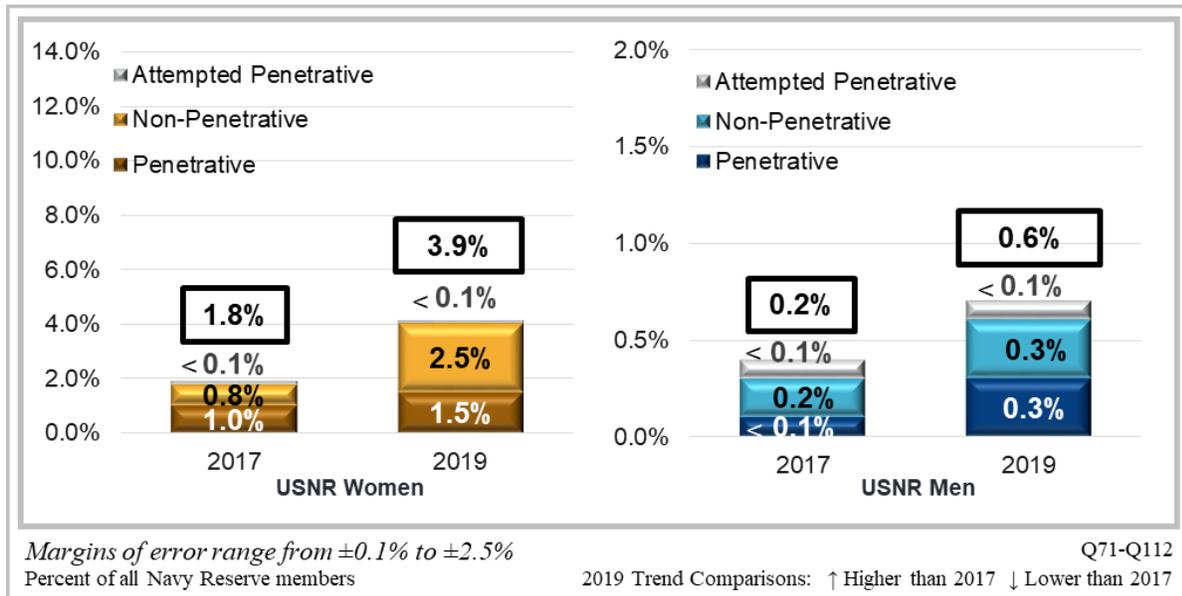
<sup>54</sup> While this appendix focuses on the results for the Navy Reserve, we estimate prevalence rates for sexual assault for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 4.1% of women in the Navy Reserve and Marine Corps (an estimated 931 Service members) and 0.2% of men (an estimated 541 Service members) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 2.0% of women and 0.4% of men experienced a sexual assault.

## Type of Estimated Sexual Assault Prevalence Rate

An estimated 1.5% of women in the Navy Reserve experienced a penetrative sexual assault and 2.5% experienced a non-penetrative sexual assault. An estimated 0.3% of men in the Navy Reserve experienced a penetrative assault and 0.3% experienced a non-penetrative assault. The estimates of the prevalence of each type of sexual assault for both men and women were statistically unchanged from 2017.

**Figure 53.**

### *Estimated Sexual Assault Past Year Rates by Type for the Navy Reserve*



## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

In 2019, an estimated 10.9% of women and 1.4% of men in the Navy Reserve had experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 8.7% of women and 0.9% of men had experienced sexual assault prior to joining the military.

In 2019, an estimated 18.5% of women and 2.7% of men in the Navy Reserve had experienced sexual assault since joining the military (including the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 14.4% of women and 1.8% of men had experienced sexual assault since joining the military.

## Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>55</sup> This section provides the estimated rates for each of these sex-based MEO violations. The characteristics of each of these upsetting situations and the prevalence of reporting are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately.

### Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment in the Navy Reserve are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of the full overview report.

It is worth noting that in order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.<sup>56</sup>

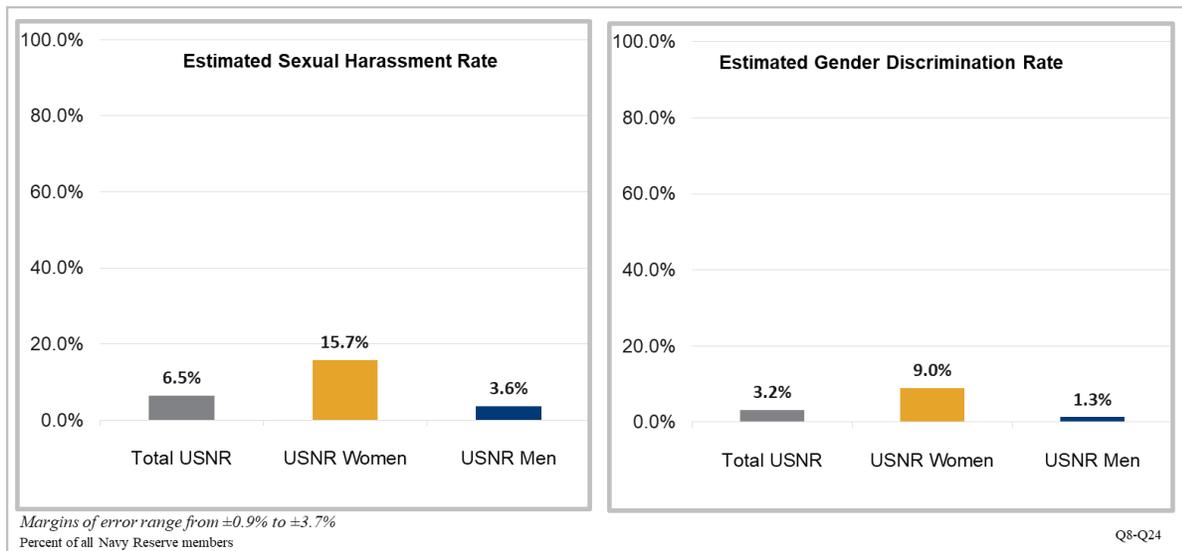
In 2019, 6.5% of Navy Reservists (an estimated 3,727 Sailors) experienced sexual harassment. For Navy Reserve women, 15.7% (an estimated 2,151 Sailors) experienced sexual harassment in the 12 prior months. The prevalence rate for men in the Navy Reserve was 3.6% (an estimated 1,576 Sailors).

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<sup>55</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

<sup>56</sup> While this appendix focuses on the results for the Navy Reserve, we estimate prevalence rates for sexual harassment for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 16.7% of women in the Navy Reserve and Marine Corps (an estimated 2,542 Service members) and 3.1% of men (an estimated 2,426 Service members) experienced a sexual harassment in the prior 12 months.

**Figure 54.**  
*Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the Navy Reserve*



### Estimated Gender Discrimination Past Year Rate

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members' experiences had to involve a person the member had contact with as part of their military duties. Again, this is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender. Further details regarding rate construction are available in Chapter 1 of this report.<sup>57</sup>

In 2019, 3.2% of Navy Reservists (an estimated 1,807 Sailors) experienced gender discrimination. For Navy Reserve women, 9.0% (an estimated 1,225 Sailors) experienced gender discrimination in the 12 prior months. The prevalence rate for men in the Navy Reserve was 1.3% (an estimated 582 Sailors).

### Culture Climate and Trust in the Military

This section presents the results of a series of questions included in the 2019 WGRR to assess the extent of excessive alcohol use across the Reserve component, willingness by Service members

<sup>57</sup> While this appendix focuses on the results for the Navy Reserve, we estimate prevalence rates for gender discrimination for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 10.1% of women in the Navy Reserve and Marine Corps (an estimated 1,544 Service members) and 1.0% of men (an estimated 817 Service members) experienced gender discrimination in the prior 12 months.

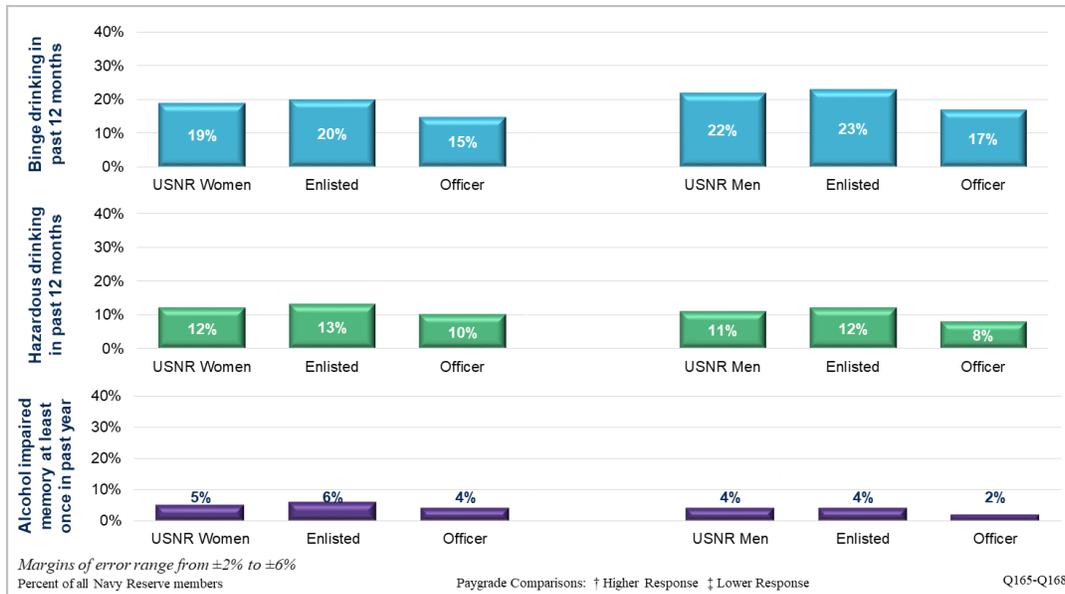
to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many of these questions were new to the 2019 WGRR and, thus, the data cannot be compared to prior years. Nonetheless, these results offer useful insights regarding the context in which reserve component members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

### Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcohol drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the reserve component, the 2019 WGRR included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>58</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

Overall, 11% of men in the Navy Reserve and 12% of women were hazardous drinkers in the prior year. Moreover, almost a quarter (22%) of men in the Navy Reserve and almost one in five (19%) women engaged in binge drinking at least once in the prior year.

**Figure 55.**  
*Alcohol Use Among Navy Reserve Service Members*



<sup>58</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 WGRR included the addition of a time reference (“during the past 12 months) and the use of updated, gender-based criteria for binge drinking (as articulated above).

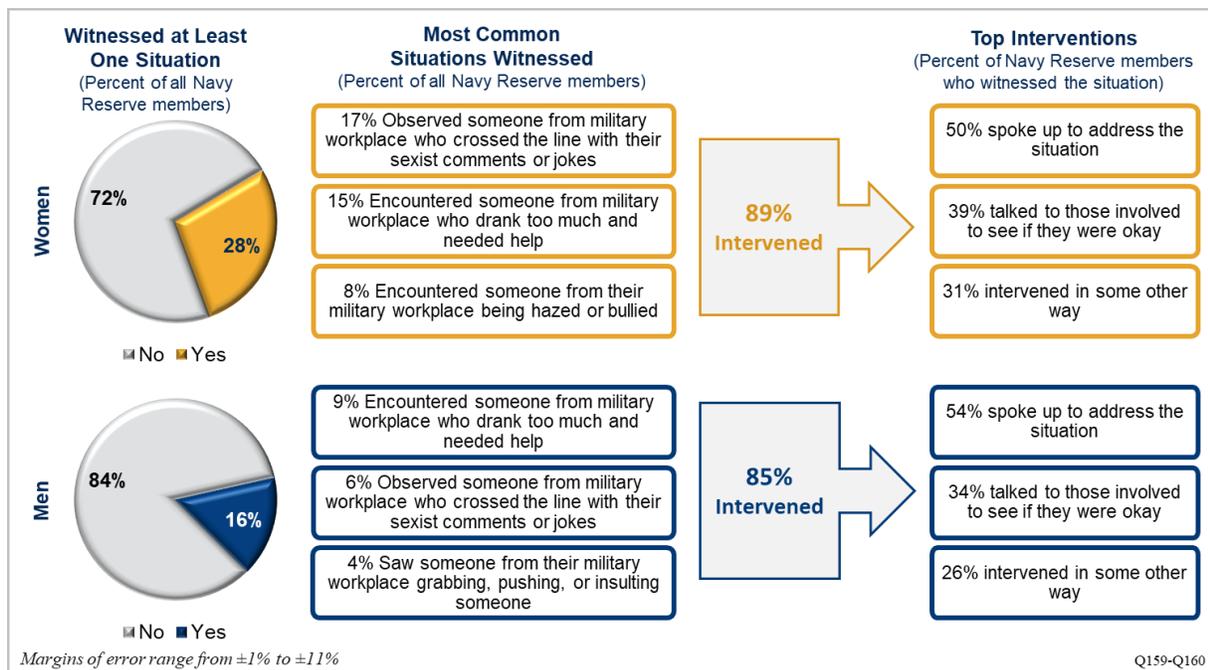
Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. Roughly one out of five men (4%) and women (5%) experienced amnesia related to excessive alcohol use at least once in the prior year.

### Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military’s training program includes content geared towards encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the 2019 WGRR asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

More than a quarter of women (28%), significantly more than 16% of men, witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women was observing someone who “crossed the line” with their sexist comments or jokes (17%). However, for men (9%) the most common situation witnessed was someone who drank too much and needed help.

**Figure 56.**  
*Bystander Intervention in the Navy Reserve*



The vast majority of women (89%) and men (85%) who witnessed a situation intervened in some way (either during or after the situation). Most women and men who intervened did so by speaking up to address the situation (50% of women and 54% of men) or by talking to those involved to see if they were okay (39% for women and 34% for men).

## **Workplace Climate**

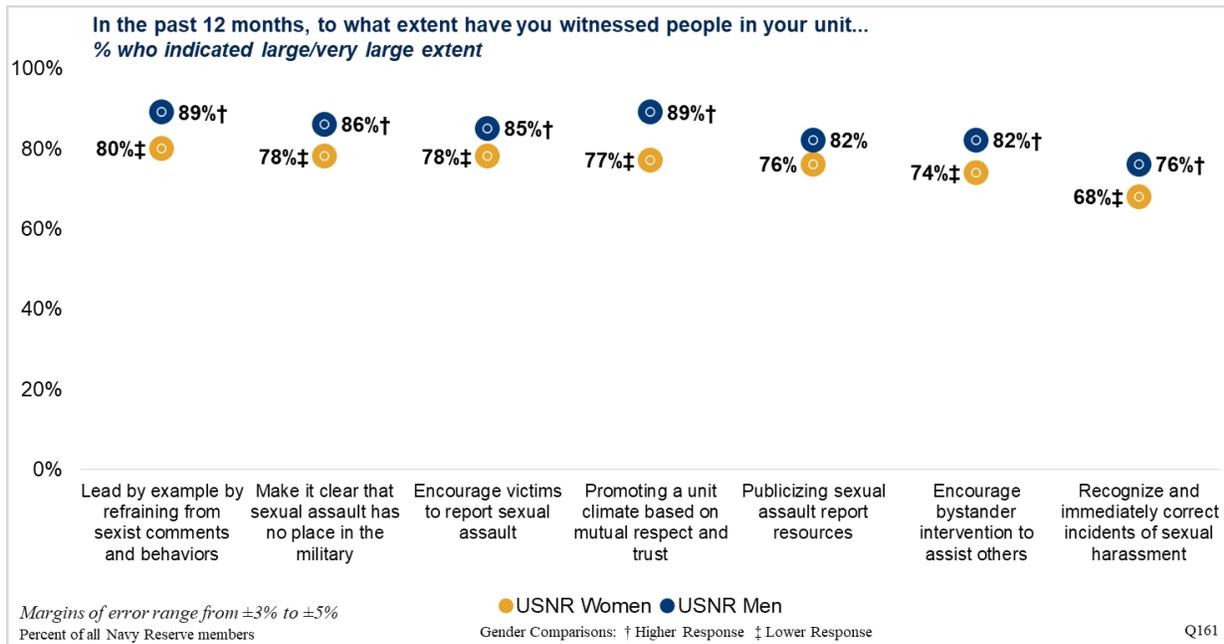
Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

In 2019, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member's responses to each of these topics in turn.

## ***Responsibility and Intervention***

The majority of women and men in the Navy Reserve rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent. However, women were significantly less likely to rate their units positively across almost all of the behaviors compared to men, including making it clear that sexual assault has no place in the military (78% of women compared to 86% of men), leading by example by refraining from sexist comments and behaviors (80% of women compared to 89% of men), and promoting a unit climate based on mutual respect and trust (77% of women compared to 89% of men).

**Figure 57.**  
**Responsibility and Intervention in the Navy Reserve**

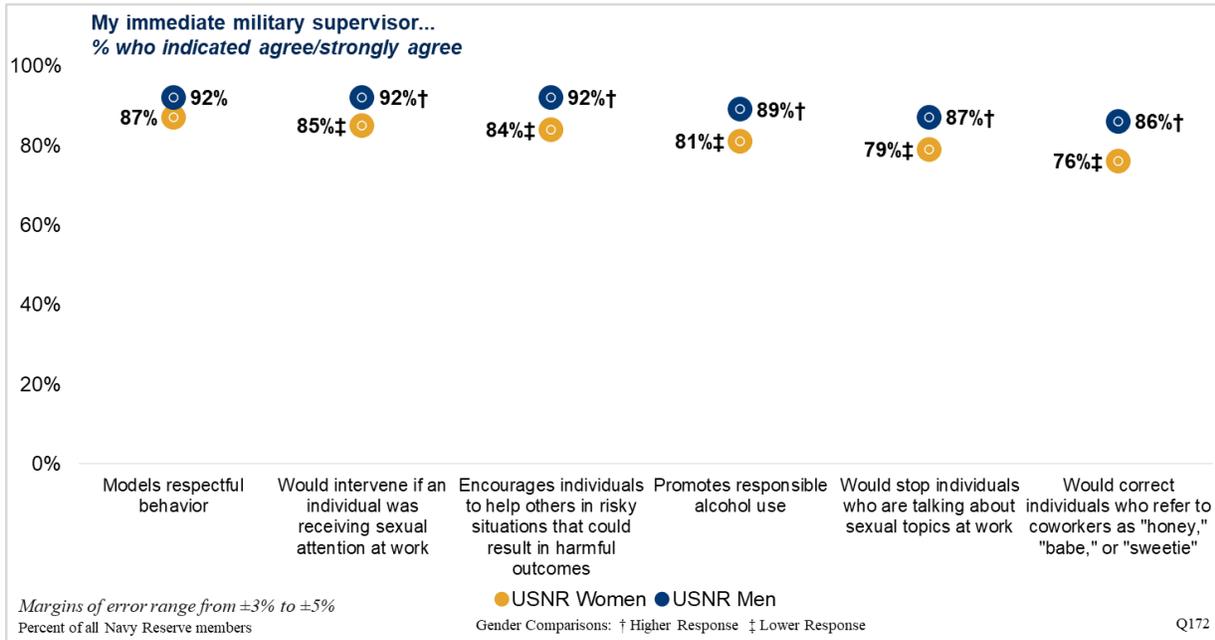


Male officers were significantly more likely than enlisted men to witness people in their unit promote a climate based on mutual respect and trust (95% of male officers compared to 87% of enlisted men) or lead by example by refraining from sexist comments and behaviors (95% of male officers compared to 87% of enlisted men). Likewise, women officers were significantly more likely than enlisted women to witness people in their unit promote a climate based on mutual respect and trust (84% of women officers compared to 75% of enlisted women).

### Leader Actions

Members in the Navy Reserve provided positive assessments of their immediate supervisors' leadership vis-à-vis sexual assault prevention and response. However, women were significantly less likely than men to agree that their immediate supervisors would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie” at work (76% of women compared to 86% of men), stop individuals who are talking about sexual topics at work (79% of women compared to 87% of men), or encourage individuals to help others in risky situations (84% of women compared to 92% of men).

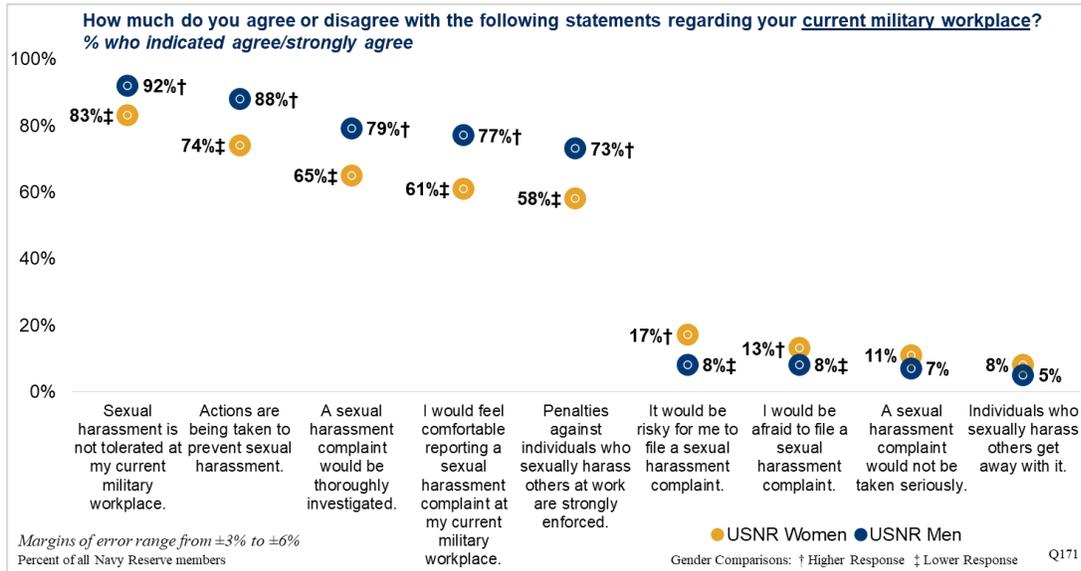
**Figure 58.**  
**Leader Actions to Prevent and Respond to Sexual Assault in the Navy Reserve**



### Psychological Climate for Sexual Harassment

Women and men in the Navy Reserve provided largely positive assessments of the climate for sexual harassment in their workplace. However, women were less likely to positively assess the climate for sexual harassment in their workplace than men across almost all behaviors (see Figure 59), including believing that a sexual harassment complaint would be thoroughly investigated (65% of women compared to 79% of men), feeling comfortable reporting a sexual harassment complaint at their current military workplace (61% of women compared to 77% of men), believing that penalties against individuals who sexually harass others at work are strongly enforced (58% of women compared to 73% of men).

**Figure 59.**  
*Psychological Climate for Sexual Harassment in the Navy Reserve*



### Workplace Hostility

Most Service members in the Navy Reserve rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Navy Reserve were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (41% of women compared to 27% of men), coworkers not providing information or assistance when they needed it (35% of women compared to 22% of men), and a coworker taking credit for their ideas (29% of women compared to 21% of men). Accordingly, the average score for workplace hostility by coworkers for women (1.5) was significantly higher than for men (1.3). Likewise, the average score for workplace hostility by immediate supervisors for women (1.4) was significantly higher than for men (1.2).

Enlisted women and men (43% and 30%, respectively) were significantly more likely than women and male officers to experience a coworker gossiping or talking about them (32% and 17%, respectively).

### Trust in the Military

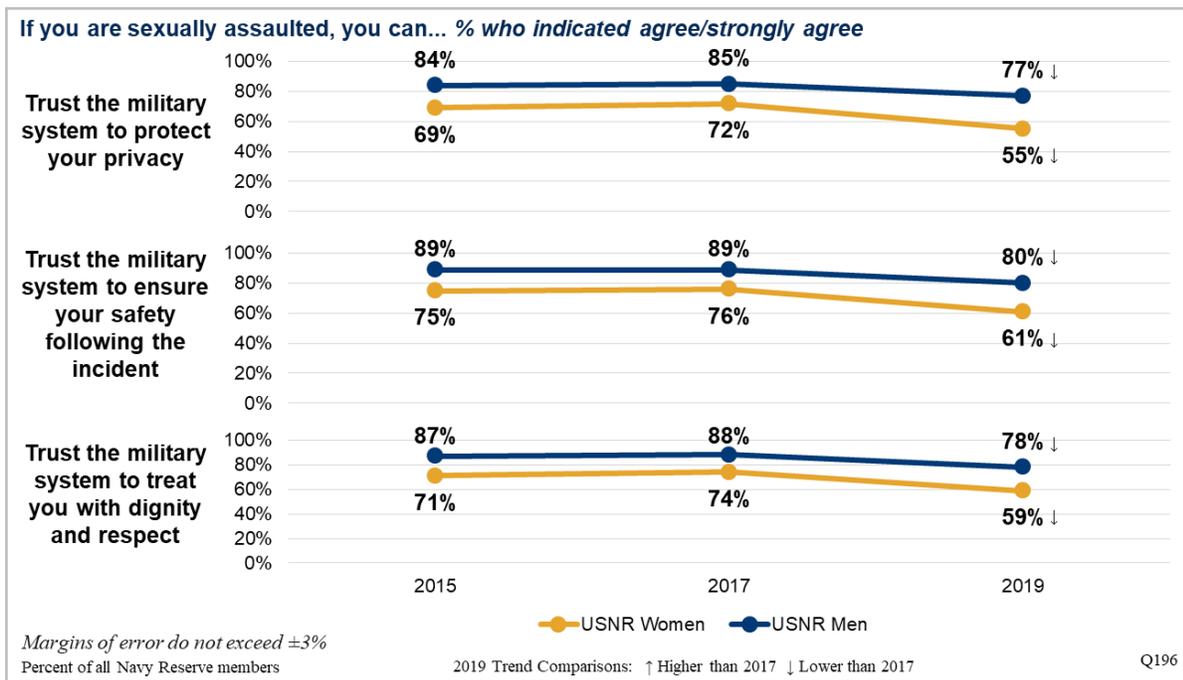
Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

A significant decline in trust in the military system occurred between 2017 and 2019. In 2019, women in the Navy Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (55% compared to 72% in 2017), ensure their safety (61% compared to 76% in 2017), and treat them with dignity and respect (59% compared to 74% in 2017).

Likewise, in 2019, men in the Navy Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (77% compared to 85% in 2017), ensure their safety (80% compared to 89% in 2017), and treat them with dignity and respect (78% compared to 88% in 2017). The significant decline in trust in the military system was evident among enlisted men in the Navy Reserve but not male officers.

The differences in the perceptions of men and women were also sizable and statistically significant (Figure 60).

**Figure 60.**  
*Trust in the Military System in the Navy Reserve*



## Social Perceptions and Experiences

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to change inappropriate beliefs as well as a benchmark for future evaluations.

## Sexism

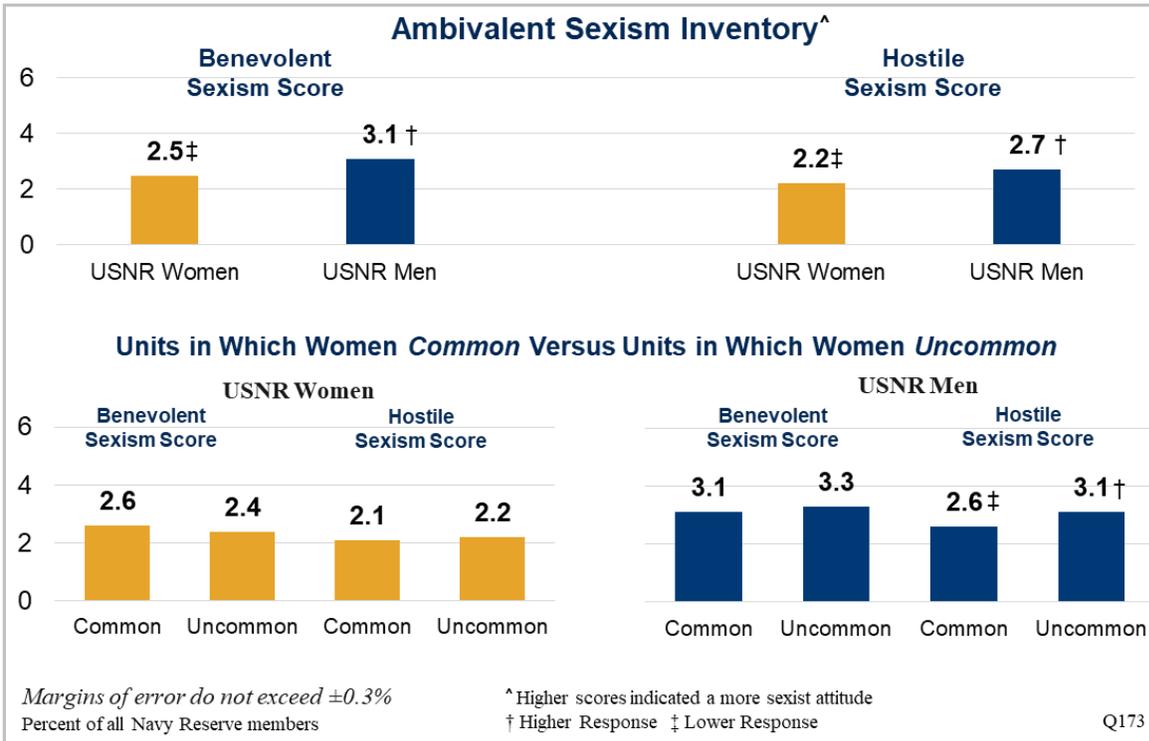
The sexism scale used in the 2019 WGRR is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). While the use of the Ambivalent Sexism Inventory (ASI, [Glick & Fiske, 1996]) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and none generalizable to the full Selected Reserve population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016) others' reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual harassment (Begany & Milburn, 2002) and men's rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

**Method.** In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (6-items each for benevolent and hostile sexism) on a six-point scale ranging from strongly disagrees to strongly agree. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately with a higher score indicating more sexist attitudes.

**Results.** Overall, men in the Navy Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Navy Reserve (3.1 on a scale from one to six) was significantly higher than for women (2.5). Likewise, the average hostile sexism score for men in the Navy Reserve (2.7 on a scale from one to six) was significantly higher than the average score for women (2.2).

Enlisted men were significantly more likely than male officers to endorse sexist beliefs, both benevolent (an average score of 3.2 for enlisted men and 3.0 for male officers) and hostile (an average score of 2.8 for enlisted men and 2.4 for male officers). Likewise, enlisted women were significantly more likely than women officers to endorse sexist beliefs, both benevolent (an average score of 2.6 for enlisted women and 2.2 for women officers) and hostile (an average score of 2.3 for enlisted women and 1.8 for women officers).

**Figure 61.**  
*Ambivalent Sexism in the Navy Reserve*



Finally, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women (an average score of 3.1 compared to 2.6).

**Rape Myth Acceptance**

Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape.

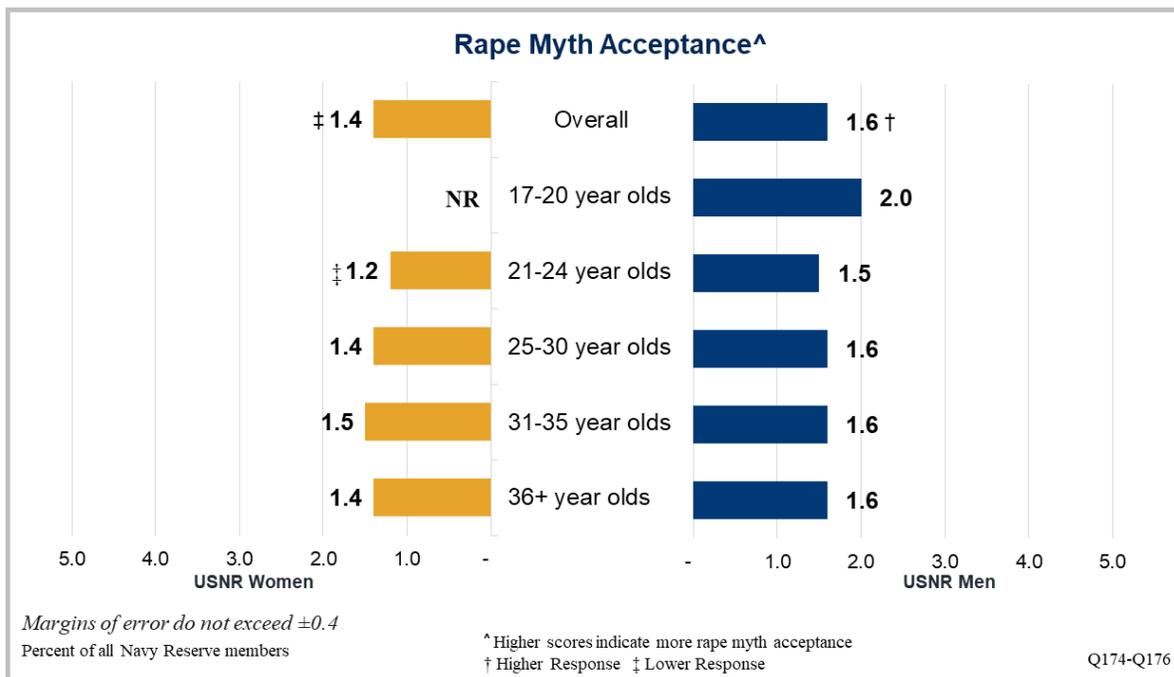
Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Frese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one’s peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

**Method.** The 2019 WGRR utilized the Illinois Rape Myth Acceptance Scale-Short Form (IRMAS-SF Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the reserve component. The IRMAS-SF comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for all 17 questions produces a rape myth acceptance score with higher scores indicating more rape myth acceptance.

In support of the DoD’s continued emphasis on men’s sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males for example, the belief that men are never the victims or rape (Walfied, 2016). As with the IRMAS-SF, the male-rape myth items were scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the three questions produces the total score with higher scores indicating more male-rape myth acceptance.

**Results.** Overall, rape myth acceptance among Service members in the Navy Reserve was low. However, the average rape myth acceptance score for men in the Navy Reserve (1.6 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men (with an average score of 1.6) who were significantly more likely than male officers (with an average score of 1.5) to accept rape myths. Likewise, enlisted women (with an average score of 1.4) were significantly more likely than women officers (with an average score of 1.3) to accept rape myths.

**Figure 62.**  
*Rape Myth Acceptance by Age in the Navy Reserve*



There were no significant differences in rape myth acceptance between men in the Navy Reserve assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common. However, women in units where women were uncommon were significantly less likely to endorse male rape myths (an average of 1.2) than women in units with more women (an average of 1.3).

There were no significant differences in male rape myth acceptance between women and men in the Navy Reserve.

## Resilience

While a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and specifically to assess the ability to recover from stress (Smith et al., 2008). While several scales for measuring resilience exist, the BRS has multiple benefits including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008) suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

**Method**The BRS comprises six questions scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the six questions produces the total score with higher scores indicating more resilient individuals.

**Results**In 2019, the majority of both men and women in the Navy Reserve characterized themselves as resilient. The average brief resilience score for men (4.0 on a scale from one to five) was significantly higher than for women (3.8). Moreover, male officers were significantly more likely than enlisted men (an average score of 4.1 for male officers and 3.9 for enlisted men) to have a higher average resilience score. Likewise, women officers were significantly more likely than enlisted women (an average score of 4.0 for women officers and 3.7 for enlisted women) to have a higher average resilience score.

## Conclusion

The 2019 WGRR results suggest stability in the prevalence estimates of sexual assault for the Navy Reserve overall and for women and men in the Navy Reserve specifically.

Men and women in the Navy Reserve held largely favorable perceptions of their unit climate and leaders with regard to their sense of responsibility for preventing and responding to sexual assault, intolerance of sexual harassment, and workplace civility. Prior research demonstrates

that women, as a minority group, face a greater risk of experiencing not only unwanted gender-related behaviors but also a climate intolerant of their presence.

One notable incongruity in members' otherwise positive assessment of their units and workplace experiences in 2019 was a significant decline in trust in the military system compared to 2017. Men and women in the Navy Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. While it is unclear what is driving this decline, this change merits attention given how critical trust is to the fabric of the military and, especially the military's sexual assault and sexual harassment prevention and response program.

The *2019 WGRR* is the first large-scale survey of military members to utilize the Ambivalent Sexism Inventory (ASI) or the Illinois Rape Myth Acceptance Scale (IRMAS). The assessment of these constructs is important because efforts to prevent sexual violence must account for the attitudes and beliefs that allow the environments conducive to perpetration of sexual violence to develop and persist. A unique benefit of the ASI is the ability to measure both benevolent and hostile sexism. While the latter beliefs are clearly offensive and problematic, the former beliefs can be more insidious because of their seemingly harmless nature. Overall, men in the Navy Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile and notably, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women.

The results of the *2019 WGRR* also reveal an overall low level of rape myth acceptance in the Navy Reserve. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Navy Reserve members reject rape-supportive myths. It is important to note that aggregate estimates, focusing on men or women overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.



# Appendix C. Marine Corps Reserve Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Marine Corps Reserve Overview Report

### Executive Summary

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations survey series fills this critical role.

This appendix presents the findings from the 2019 Workplace and Gender Relations Survey of Reserve Component Members (*2019 WGRR*) for the Marine Corps Reserve compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Marine Corps Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination. More specifically, these data provide the opportunity to identify Component-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results for the Marine Corps Reserve. The full Marine Corps Reserve overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Navy. The complete, by question listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Results of the *2019 WGRR* are presented for both men and women. However, in many cases, data are not reportable for women due to low reliability. In this case, we report results for men only.

## Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

- In 2019, 0.3% of Marine Corps Reserve members (an estimated 118 Marines) experienced sexual assault in the prior 12 months.
- Estimates for the prevalence of sexual assault for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 0.1% (an estimated 36 Marines). This prevalence rate was statistically unchanged from 2017, when an estimated 0.3% of men were sexually assaulted.<sup>59</sup>
- An estimated 0.2% of members of the Marine Corps Reserve experienced a penetrative sexual assault and 0.1% experienced a non-penetrative sexual assault. The estimates of the prevalence of each type of sexual assault were statistically unchanged from 2017.

## Estimated Sexual Harassment and Gender Discrimination Past Year Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

- In 2019, 3.4% of Marine Corps Reservists (an estimated 1,241 Marines) experienced sexual harassment.
- Estimates for the prevalence of sexual harassment for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 2.4% (an estimated 850 Marines).
- In 2019, 1.5% of Marine Corps Reservists (an estimated 554 Marines) experienced gender discrimination.

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<sup>59</sup> As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR Overview Report. The updates to the 2017 WGRR will be described and reported in full in a separate report.

- Estimates for the prevalence of gender discrimination for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 0.7% (an estimated 235 Marines).

## **Culture, Climate, and Trust in the Military**

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### ***Alcohol Use***

- Overall, 16% of men in the Marine Corps Reserve were hazardous drinkers in the prior year.
- About one-third (34%) of men in the Marine Corps Reserve engaged in binge drinking at least once in the prior year and 9% of men experienced amnesia related to excessive alcohol use at least once in the prior year.

### ***Bystander Intervention***

- Roughly one in ten men witnessed at least one situation that potentially required intervention in the prior year. The most common situation they witnessed (10%) was someone who drank too much and needed help.
- The vast majority of men (84%) who witnessed a situation intervened in some way (either during or after the situation).

### ***Unit Climate, Leader Actions, and Workplace Hostility***

- Data were not reportable vis-à-vis women's perceptions of their unit climate, leader support, and workplace hostility in the Marine Corps Reserve. This is an important limitation given that comparing differences in the perceptions and experiences of men and women offers critical insight as to the workplace environment.
- The majority of men in the Marine Corps Reserve rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including encouraging victims to report sexual assault (86%), making it clear that sexual assault has no place in the military (84%), leading by example by refraining from sexist comments and behaviors (82%), and publicizing sexual assault reporting resources (82%).
- Men in the Marine Corps Reserve provided largely positive assessments of the climate for sexual harassment in their workplace. Men were the least likely to agree that they would feel comfortable making a sexual harassment complaint at their

current military workplace (74%) and that penalties against individuals who sexually harass others at work are strongly enforced (75%).

- Men in the Marine Corps Reserve provided positive assessments of their immediate supervisors' leadership regarding a range of actions, including modeling respectful behavior (88%), willingness to intervene if an individual was receiving sexual attention at work (88%), and encouraging individuals to help others in risky situations that could result in harmful outcomes (86%).
- Most men in the Marine Corps Reserve rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, enlisted men were significantly more likely than male officers to experience nearly every type of behavior, including having a coworker yell at them when they were angry (31% of enlisted men compared to 14% of male officers), use insults, sarcasm, or gestures to humiliate them (20% of enlisted men compared to 9% of male officers), or not provide information or assistance when they needed it (21% of enlisted men compared to 11% of male officers).

### ***Trust in the Military***

- A significant and sizable decline in trust in the military system occurred between 2017 and 2019.
  - In 2019, men in the Marine Corps Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (80% compared to 89% in 2017), ensure their safety (81% compared to 90% in 2017), and treat them with dignity and respect (80% compared to 89% in 2017).
  - The significant decline in trust in the military system was evident among enlisted men in the Marine Corps Reserve but not male officers.

### **Social Perceptions and Experiences**

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to address inappropriate beliefs as well as a benchmark for future evaluations.

#### ***Benevolent and Hostile Sexism***

- Overall, men in the Marine Corps Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Marine Corps Reserve (3.4 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Marine Corps Reserve (3.1 on a scale from one to six) was significantly higher than the average score for women (2.3).

- Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women.

### **Rape Myth Acceptance**

- Overall, rape myth acceptance among Service members in the Marine Corps Reserve was low. There were no significant differences between men and women in the average level of rape-myth acceptance. However, rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.
- There were no significant differences in male rape myth acceptance between men and women in the Marine Corps Reserve.
- There were no significant differences in rape myth acceptance between Marine Corps Reserve members assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

### **Resilience**

The 2019 WGRR included a measure for resilience—defined as the ability to bounce back or recover from stress (Smith et al., 2008). The capacity to assess the relationship between unwanted gender-related experiences and resilience offers one way to demonstrate the impact of these events on Service members' health and wellbeing. Moreover, the ability to demonstrate the relationship between resilience and important military outcomes, such as retention, offers one way to examine one potential consequence of unwanted gender-related events and unhealthy climates on the all-volunteer force.

- In 2019, the majority of both men and women in the Marine Corps Reserve characterized themselves as resilient. The average resilience score for women was 3.8 (on a scale of one to five) and the average for men was 4.0.

### **Conclusion**

The 2019 WGRR results suggest stability in the prevalence estimates of sexual assault for the Marine Corps Reserve overall and for men in the Marine Corps Reserve specifically. However, a decline in response rates in recent years that prevented the calculation of reliable estimates for women in the Marine Corps Reserve (who are more at risk of sexual assault) is a notable concern. Given the critical surveillance function that the WGRR provides, increased efforts to encourage survey participation are necessary.

Men in the Marine Corps Reserve held largely favorable perceptions of their unit climate and leaders with regard to their sense of responsibility for preventing and responding to sexual assault, intolerance of sexual harassment, and workplace civility. However, the inability to compare the perspectives of men and women (because of the lack of reliable data for women) is problematic. Prior research demonstrates that women, as a minority group, face a greater risk of

experiencing not only unwanted gender-related behaviors but also a climate intolerant of their presence.

One notable incongruity in men's otherwise positive assessment of their units and workplace experiences in 2019 was a significant decline in trust in the military system. Men in the Marine Corps Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. While it is unclear what is driving this decline, this change merits attention given how critical trust is to the fabric of the military and, especially the military's sexual assault and sexual harassment prevention and response program.

The *2019 WGRR* is the first large-scale survey of military members to utilize the Ambivalent Sexism Inventory (ASI) or the Illinois Rape Myth Acceptance Scale (IRMAS). The assessment of these constructs is important because efforts to prevent sexual violence must account for the attitudes and beliefs that allow the environments conducive to perpetration of sexual violence to develop and persist. A unique benefit of the ASI is the ability to measure both benevolent and hostile sexism. While the latter beliefs are clearly offensive and problematic, the former beliefs can be more insidious because of their seemingly harmless nature. Overall, men in the Marine Corps Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile and notably, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women.

The results of the *2019 WGRR* also reveal an overall low level of rape myth acceptance in the Marine Corps Reserve. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Marine Corps Reserve members reject rape-supportive myths. It is important to note that aggregate estimates, focusing on men or women overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.

## Introduction

The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Marine Corps Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and response to sexual assault, sexual harassment, and gender discrimination within their ranks. More specifically, these data provide the opportunity to identify Service-specific areas in need of improvement and promising practices.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA),<sup>60</sup> has been conducting the congressionally mandated gender relations survey of reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the 2014 RAND Military Workplace Study (2014 RMWS) of military members (both active duty and reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates for sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 of the Overview Report provides additional information regarding the construction of these measures.

## Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>61</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

<sup>60</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>61</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that ["OPA"] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the *2012 WGRA* (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

Data for the *2019 WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services to ensure respondent data were protected.<sup>62</sup>

The *2019 WGRR* was largely modeled off of the *2017 WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of the Overview Report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population for the *2019 WGRR* consisted of members from the Selected Reserve<sup>63</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>64</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the reserve component for at least five months.<sup>65</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 13,160 Marine Corps Reserve members for the *2019 WGRR*.<sup>66</sup> Surveys were completed by 1,002 Marine Corps Reserve members, resulting in a weighted response rate of 8.1% for the Marine Corps Reserve.

OPA scientifically weights the survey data so that findings can be generalized to the full population of reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey

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<sup>62</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>63</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are essential to initial wartime missions and are the primary source of augmentments to active forces. While the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the *2019 WGRR*.

<sup>64</sup> Names for this program vary among reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>65</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not able to be selected for the survey.

<sup>66</sup> Three separate surveys of the Reserve Component were scheduled to field at the same time in 2019—the *2019 WGRR*, the Workplace and Equal Opportunity Survey of Reserve Component Members (*2019 WEOR*), and the Status of Forces Survey of Reserve Component Members (*2019 SOFR*). In order to minimize survey burden, a census of the reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

nonresponse. OPA weights the data based on an industry standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this appendix details the top-line results for the Marine Corps Reserve. The full Marine Corps Reserve report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Navy. The complete, by question, listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*. As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (*WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the *2017 WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Data in this appendix are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

## Sexual Assault

This section examines the estimated prevalence of sexual assault among reserve component Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst, and describe members’ experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

### Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of

genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

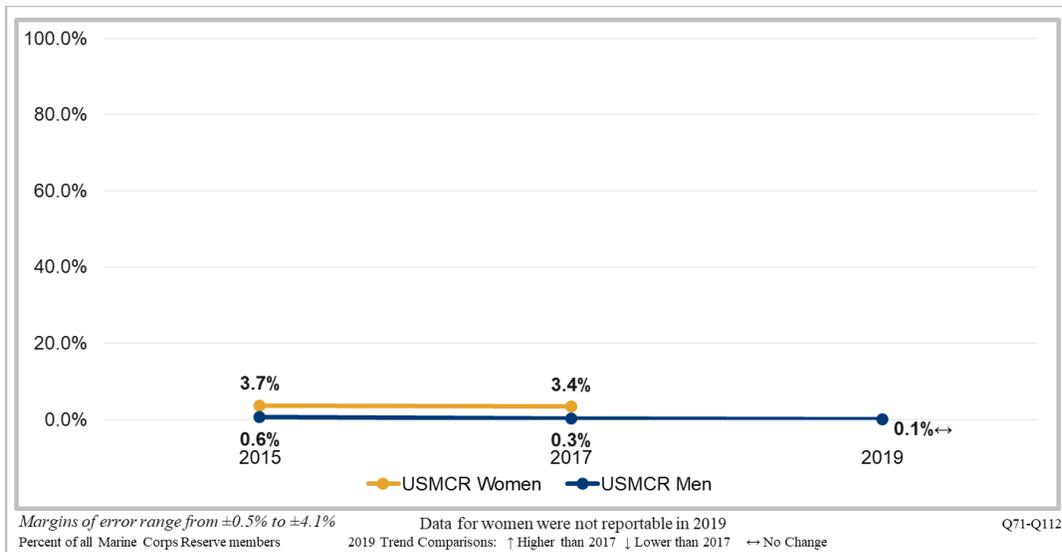
The WGRR measures the prevalence of sexual assault *victimization* meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>67</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rates

In 2019, 0.3% of Marine Corps Reserve members (an estimated 118 Marines) experienced sexual assault in the prior 12 months. Estimates for the prevalence of sexual assault for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 0.1% (an estimated 36 Marines). This prevalence rate was statistically unchanged from 2017, when an estimated 0.3% of men in the Marine Corps Reserve were sexually assaulted.<sup>68</sup>

**Figure 63.**

*Estimated Sexual Assault Past Year Rates for the Marine Corps Reserve*



<sup>67</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

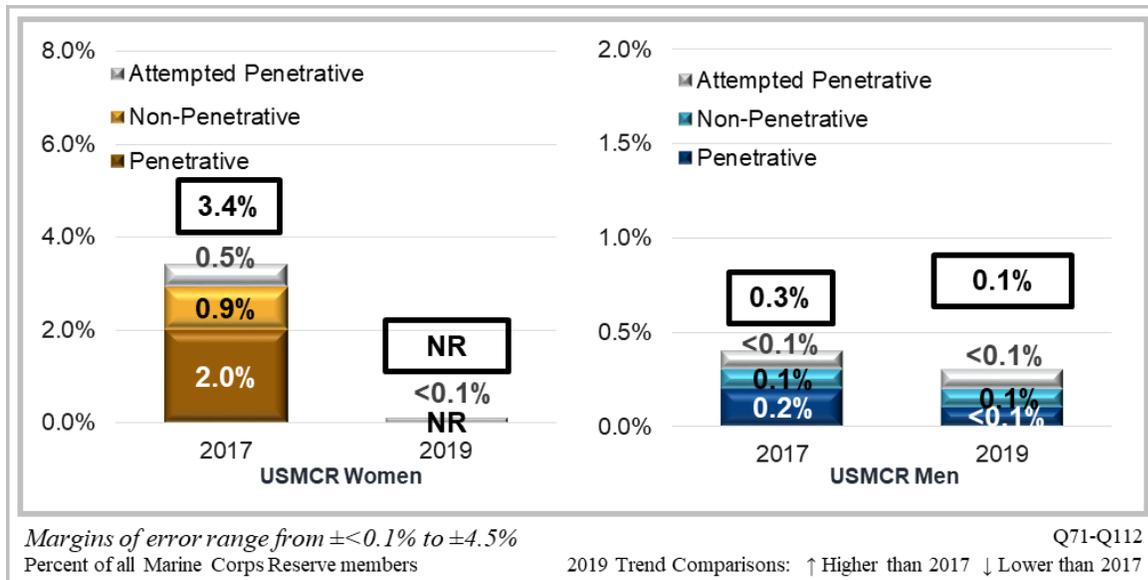
<sup>68</sup> While this appendix focuses on the results for the Marine Corps Reserve, we estimate prevalence rates for sexual assault for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 4.1% of women in the Navy Reserve and Marine Corps Reserve (an estimated 619 Service members) and 0.4% of men (an estimated 282 Service members) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 2.0% of women and 0.2% of men experienced a sexual assault.

## Type of Estimated Sexual Assault Prevalence Rate

An estimated 0.2% of members of the Marine Corps Reserve experienced a penetrative sexual assault in the prior year and 0.1% experienced a non-penetrative sexual assault. The estimates of the prevalence of each type of sexual assault were statistically unchanged from 2017.

**Figure 64.**

*Estimated Sexual Assault Past Year Prevalence Rate by Type for the Marine Corps Reserve*



## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military. Estimated rates of prior to or after joining the military sexual assault were not reportable for women in the Marine Corps Reserve.

In 2019, an estimated 0.7% of men in the Marine Corps Reserve had experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 0.6% of men had experienced sexual assault prior to joining the military.

In 2019, an estimated 0.6% of men in the Marine Corps Reserve had experienced sexual assault since joining the military (including the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 0.9% of men had experienced sexual assault since joining the military.

## Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>69</sup> This section provides the estimated rates for each of these sex-based MEO violations. The characteristics of each of these upsetting situations and the prevalence of reporting are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately.

### Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment in the Marine Corps Reserve are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of the full overview report.

It is worth noting that in order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.<sup>70</sup>

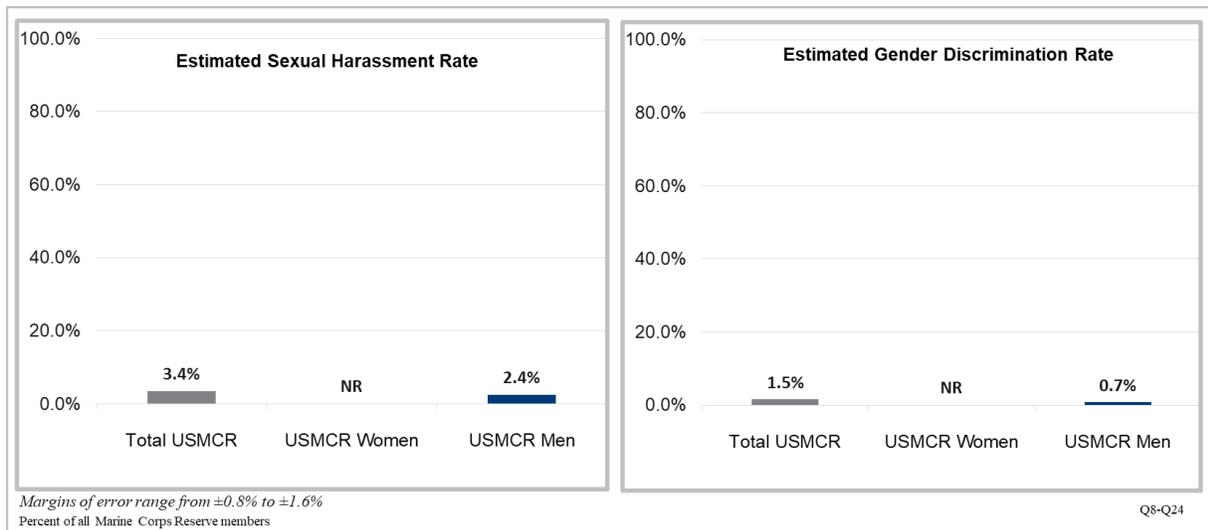
In 2019, 3.4% of Marine Corps Reservists (an estimated 1,241 Marines) experienced sexual harassment. Estimates for the prevalence of sexual harassment for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 2.4% (an estimated 850 Marines).

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<sup>69</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

<sup>70</sup> While this appendix focuses on the results for the Marine Corps Reserve, we estimate prevalence rates for sexual harassment for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 16.7% of women in the Navy Reserve and Marine Corps Reserve (an estimated 2,542 Service members) and 3.1% of men (an estimated 2,426 Service members) experienced a sexual harassment in the prior 12 months.

**Figure 65.**  
***Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the Marine Corps Reserve***



## Estimated Gender Discrimination Past Year Prevalence Rates

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members' experiences had to involve a person the member had contact with as part of their military duties. Again, this is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender. Further details regarding rate construction are available in Chapter 1 of this report.<sup>71</sup>

In 2019, 1.5% of Marine Corps Reservists (an estimated 554 Marines) experienced gender discrimination. Estimates for the prevalence of gender discrimination for women in the Marine Corps Reserve were not reportable. However, the prevalence rate for men in the Marine Corps Reserve was 0.7% (an estimated 235 Marines).

## Culture, Climate, and Trust in the Military

This section presents the results of a series of questions included in the *2019 WGRR* to assess the extent of excessive alcohol use across the Reserve component, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many

<sup>71</sup> While this appendix focuses on the results for the Marine Corps Reserve, we estimate prevalence rates for gender discrimination for the Department of the Navy (i.e. the Navy Reserve and the Marine Corps Reserve) as well in order to inform policy and program assessment and development at the Department level. In 2019, 10.1% of women in the Navy Reserve and Marine Corps Reserve (an estimated 1,544 Service members) and 1.0% of men (an estimated 817 Service members) experienced gender discrimination in the prior 12 months.

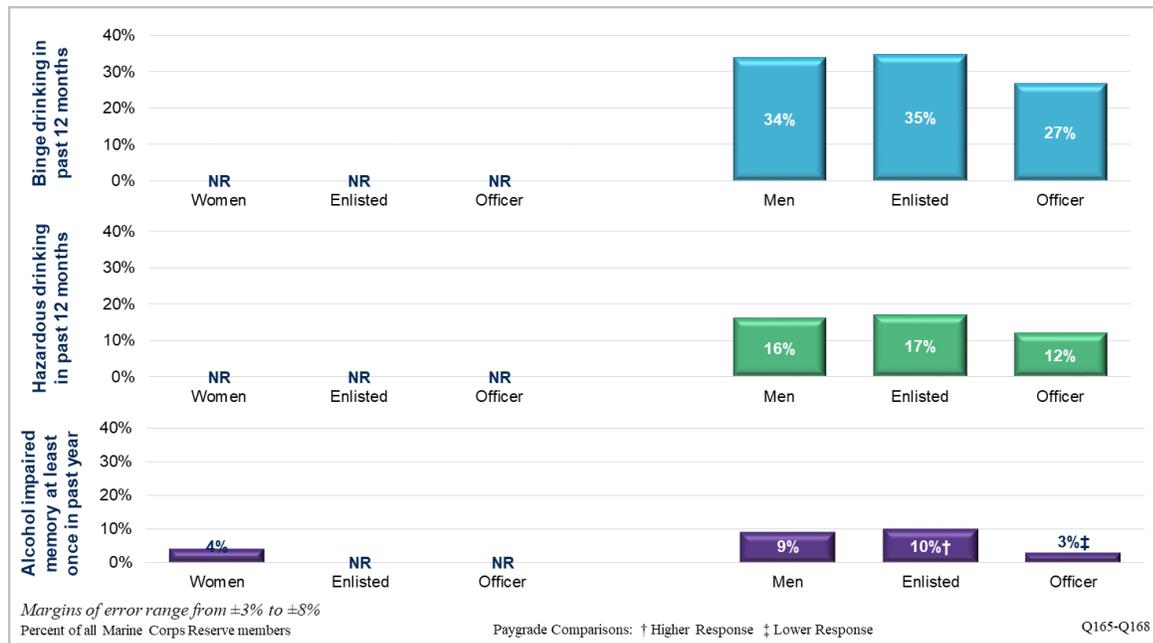
of these questions were new to the 2019 *WGRR* and, thus, the data cannot be compared to prior years. Nonetheless, these results offer useful insights regarding the context in which reserve component members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

### Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcoholic drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the reserve component, the 2019 *WGRR* included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>72</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

Overall, 16% of men in the Marine Corps Reserve were hazardous drinkers in the prior year. Moreover, about one-third (34%) of men in the Marine Corps Reserve engaged in binge drinking at least once in the prior year.

**Figure 66.**  
*Alcohol Use Among Marine Corps Reserve Service Members*



<sup>72</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 *WGRR* included the addition of a time reference (“during the past 12 months”) and the use of updated, gender-based criteria for binge drinking (as articulated above).

Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. Nearly one of ten (9%) of men experienced amnesia related to excessive alcohol use at least once in the prior year. Women were significantly more likely than men to never experience memory loss related to excessive alcohol use in the prior year (96% of women compared to 88% of men).

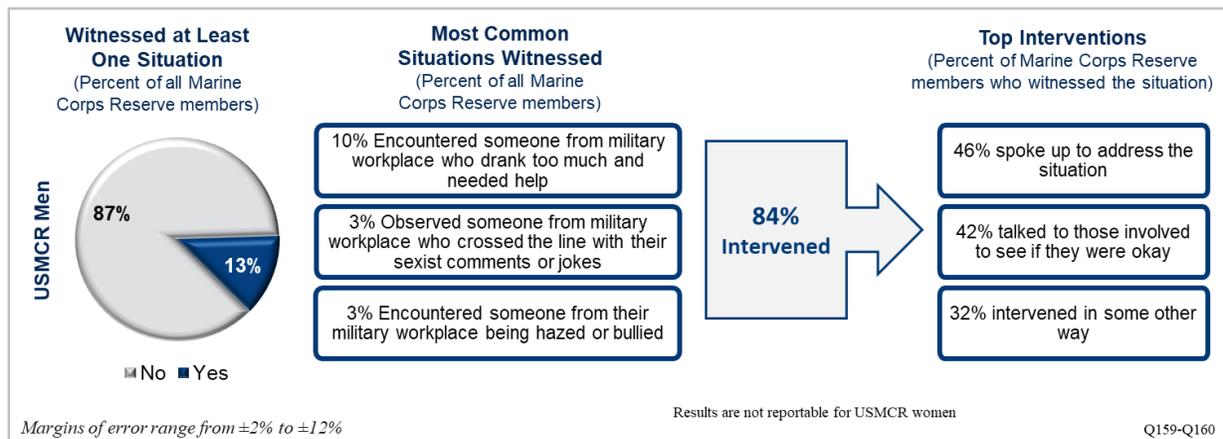
### Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military’s training program includes content geared towards encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the 2019 WGRR asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

Roughly one in ten men witnessed at least one situation that potentially required intervention in the prior year. The most common situation they witnessed (10%) was someone who drank too much and needed help.

The vast majority of men (84%) who witnessed a situation intervened in some way (either during or after the situation). Most men who intervened did so by speaking up to address the situation (46%) or talked to those involved to see if they were okay (42%).

**Figure 67.**  
*Bystander Intervention in the Marine Corps Reserve*



## **Workplace Climate**

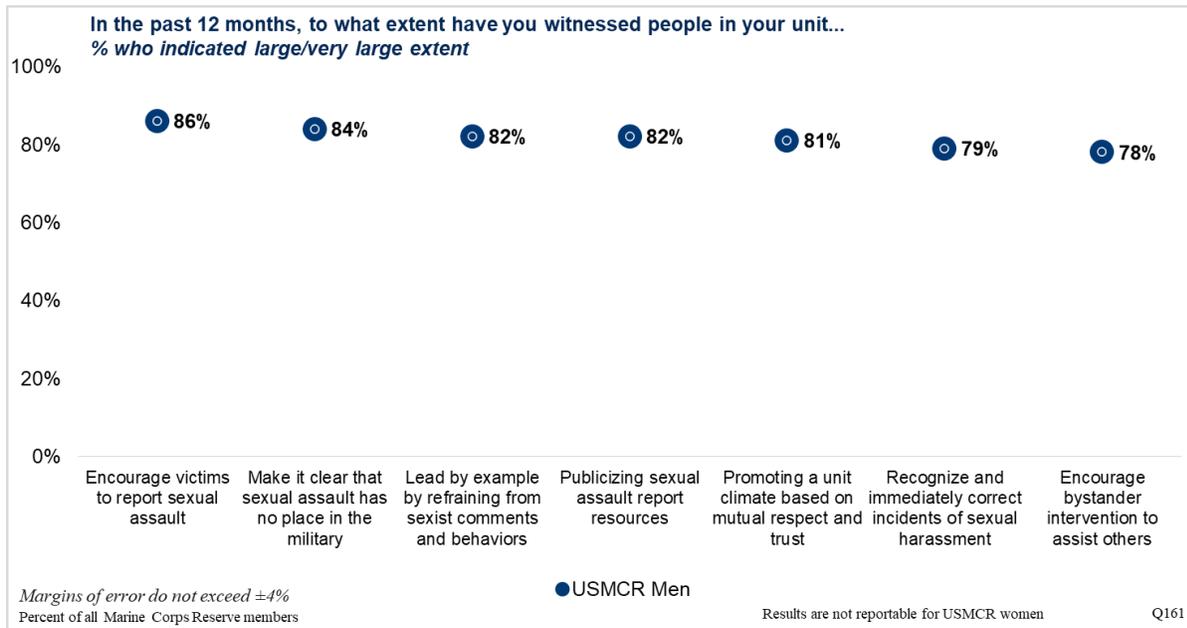
Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

In 2019, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member's responses to each of these topics in turn. Data were not reportable vis-à-vis women's perceptions of their unit climate, leader support, and workplace hostility in the Marine Corps Reserve. This is an important limitation given that comparing differences in the perceptions and experiences of men and women offers critical insight as to the workplace environment.

### ***Responsibility and Intervention***

The majority of men in the Marine Corps Reserve rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including encouraging victims to report sexual assault (86%), making it clear that sexual assault has no place in the military (84%), leading by example by refraining from sexist comments and behaviors (82%), and publicizing sexual assault reporting resources (82%).

**Figure 68.**  
**Responsibility and Intervention in the Marine Corps Reserve**

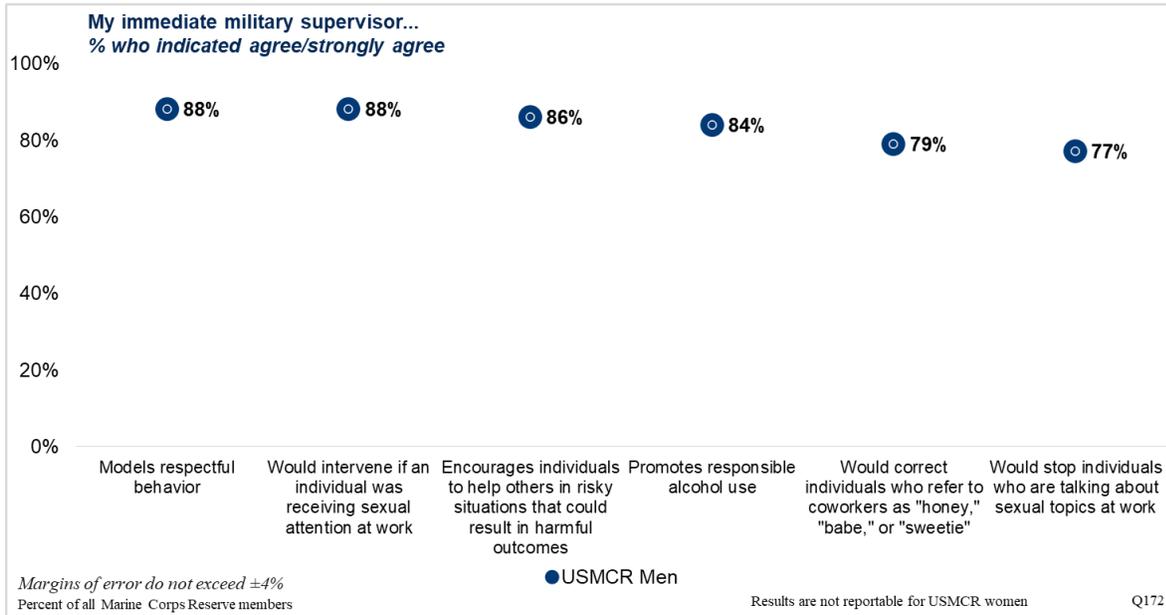


Male officers were significantly more likely than enlisted men to witness people in their unit promote a climate based on mutual respect and trust (88% of male officers compared to 80% of enlisted men) or lead by example by refraining from sexist comments and behaviors (91% of male officers compared to 80% of enlisted men).

**Leader Actions**

Men in the Marine Corps Reserve provided positive assessments of their immediate supervisors’ leadership regarding a range of actions, including modeling respectful behavior (88%), willingness to intervene if an individual was receiving sexual attention at work (88%), and encouraging individuals to help others in risky situations that could result in harmful outcomes (86%).

**Figure 69.**  
**Leader Actions to Prevent and Respond to Sexual Assault in the Marine Corps Reserve**

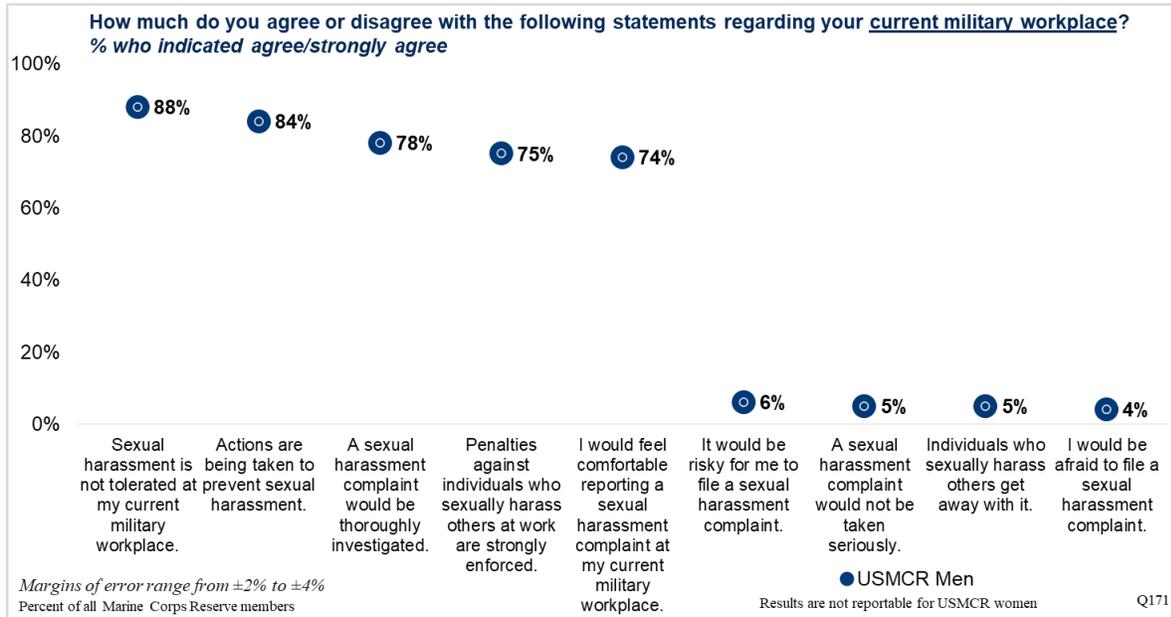


Members of the Marine Corps Reserve who identified their leaders as being in the paygrade of E4 or E5 rated their immediate supervisor’s significantly lower than did members with more senior supervisors (i.e., those in the paygrade of E6 and above) with regard to two specific actions. Service members with an E4 or E5 immediate supervisor were significantly less likely than those with more senior leaders to agree that their immediate supervisor would correct individuals who refer to coworker as “honey,” “babe”, or “sweetie”, or use other unprofessional language at work (75% of those with junior enlisted leaders compared to 86% with more senior leaders) or would stop individuals who were talking about sexual topics at work (71% of those with junior enlisted leaders compared to 86% with more senior leaders).

**Psychological Climate for Sexual Harassment**

Men in the Marine Corps Reserve provided largely positive assessments of the climate for sexual harassment in their workplace. Men were the least likely to agree that they would feel comfortable making a sexual harassment complaint at their current military workplace (74%) and that penalties against individuals who sexually harass others at work are strongly enforced (75%).

**Figure 70.**  
*Psychological Climate for Sexual Harassment in the Marine Corps Reserve*



### Workplace Hostility

Most men in the Marine Corps Reserve rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, enlisted men were significantly more likely than male officers to experience nearly every type of behavior, including having a coworker yell at them when they were angry (31% of enlisted men compared to 14% of male officers), use insults, sarcasm, or gestures to humiliate them (20% of enlisted men compared to 9% of male officers), or not provide information or assistance when they needed it (21% of enlisted men compared to 11% of male officers). Accordingly, the average score for workplace hostility by coworkers for enlisted men (1.4) was significantly higher than for male officers (1.2). Likewise, the average score for workplace hostility by immediate supervisors for enlisted men (1.3) was significantly higher than for male officers (1.2).

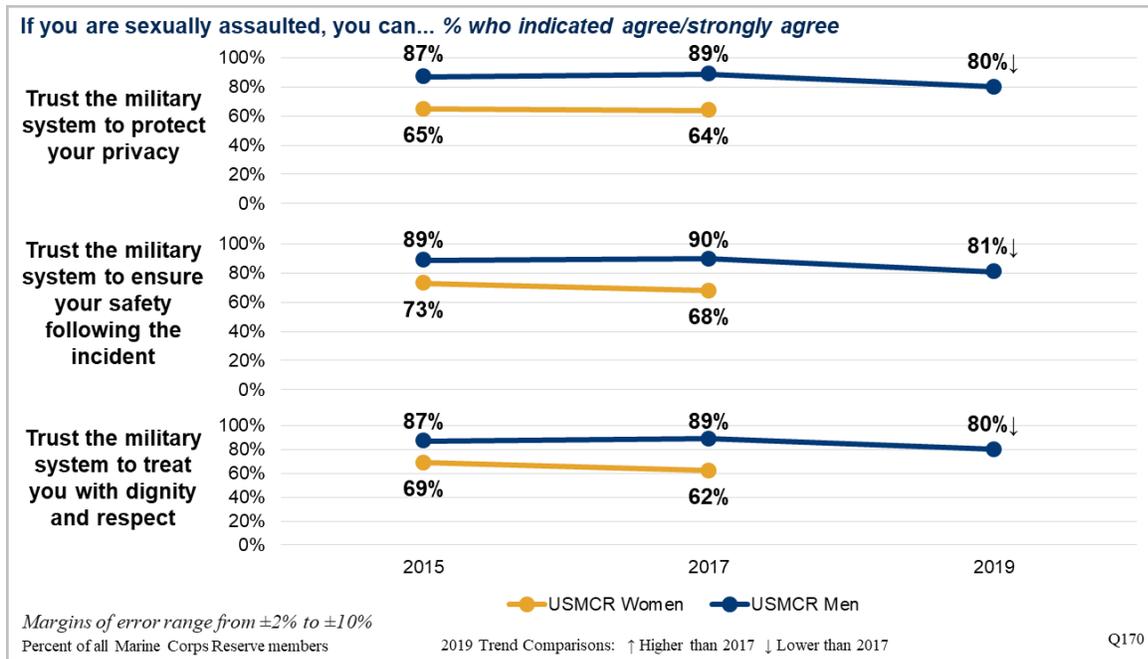
### Trust in the Military

Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

A significant decline in trust in the military system occurred between 2017 and 2019. In 2019, men in the Marine Corps Reserve were significantly less likely to trust that if they were sexually

assaulted the military system would protect their privacy (80% compared to 89% in 2017), ensure their safety (81% compared to 90% in 2017), and treat them with dignity and respect (80% compared to 89% in 2017). The significant decline in trust in the military system was evident among enlisted men in the Marine Corps Reserve but not male officers.

**Figure 71.**  
*Trust in the Military System in the Marine Corps Reserve*



## Social Perceptions and Experiences

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to change inappropriate beliefs as well as a benchmark for future evaluations.

### Sexism

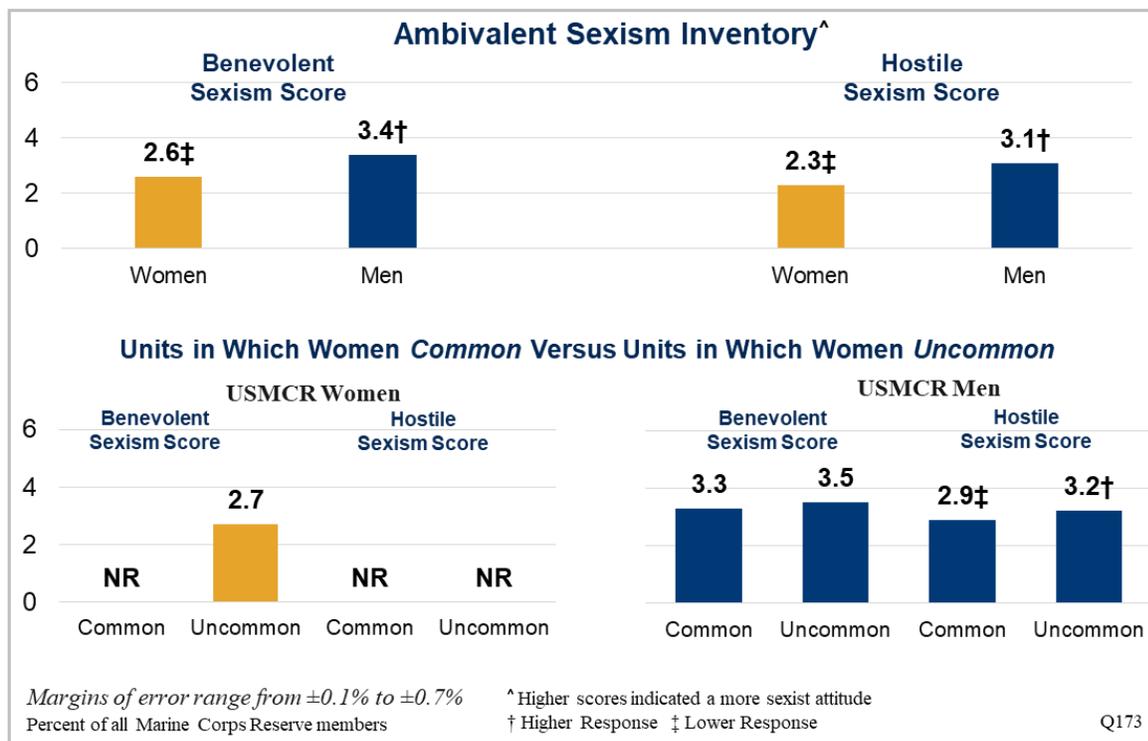
The sexism scale used in the 2019 WGRR is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). While the use of the Ambivalent Sexism Inventory (ASI, [Glick & Fiske, 1996]) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and none generalizable to the full Selected Reserve population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016), others’ reactions to sexual harassment (Law & McCarthy, 2017), the

likelihood of engaging in sexual harassment (Begany & Milburn, 2002), and men’s rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

**Method.** In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (6-items each for benevolent and hostile sexism) on a six-point scale ranging from strongly disagrees to strongly agree. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately with a higher score indicating more sexist attitudes.

**Results.** Overall, men in the Marine Corps Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Marine Corps Reserve (3.4 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Marine Corps Reserve (3.1 on a scale from one to six) was significantly higher than the average score for women (2.3). Enlisted men were significantly more likely than male officers to endorse sexist beliefs, both benevolent (an average score of 3.5 for enlisted men and 3.1 for male officers) and hostile (an average score of 3.2 for enlisted men and 2.7 for male officers). Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women (an average score of 3.2 compared to 2.9).

**Figure 72.**  
*Ambivalent Sexism in the Marine Corps Reserve*



## **Rape Myth Acceptance**

Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape. Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Freese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one’s peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

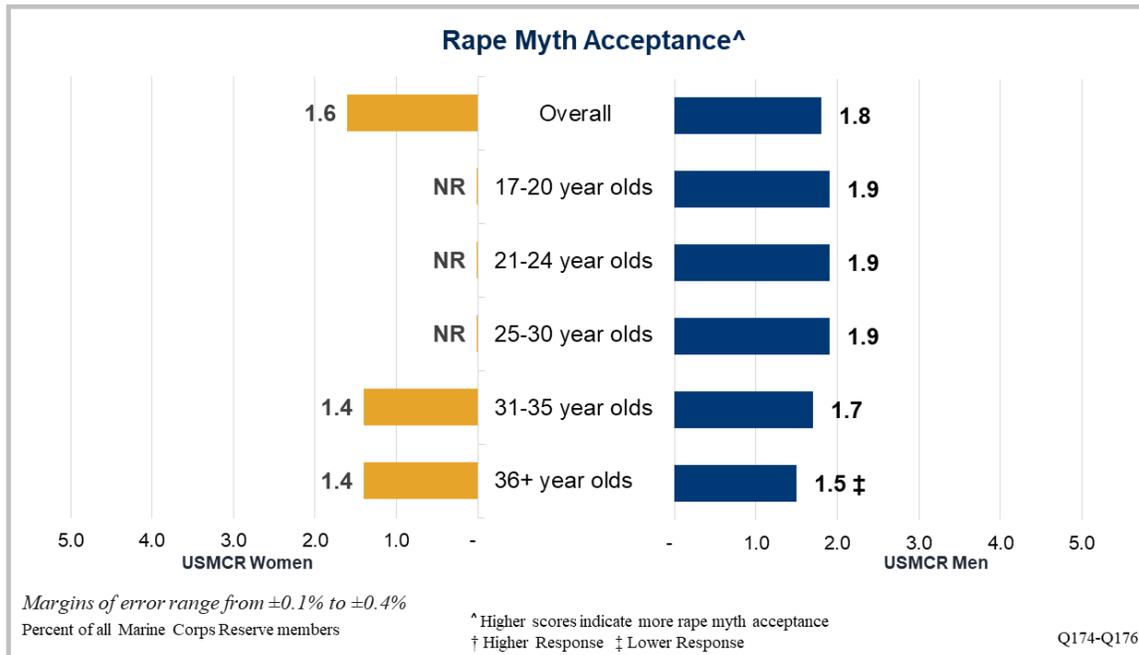
**Method.** The 2019 WGRR utilized the Illinois Rape Myth Acceptance Scale-Short Form (IRMAS-SF Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the reserve component. The IRMAS-SF comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for all 17 questions produces a rape myth acceptance score with higher scores indicating more rape myth acceptance.

In support of the DoD’s continued emphasis on men’s sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males for example, the belief that men are never the victims of rape (Walfied, 2016). As with the IRMAS-SF, the male-rape myth items were scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the three questions produces the total score with higher scores indicating more male-rape myth acceptance.

**Results.** Overall, rape myth acceptance among Service members in the Marine Corps Reserve was low. There were no significant differences between men and women in the average level of rape-myth acceptance. However, rape-supportive beliefs were particularly notable among enlisted men (with an average score of 1.9) who were significantly more likely than male officers (with an average score of 1.5) to accept rape myths.

There were no significant differences in male-rape myth acceptance between women and men in the Marine Corps Reserve. Moreover, there were no significant differences in rape myth acceptance between Marine Corps Reserve members assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

**Figure 73.**  
**Rape Myth Acceptance by Age in the Marine Corps Reserve**



## Resilience

While a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and specifically to assess the ability to recover from stress (Smith et al., 2008). While several scales for measuring resilience exist, the BRS has multiple benefits including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008) suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

**Method**The BRS comprises six questions scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the six questions produces the total score with higher scores indicating more resilient individuals. **Results**In 2019, the majority of both men and women in the Marine Corps Reserve characterized themselves as resilient. The average resilience score for women was 3.8 and the average for men was 4.0.

## Conclusion

The 2019 WGRR results suggest stability in the prevalence estimates of sexual assault for the Marine Corps Reserve overall and for men in the Marine Corps Reserve specifically. However, a decline in response rates in recent years that prevented the calculation of reliable estimates for women in the Marine Corps Reserve (who are more at risk of sexual assault) is a notable concern. Given the critical surveillance function that the WGRR provides, increased efforts to encourage survey participation are necessary.

Men in the Marine Corps Reserve held largely favorable perceptions of their unit climate and leaders with regard to their sense of responsibility for preventing and responding to sexual assault, intolerance of sexual harassment, and workplace civility. However, the inability to compare the perspectives of men and women (because of the lack of reliable data for women) is problematic. Prior research demonstrates that women, as a minority group, face a greater risk of experiencing not only unwanted gender-related behaviors but also a climate intolerant of their presence.

One notable incongruity in men's otherwise positive assessment of their units and workplace experiences in 2019 was a significant decline in trust in the military system. Men in the Marine Corps Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. While it is unclear what is driving this decline, this change merits attention given how critical trust is to the fabric of the military and, especially the military's sexual assault and sexual harassment prevention and response program.

The 2019 WGRR is the first large-scale survey of military members to utilize the Ambivalent Sexism Inventory (ASI) or the Illinois Rape Myth Acceptance Scale (IRMAS). The assessment of these constructs is important because efforts to prevent sexual violence must account for the attitudes and beliefs that allow the environments conducive to perpetration of sexual violence to develop and persist. A unique benefit of the ASI is the ability to measure both benevolent and hostile sexism. While the latter beliefs are clearly offensive and problematic, the former beliefs can be more insidious because of their seemingly harmless nature. Overall, men in the Marine Corps Reserve were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile and notably, men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs compared to men serving in units with more women.

The results of the 2019 WGRR also reveal an overall low level of rape myth acceptance in the Marine Corps Reserve. These data challenge assumptions or stereotypes about a military culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Marine Corps Reserve members reject rape-supportive myths. It is important to note

that aggregate estimates, focusing on men or women overall, may mask important differences within subgroups (e.g., specific units or occupations). For example, rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than male officers to accept rape myths.



# Appendix D. Air Force Reserve Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Air Force Reserve Overview Report

### Executive Summary

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations survey series fills this critical role.

This appendix presents the findings from the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* for the Air Force Reserve compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Air Force Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the Component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination. More specifically, these data provide the opportunity to identify Component-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results for the Air Force Reserve. The full Air Force Reserve overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Air Force. The complete, by question listing of the results of the 2019 WGRR are available in the *2019 WGRR Results and Trends*.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Results of the *2019 WGRR* are presented for both men and women. However, in many cases, data are not reportable for men due to low reliability. In this case, we report results for women only.

## Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

- In 2019, 1.6% of women in the Air Force Reserve (an estimated 290 Airmen) and 0.2% of men (an estimated 80 Airmen) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 1.3% of women and less than 0.1% of men experienced a sexual assault.<sup>73</sup>
- An estimated 0.7% of women in the Air Force Reserve experienced a penetrative sexual assault and 0.8% experienced a non-penetrative sexual assault.
- Less than 0.1% of men in the Air Force Reserve experienced a penetrative sexual assault and 0.1% experienced a non-penetrative sexual assault.

## Estimated Sexual Harassment and Gender Discrimination Past Year Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

- In 2019, 10.3% of women in the Air Force Reserve (an estimated 1,899 Airmen) and 3.2% of men (an estimated 1,566 Airmen) experienced sexual harassment.
- In 2019, 6.6% of women in the Air Force Reserve (an estimated 1,220 Airmen) and 1.3% of men (an estimated 646 Airmen) experienced gender discrimination.

## Culture, Climate, and Trust in the Military

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

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<sup>73</sup> As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR Overview Report. The updates to the 2017 WGRR will be described and reported in full in a separate report.

### ***Alcohol Use***

- In 2019, 10% of women in the Air Force Reserve and 9% of men were identified as hazardous drinkers. Enlisted women and men in the Air Force Reserve were significantly more likely to be identified as hazardous drinkers than officers of the same gender in the Air Force Reserve.
- Enlisted women and men (16% and 17%, respectively) were significantly more likely than women or men officers (10% and 11%, respectively) to have engaged in binge drinking at least once in the past year.
- Less than one out of twenty women (4%) and men (3%) in the Air Force Reserve experienced amnesia related to excessive alcohol use at least once in the prior year.

### ***Bystander Intervention***

- Just over one-quarter of women (24%) and significantly fewer men (13%) witnessed at least one situation that potentially required intervention in the prior year.
- The most common situation witnessed by women (14%) was someone who “crossed the line” with their sexist comments or jokes. The most common situation witnessed by men (7%) was someone who drank too much and needed help.
- The vast majority of women (85%) and men (81%) who witnessed a situation intervened in some way (either during or after the situation).

### ***Unit Climate, Leader Actions, and Workplace Hostility***

- Overall, members of the Air Force Reserve provided positive assessments of their immediate supervisors’ behavior. Men consistently provided more positive assessments than did women and officers consistently provided more positive assessments of their immediate supervisors than did enlisted Service members.
- Women in the Air Force Reserve provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 73% of men) and significantly less likely than men to agree that penalties against individuals who sexually harass others at work are strongly enforced (54% of women compared to 73% of men).
- The vast majority of Air Force Reserve members rarely experienced most hostile workplace behaviors. However, women were more likely than men to experience most types of hostile behaviors.

## **Trust in the Military**

- However, a significant and sizable decline in trust in the military system occurred between 2017 and 2019.
- In 2019, women in the Air Force Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (56% compared to 72% in 2017), ensure their safety (62% compared to 76% in 2017), and treat them with dignity and respect (61% compared to 75% in 2017).
- Likewise, in 2019, men in the Air Force Reserve were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (72% compared to 83% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (76% compared to 85% in 2017).
- The differences in the perceptions of men and women were also sizable and statistically significant.

## **Social Perceptions and Experiences**

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to address inappropriate beliefs as well as a benchmark for future evaluations.

### ***Benevolent and Hostile Sexism***

- Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Air Force Reserve (3.2 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Air Force Reserve (2.7 on a scale from one to six) was significantly higher than the average score for women (2.1).

### ***Rape Myth Acceptance***

- Overall, rape myth acceptance among Service members in the Air Force Reserve was low. However, the average rape myth acceptance score for men in the Air Force Reserve (1.6 on a scale from one to five) was significantly higher than for women (1.4).
- The average male rape myth acceptance score for men (1.4 on a scale from one to five) was also significantly higher than for women (1.2).
- Men in units where women were uncommon were significantly more likely to endorse rape myths (with an average score of 1.7) than men in units with more women (with an average score of 1.6).

## Resilience

The 2019 WGRR included a measure for resilience—defined as the ability to bounce back or recover from stress (Smith et al., 2008). The capacity to assess the relationship between unwanted gender-related experiences and resilience offers one way to demonstrate the impact of these events on Service members' health and wellbeing. Moreover, the ability to demonstrate the relationship between resilience and important military outcomes, such as retention, offers one way to examine one potential consequence of unwanted gender-related events and unhealthy climates on the all-volunteer force.

- The average resilience score for women in the Air Force Reserve was 3.9 (on a scale of one to five) and the average score for men was 4.1.
- Despite generally high scores, the average resilience score for women was significantly lower than for men and the same was true of enlisted women and men compared to officers.

## Conclusion

The results of the 2019 WGRR reveal that there was no significant change in the estimated prevalence of sexual assault for women or men in the Air Force Reserve since 2017. We interpret this as evidence of the considerable work that remains to be done to prevent sexual assault. The data also indicate that perceptions of the climate in the military workplace—particularly vis-à-vis tolerance for sexual harassment—is worse for women in the Air Force Reserve than for men. Combined with the enduring prevalence of sexual harassment and gender discrimination, the 2019 WGRR provides further evidence of the need for heightened attention to aspects of unit climate and lower level grooming behaviors that may be of particular importance to sexual assault prevention and response.

Prior research identifies bystander intervention—taking steps to prevent potentially risky situations from happening—as a critical approach to sexual assault prevention. However, significantly more women than men witnessed these types of situations. Moreover, almost one out of five women and men who witnessed a situation reported that they did not intervene in any way. To the extent that bystander intervention is effective, additional training may be necessary to make Service members more attentive to risky situations and willing to intervene.

The sexism and rape myth acceptance measures utilized in the 2019 WGRR help to reveal the attitudes and beliefs that Service members have that may influence their behavior and actions. Additional research that examines the ways in which these attitudes and beliefs differ among subgroups may be informative for designing and implementing more targeted interventions for sexual assault prevention and response.

Finally, the average level of individual resiliency in the Air Force Reserve was high. However, unwanted gender-related behaviors and unhealthy workplace climates may be detrimental to individual resilience which may have serious consequences for the ability to respond to stressors and for force readiness more broadly.



## Introduction

The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Air Force Reserve; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. More specifically, these data provide the opportunity to identify Service-specific areas in need of improvement and promising practices.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA),<sup>74</sup> has been conducting the congressionally mandated gender relations survey of reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the 2014 RAND Military Workplace Study (2014 RMWS) of military members (both active duty and reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates for sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 of the Overview Report provides additional information regarding the construction of these measures.

## Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>75</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

<sup>74</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>75</sup> In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that ["OPA"] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the *2012 WGRA* (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

Data for the 2019 *WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services to ensure respondent data were protected.<sup>76</sup>

The 2019 *WGRR* was largely modeled off of the 2017 *WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of the Overview Report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population for the 2019 *WGRR* consisted of members from the Selected Reserve<sup>77</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>78</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the reserve component for at least five months.<sup>79</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 25,393 Air Force Reserve members for the 2019 *WGRR*.<sup>80</sup> Surveys were completed by 4,270 Air Force Reserve members, resulting in a weighted response rate of 17.9% for the Air Force Reserve.

OPA scientifically weights the survey data so that findings can be generalized to the full population of reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey

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<sup>76</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>77</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are essential to initial wartime missions and are the primary source of augmentments to active forces. While the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the 2019 *WGRR*.

<sup>78</sup> Names for this program vary among reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>79</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not able to be selected for the survey.

<sup>80</sup> Three separate surveys of the Reserve Component were scheduled to field at the same time in 2019—the 2019 *WGRR*, the Workplace and Equal Opportunity Survey of Reserve Component Members (2019 *WEOR*), and the Status of Forces Survey of Reserve Component Members (2019 *SOFR*). In order to minimize survey burden, a census of the reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

nonresponse. OPA weights the data based on an industry standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this appendix details the top-line results for the Air Force Reserve. The full Air Force Reserve report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the Department of the Air Force. The complete, by question, listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*. As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (*WGRA*). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Data in this appendix are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

## Sexual Assault

This section examines the estimated prevalence of sexual assault among reserve component Service members. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst and describe members’ experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

### Sexual Assault Past Year Prevalence Rates

Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of

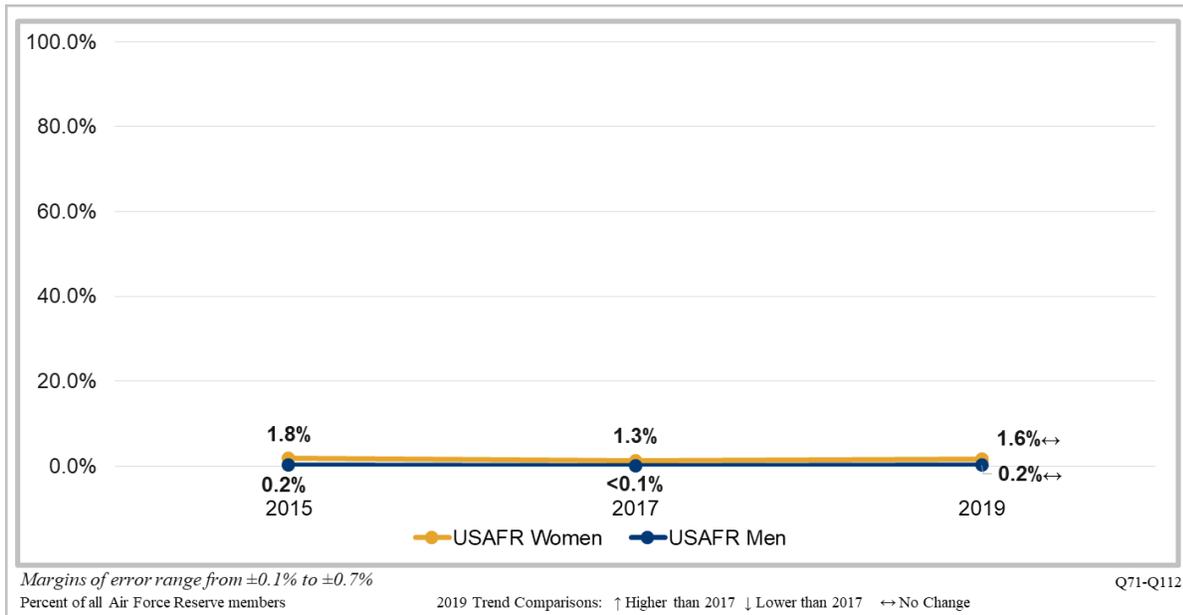
genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGRR measures the prevalence of sexual assault *victimization* meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>81</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2019, an estimated 1.6% of women in the Air Force Reserve and 0.2% of men experienced sexual assault.<sup>82</sup> This rate is statistically unchanged from 2017, when 1.3% of women and less than 0.1% of men experienced sexual assault.

**Figure 74.**  
*Estimated Sexual Assault Past Year Rates for the Air Force Reserve*



<sup>81</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

<sup>82</sup> While this appendix focuses on the results for the Air Force Reserve, we estimate prevalence rates for sexual assault for the Department of the Air Force (i.e. the Air Force Reserve and the Air National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 1.7% of women in the Air Force Reserve or Air Force National Guard (an estimated 698 Airmen) and 0.1% of men (an estimated 144 Airmen) experienced a sexual assault in the prior 12 months. This was statistically unchanged from 2017 when an estimated 1.5% of women and 0.2% of men experienced sexual assault.

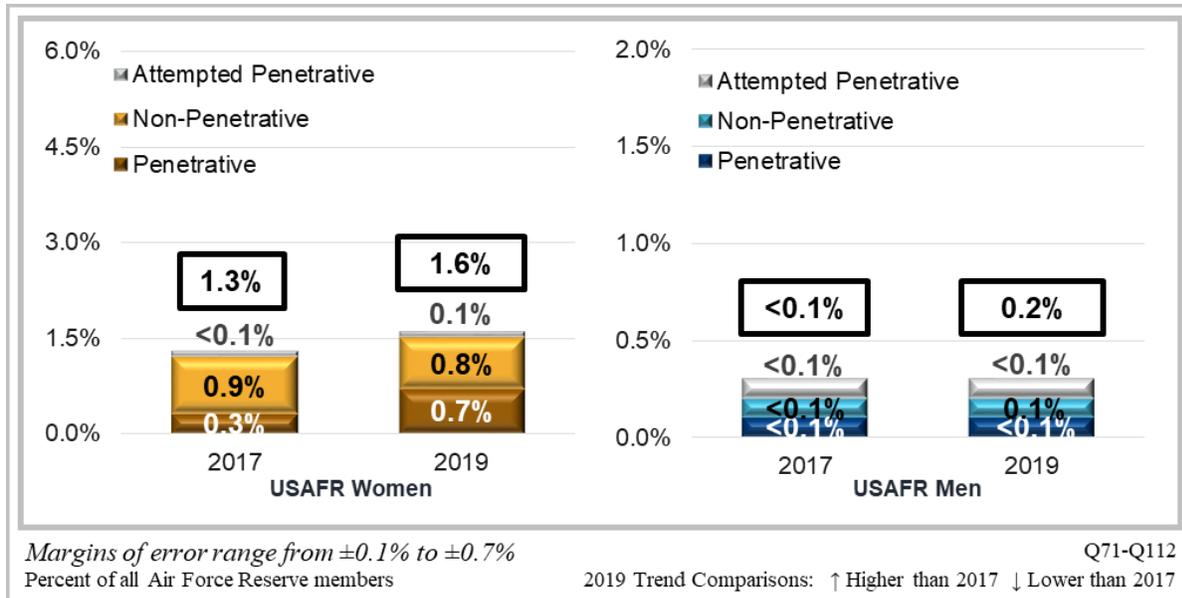
<sup>82</sup> For example, the National Crime Victimization Survey (NCVS) administered each year by the Bureau of Justice Statistics (BJS) reports both victimization and prevalence rates for each category of crime.

## Type of Estimated Sexual Assault Prevalence Rate

Sexual assault prevalence rates vary by the type of behavior—penetrative, non-penetrative, or attempted penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first, so that members who indicate experiencing multiple types of assault are only categorized once.

**Figure 75.**

### *Estimated Sexual Assault Past Year Prevalence Rates by Type for the Air Force Reserve*



There were no significant differences in the estimated rate of any specific type of sexual assault between 2017 and 2019. However, in 2019, Air Force Reserve women were significantly more likely than men to experience a penetrative sexual assault (an estimated 0.7% compared to less than 0.1% of men).

There were no significant differences between women and men in the estimated attempted penetrative sexual assault rate (0.1% of women and <1% for men). However, women were significantly more likely than men to experience non-penetrative sexual assault in 2019 (0.8% of women compared to 0.1% of men).

## Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

In 2019, an estimated 7.7% of women and 1.2% of men in the Air Force Reserve had experienced sexual assault prior to joining the military. These rates were statistically unchanged

from 2017, when an estimated 6.9% of women and 0.6% of men had experienced sexual assault prior to joining the military.

In 2019, an estimated 12.8% of women in the Air Force Reserve (significantly more than the 10.3% in 2017) had experienced sexual assault since joining the military (including the prior 12 months). Meanwhile, 1.1% of men in the Air Force Reserve had experienced sexual assault since joining the military. The rate for men in 2019 was statistically unchanged from 2017, when an estimated 0.9% of men had experienced sexual assault since joining the military.

## Sexual Harassment and Gender Discrimination

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>83</sup> This section provides the estimated rates for each of these sex-based MEO violations. The characteristics of each of these upsetting situations and the prevalence of reporting are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately.

### Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment in the Air Force Reserve are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of the full overview report.

It is worth noting that in order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.

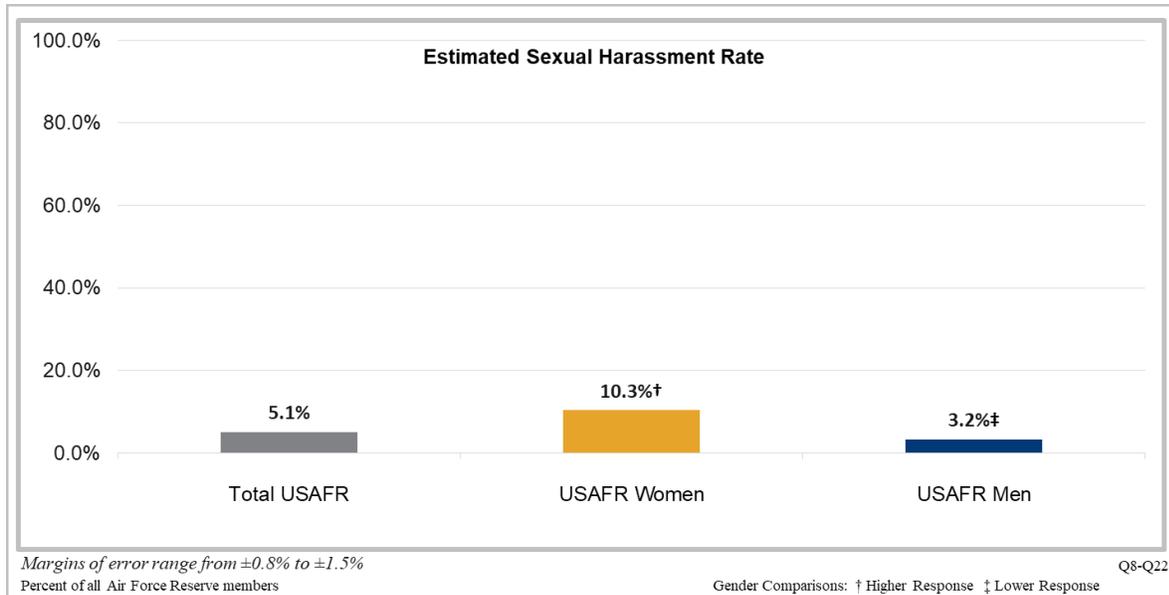
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<sup>83</sup> All references to “experiences” of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

In 2019, 10.3% of women in the Air Force Reserve (an estimated 1,899 Airmen) and 3.2% of men (an estimated 1,566 Airmen) experienced sexual harassment. There were no significant differences in the estimated rate of sexual harassment for enlisted versus women officers, but enlisted men were significantly more likely than male officers to experience sexual harassment (3.7% compared to 1.2%).<sup>84</sup>

**Figure 76.**

***Estimated Sexual Harassment Past Year Rates for the Air Force Reserve***



For women in the Air Force Reserve, the most common types of sexual harassment involved being repeatedly told sexual “jokes” that made them feel uncomfortable (56%), made repeated attempts by someone to establish an unwanted romantic or sexual relationship (32%), made repeated sexual comments about their appearance or body that made them feel uncomfortable (30%), and to be touched repeatedly in a way that made them uncomfortable or angry (30%). Women were significantly more likely than men to experience someone making repeated sexual comments about their appearance or body (30% compared to 7%) and to be repeatedly touched in a way that made them feel uncomfortable or angry (30% compared to 7%).

The most common type of sexual harassment experienced by men in the Air Force Reserve also included sexual “jokes” that made them feel uncomfortable (45%). However, the next most common experience for men was someone repeatedly suggesting that they do not act like a man is supposed to (34%) followed by being repeatedly told about someone’s sexual activities (25%).

<sup>84</sup> While this appendix focuses on the results for the Air Force Reserve, we estimate prevalence rates for sexual harassment for the Department of the Air Force (i.e. the Air Force Reserve and the Air National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 10.6% of women in the Air Force Reserve and Air Force National Guard (an estimated 4,294 Airmen) and 3.6% of men (an estimated 4,697 Airmen) experienced sexual harassment.

## **One Situation of Sexual Harassment with the Biggest Effect**

### ***Most Serious Behavior Experienced in the One Situation***

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation, “the one situation,” that was the worst, or most serious, to them. This section of this appendix focuses on those experiences.

For one-third of women in the Air Force Reserve, the worst situation of sexual harassment they experienced in the prior 12 months involved being repeated told sexual jokes (40%) and repeated attempts to establish an unwanted romantic or sexual relationship (27%).

For men, the worst situation of sexual harassment most often involved being repeatedly told sexual jokes (37%), repeated suggestions that they do not act like a man is supposed to (21%), and being repeatedly told about someone’s sexual activities (21%).

For the majority of women (76%) and men (67%), the worst situation of sexual harassment occurred more than once. More specifically, approximately one-quarter of women (25%) and men (24%) of men described the situation as happening for over a year or more.

### ***Demographics of the Alleged Offender(s)***

For women in the Air Force Reserve, the most serious situation of sexual harassment was about equally likely to involve one (51%) or more than one alleged offender (49%). The alleged offenders in the worst situation nearly always included men (95%), military members (94%), and were most often higher ranking than the victim (65%). Enlisted women (69%) were significantly more likely than women officers (46%) to identify their alleged offenders as higher ranking than them. Accordingly, enlisted women (41%) were also more likely than women officers (17%) to identify the alleged offender as some higher-ranking military member (other than their immediate supervisor) in their unit. Women officers (64%) were significantly more likely than enlisted women (4%) to identify their alleged offenders as a high-ranking officer (i.e., in the paygrades of O4-O6+). However, women officers (32%) and enlisted women (34%) were equally likely to identify the alleged offender in the worst situation as a member of their chain of command.

For men in the Air Force Reserve, the most serious situation of sexual harassment most often involved more than one alleged offender (66%). Just over one-quarter of men (27%) described the worst situation of sexual harassment as involving a mix of men and women offenders. The alleged offenders in the worst situation were typically all military members (89%) and were most often higher ranking than the victim (56%). For nearly one third of men (29%) the alleged offender was a member of their chain of command.

### ***Location and Context***

For both women (82%) and men (92%), the vast majority of sexual harassment situations occurred on a military installation. For 89% of women and 93% of men, the worst situation of sexual harassment occurred while the Service member was in a military status, most often while performing full-time Reserve duty (53% of women and 54% of men) or while performing a drill

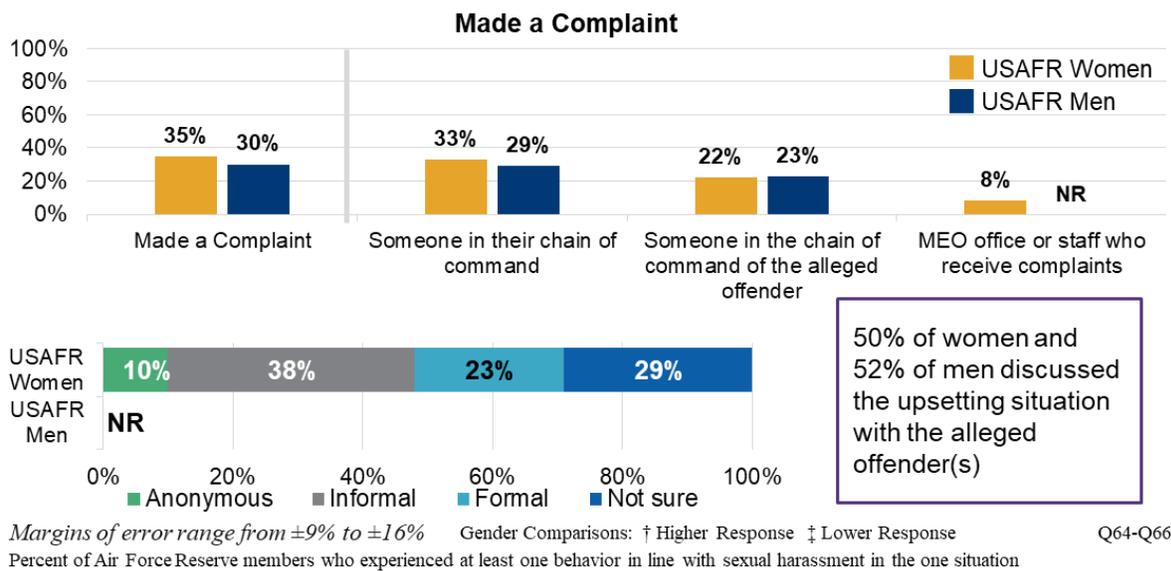
period (41% of women and 40% of men). For both women (33%) and men (24%) a sizable number of situations occurred while they were at an official military function either on or off base.

Approximately one third (30%) of women and (39%) of men described the upsetting situation as hazing. About one in 10 (11%) of women and men (14%) described the upsetting situation as bullying.

### **Making a Sexual Harassment Complaint**

The military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, half of women (50%) and men (52%) discussed the upsetting situation with the alleged offender. In fact, most women (89%) and men (84%) discussed the incident with someone; women were significantly more likely than men to discuss the incident with a friend or family member outside of the unit (75% compared to 49%). More than half of women (61%) and men (55%) discussed their experience(s) with someone in their unit.

**Figure 77.**  
*Making a Sexual Harassment Complaint in the Air Force Reserve*

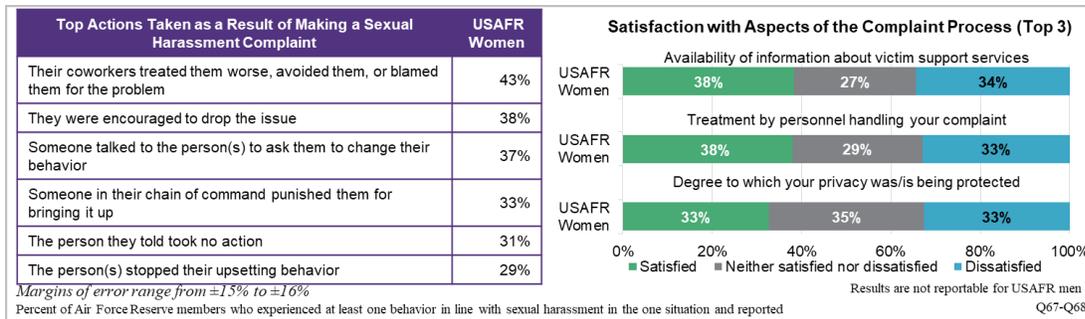


In 2019, 35% of women in the Air Force Reserve and 30% of men made a complaint regarding the worst situation of sexual harassment they experienced. More than one-third of women (33%) and nearly one-third of men (29%) made a complaint to someone in their chain of command and about one out of five women (22%) and men (23%) made a complaint to someone in the alleged offender’s chain of command. Relatively few women (8%) made a complaint regarding the sexual harassment they experienced to a MEO staff member or office.

Members of the military have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. Among those who made a complaint, more than a third of women (38%) made an informal one.<sup>85</sup> Notably, about one-quarter of women (23%) made a formal complaint and a non-negligible number of women (29%) were not sure what type of complaint they made.

The most common positive action taken in response to complaints made by women was that someone talked to the alleged offender to ask them to change their behavior (37%). Meanwhile, the most common negative responses to a sexual harassment complaint made by women was being treated worse or being blamed by coworkers (43%) and being encouraged to drop the issue (38%). Roughly one-third of the women (29%) who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint. Approximately a third of Air Force Reserve women or less expressed satisfaction with specific aspects of the complaint process and just 22% of women were satisfied with the complaint process overall.

**Figure 78.**  
*Responses to Sexual Harassment Complaints in the Air Force Reserve*



Finally, Air Force Reservists were also able to provide reasons for not making a complaint regarding the sexual harassment violation. Among their reasons for not making a complaint, most women thought the complaint would make their work situation unpleasant (56%), wanted to forget about it and move on (53%), or were worried about negative consequences from coworkers (44%). Around one third of men did not make a complaint because they worried about negative consequences from coworkers (37%) or a supervisor (30%) and did not trust the process to be fair (32%).

**Estimated Gender Discrimination Past Year Rate**

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members’ experiences had to involve a person the member had contact with

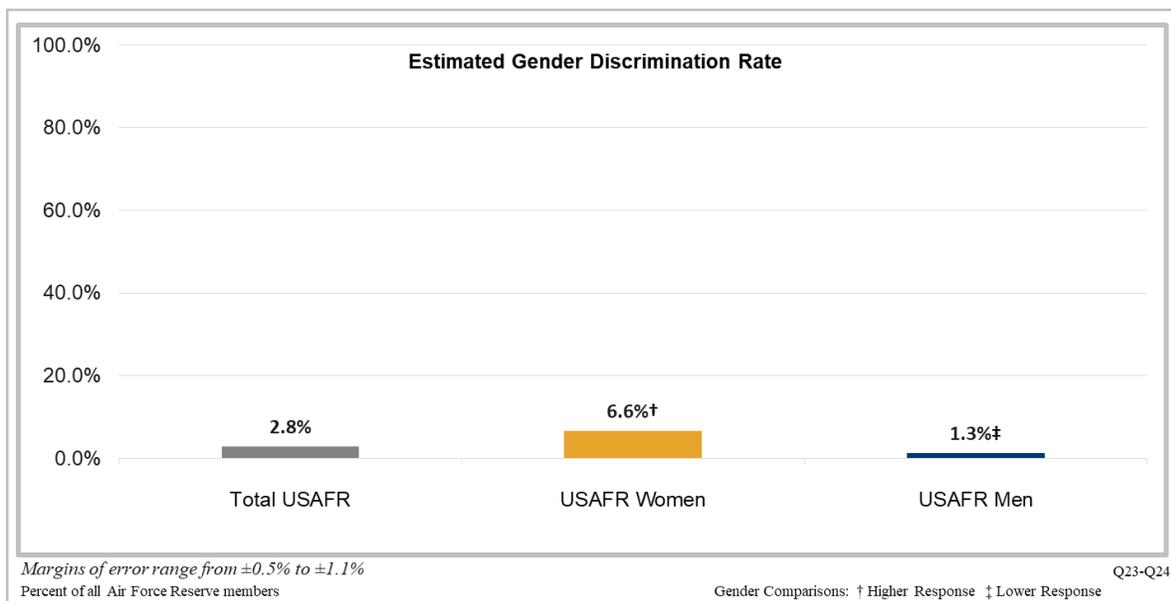
<sup>85</sup> Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

as part of their military duties. Again, this is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender. Further details regarding rate construction are available in Chapter 1 of this report.

In 2019, 6.6% of women in the Air Force Reserve (an estimated 1,220 Airmen) and 1.3% of men (an estimated 646 Airmen) experienced gender discrimination. Male officers were significantly more likely than enlisted men to experience gender discrimination (1.5% compared to 0.4%).<sup>86</sup>

Among the women who experienced gender discrimination, the experience most frequently involved being mistreated, ignored, excluded or insulted because of their gender (68%) or said that women were not good at their particular job (42%).

**Figure 79.**  
*Estimated Gender Discrimination Past Year Rates for the Air Force Reserve*



## One Situation of Gender Discrimination with the Biggest Effect

### Most Serious Behavior Experienced in the One Situation

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender

<sup>86</sup> While this appendix focuses on the results for the Air Force Reserve, we estimate prevalence rates for gender discrimination for the Department of the Air Force (i.e. the Air Force Reserve and the Air National Guard) as well in order to inform policy and program assessment and development at the Department level. In 2019, 7.7% of women in the Air Force Reserve and Air Force National Guard (an estimated 3,128 Airmen) and 1.2% of men (an estimated 1,601 Airmen) experienced gender discrimination.

discrimination that was the worst or most serious to them. Among the women who experienced gender discrimination, the vast majority (91%) described the worst situation as being mistreated, ignored, or insulted because of their gender. For most women (81%), this situation occurred more than once. About a third of women reported the behavior occurred for a year or more (36%) and another third reported the behavior continued for several months (30%).

### ***Demographics of the Alleged Offender(s)***

For women in the Air Force Reserve, the one worst situation of gender discrimination typically involved more than one alleged offender (62%). The alleged offenders nearly always included men (96%), military members (94%), and the alleged offenders were typically higher ranking than the victim (82%). Nonetheless, the worst situation of gender discrimination experienced by women most often involved an alleged offender who was their immediate supervisor (27%), someone else in their military chain of command (42%), or some other higher ranking military member in their unit (45%). Enlisted women were significantly more likely than women officers to experience gender discrimination by some other higher-ranking military member in their unit (51% compared to 25%). Nearly half of women reported the alleged offenders were all in their occupational specialty (40%).

### ***Location and Context***

For the majority of women (92%), the worst situation of gender discrimination occurred on a military installation. However, 37% of women identified the situation as occurring at an official military function either on or off base. The majority of women (92%) experienced the worst situation of gender discrimination while in a military status, typically while they were performing a drill period (53%) or while they were performing full-time Reserve duty (54%).

More than half of women (53%) described the upsetting situation as hazing. Meanwhile, 13% of women described the upsetting situation as bullying.

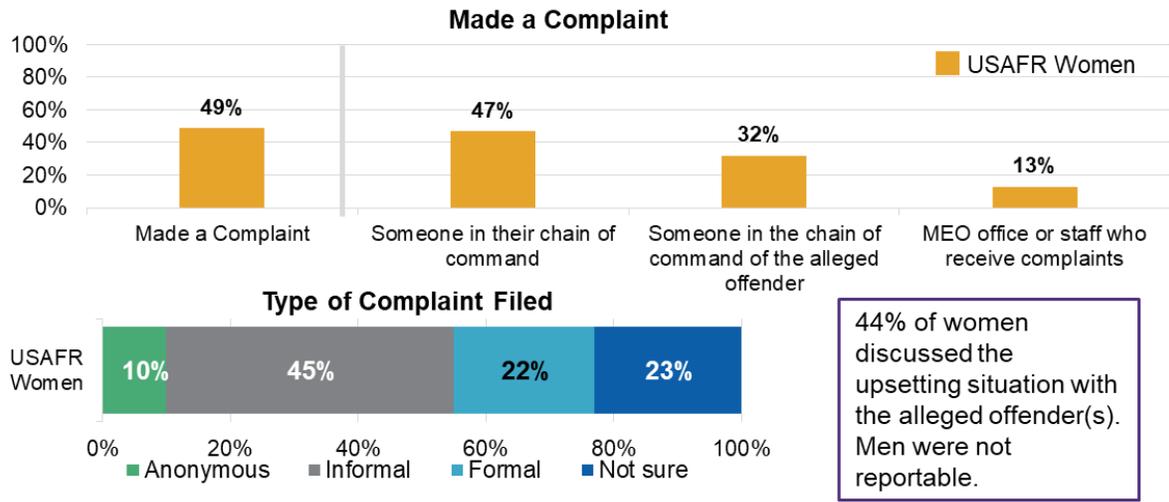
### ***Making a Gender Discrimination Complaint***

As mentioned previously, the military's equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level.

Consistent with this training, 44% of women discussed the upsetting situation with the alleged offender. A substantial number of women also discussed the gender discrimination experience with a friend or family member (85%) or someone in their unit (78%).

In 2019, nearly half of women (49%) made a complaint regarding the gender discrimination they experienced. Complaints were typically made to someone in their own chain of command (47%) or to someone in the alleged offender's chain of command (32%). Relatively few complaints were made to MEO staff or offices (13%).

**Figure 80.**  
**Making a Gender Discrimination Complaint in the Air Force Reserve**



Margins of error range from  $\pm 7\%$  to  $\pm 12\%$  Results are not reportable for USAFR men Q64-Q66  
 Percent of Air Force Reserve members who experienced at least one behavior in line with gender discrimination in the one situation

As with sexual harassment, members of the military have several options for addressing a gender discrimination violation, including an anonymous, informal, or formal complaint. Most women (45%) who made a complaint made an informal complaint. Nearly half of women who made a complaint regarding the gender discrimination they experienced were punished by someone in their chain of command for bringing it up (45%), or were encouraged to drop the issue (39%). More than a third of women who made a complaint indicated that the person they told took no action (34%).<sup>87</sup> Notably, 47% of women who complained about the gender discrimination they experienced felt that their coworkers treated them worse or blamed for the problem as a result. Women’s satisfaction with various aspects of the complaint process ranged from a low of 9% to a high of 22% only 10% of women were satisfied with the complaint process overall.

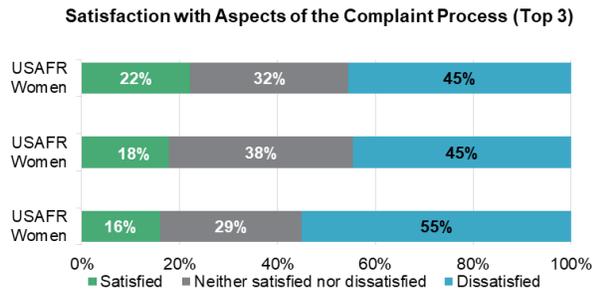
<sup>87</sup> All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

**Figure 81.**  
*Responses to Gender Discrimination Complaints in the Air Force Reserve*

Top Actions Taken as a Result of Making a Gender Discrimination Complaint	USAFR Women
Their coworkers treated them worse, avoided them, or blamed them for the problem	47%
Someone in their chain of command punished them for bringing it up	45%
They were encouraged to drop the issue	39%
They were discouraged from filing a formal complaint	35%
The person(s) who did the upsetting behavior(s) took action against the victim for complaining	35%
The person they told took no action	34%

Margins of error range from ±9% to ±12%

Percent of Air Force Reserve members who experienced at least one behavior in line with gender discrimination in the one situation and reported



Results are not reportable for USAFR men

Q67-Q68

Finally, Service members were also able to provide reasons for not making a complaint regarding the gender discrimination violation. Among their reasons for not making a complaint, most women thought doing so would make their work situation unpleasant (65%), did not think anything would be done (58%), did not trust that the process would be fair (51%), or were worried about negative consequences from the alleged offender (45%) or their military coworkers or peers (45%).

## Culture Climate and Trust in the Military

This section presents the results of a series of questions included in the 2019 WGRR to assess the extent of excessive alcohol use across the Reserve component, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many of these questions were new to the 2019 WGRR and, thus, the data cannot be compared to prior years. Nonetheless, these results offer useful insights regarding the context in which reserve component members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

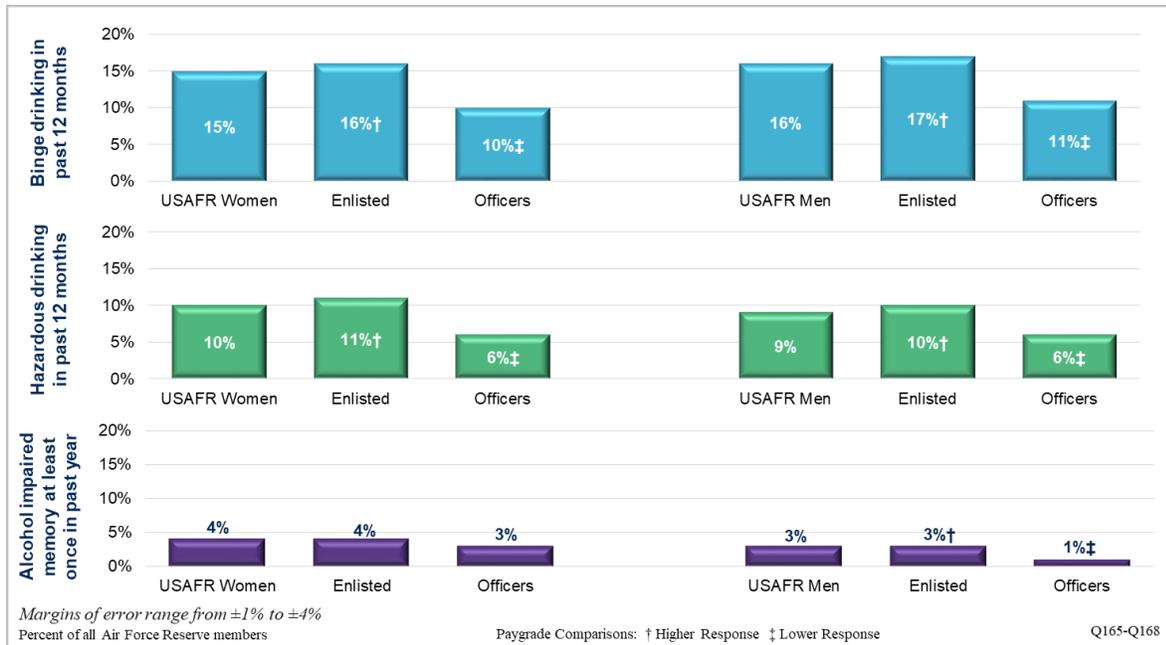
### Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcohol drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the reserve component, the 2019 WGRR included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>88</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

<sup>88</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 WGRR included the addition of a time

Overall, 10% of women and 9% of men in the Air Force Reserve engaged in hazardous drinking in the prior year. Enlisted women and men (11% and 10%, respectively) were significantly more likely than women and male officers (6% and 6%, respectively) to engage in hazardous drinking. Similarly, enlisted women and men (16% and 17%, respectively) were significantly more likely than women and male officers (10% and 11%, respectively) to have engaged in binge drinking at least once in the past year.

**Figure 82.**  
*Alcohol Use Among Air Force Reserve Service Members*



Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. Less than one out of twenty women (4%) and men (3%) in the Air Force Reserve experienced amnesia related to excessive alcohol use at least once in the prior year. Of note, enlisted men were significantly more likely than male officers to experience alcohol-related periods of amnesia in the prior year (3% compared to 1%).

## Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military's training program includes content geared towards encouraging

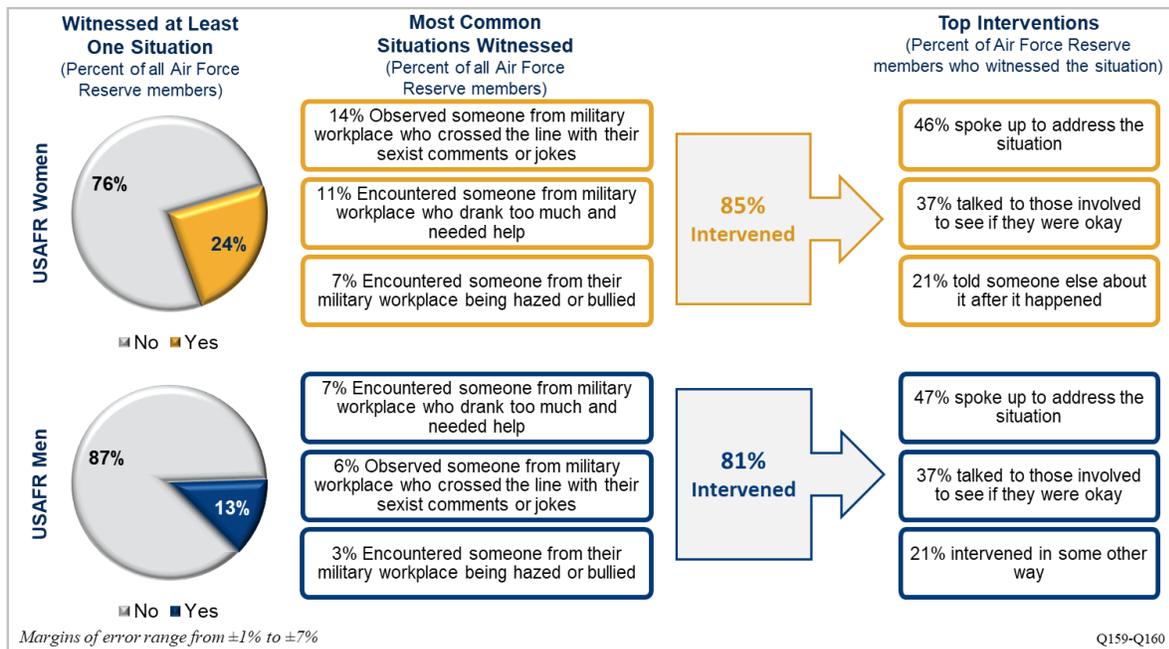
reference ("during the past 12 months) and the use of updated, gender-based criteria for binge drinking (as articulated above).

bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the 2019 WGRR asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

Just over one-quarter of women (24%) and significantly fewer men (13%) witnessed at least one situation that potentially required intervention in the prior year. Women were significantly more likely than men to witness the most common situations which included someone who “crossed the line” with their sexist comments or jokes (14% compared to 6%), someone who drank too much and needed help (11% compared to 7%), and a group or individual from their workplace being hazed or bullied (7% compared to 3%).

The vast majority of women (85%) and men (81%) who witnessed a situation intervened in some way (either during or after the situation). Most women and men intervened by speaking up to address the situation (46% and 47%, respectively) or by talking to those involved to see if they were okay (37% and 37%, respectively).

**Figure 83.**  
*Bystander Intervention in the Air Force Reserve*



## **Workplace Climate**

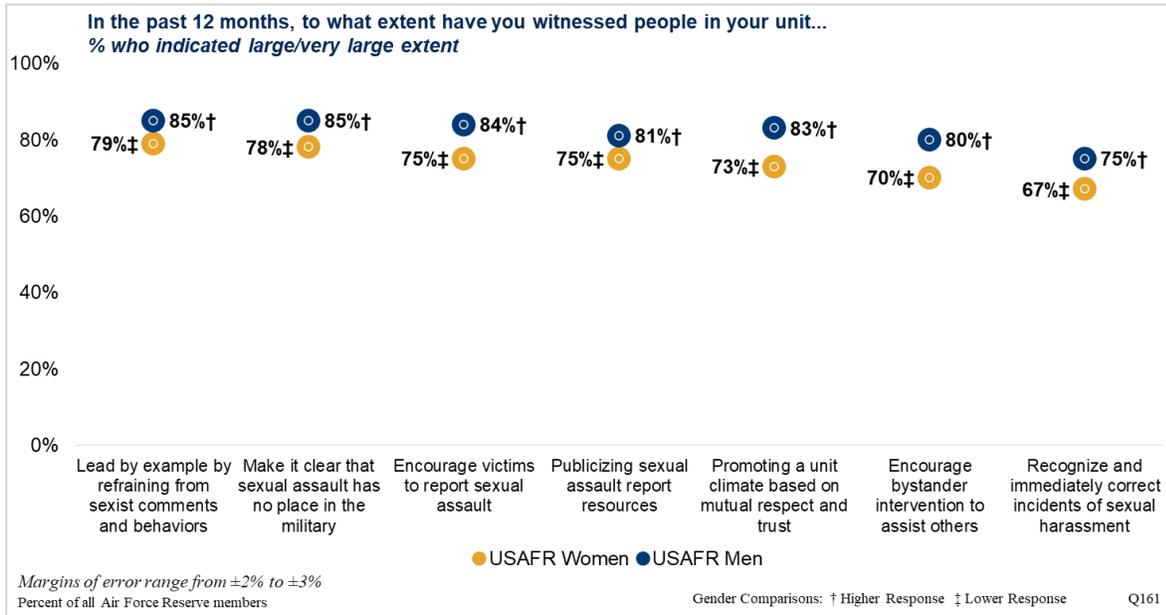
Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

In 2019, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member's responses to each of these topics in turn.

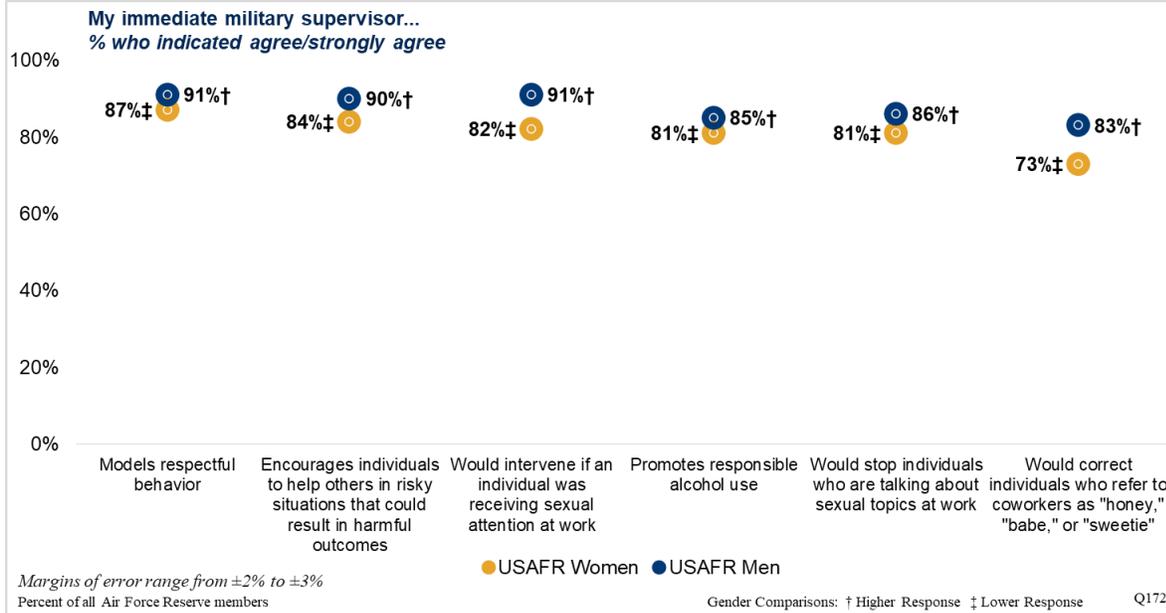
### ***Responsibility and Intervention***

The majority of Air Force Reservists rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 78% of women and 85% of men), leading by example by refraining from sexist comments and behaviors (observed by 79% of women and 85% of men), and promoting a climate based on mutual respect and trust (observed by 73% of women and 83% of men). However, women and male officers (86% and 93%, respectively) were significantly more likely than enlisted women and men (77% and 83%, respectively) to witness people in their unit lead by example by refraining from sexist comments and behaviors; women and male officers (82% and 91%, respectively) were significantly more likely than enlisted women and men (71% and 81%, respectively) to promote a unit climate based on mutual respect and trust. Moreover, women consistently rated their units less favorably than did men.

**Figure 84.**  
*Responsibility and Intervention in the Air Force Reserve*



**Figure 85.**  
*Leader Actions to Prevent and Respond to Sexual Assault in the Air Force Reserve*



**Leader Actions**

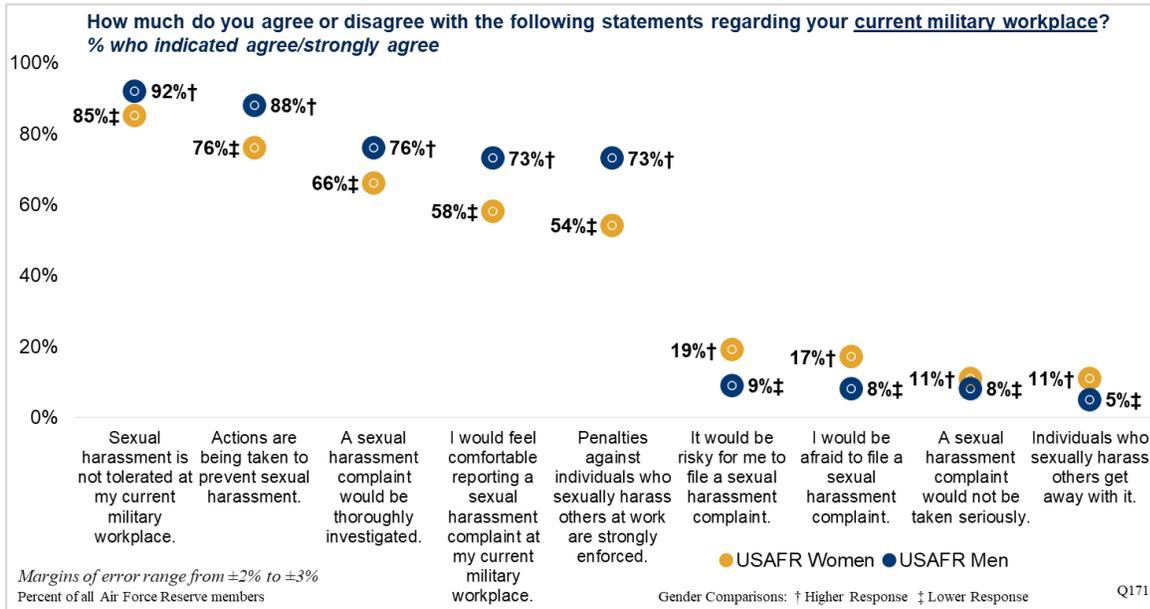
Overall, Air Force Reservists provided positive assessments of their immediate supervisors' actions to prevent and respond to sexual assault. However, women were significantly less likely

than men to agree that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie" at work (73% of women compared to 83% of men), intervene if an individual was receiving sexual attention at work (82% of women compared to 91% of men), or encourage individuals to help others in risky situations (84% of women compared to 90% of men). Differences were evident by paygrade as well. More specifically, enlisted women and men consistently rated their immediate supervisors less favorably than did women and male officers. More specifically, enlisted women and men were significantly less likely than women and male officers to agree that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie" (72% and 81%, respectively compared to 79% and 91%, respectively), to intervene if an individual was receiving sexual attention at work (81% and 90%, respectively compared to 87% and 95%, respectively), or encourage individuals to help others in risky situations (82% and 89%, respectively compared to 91% and 95%, respectively).

### ***Psychological Climate for Sexual Harassment***

Women in the Air Force Reserve provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (54% of women compared to 73% of men) and that actions are being taken to prevent sexual harassment (76% of women compared to 88% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 73% of men) and one out of five women (19%) compared to 9% of men felt that it would be risky to make a sexual harassment complaint in their workplace. Enlisted women and men (84% and 91%, respectively) were significantly less likely to agree that sexual harassment is not tolerated in their workplace than women and male officers (90% and 96%, respectively).

**Figure 86.**  
*Psychological Climate for Sexual Harassment in the Air Force Reserve*



### Workplace Hostility

Most Air Force reservists rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Air Force Reserve were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (41% of women compared to 25% of men), coworkers not providing information or assistance when they needed it (30% of women compared to 16% of men), and a coworker taking credit for their ideas (28% of women compared to 19% of men). Women were also more likely than men to experience hostile behaviors from their immediate supervisor including having a supervisor not provide information or assistance when they needed it (27% of women compared to 15% of men), and a supervisor gossiping or talking about them (21% of women compared to 12% of men).

Enlisted men were more likely than men officers to experience most negative behaviors including, a coworker (18% compared to 10%, respectively) or immediate supervisor (16% compared to 9%, respectively) not provide information or assistance when they needed it; experience a coworker (14% compared to 9%, respectively) or immediate supervisor (7% compared to 3%, respectively) who used insults, sarcasm or gestures to humiliate them; and coworkers who were excessively harsh in their criticism (14% compared to 10%, respectively) or yelled when they were angry (14% compared to 7%, respectively). Similarly, enlisted women were significantly more likely to experience a coworker (31% compared to 24%) or a supervisor (28% compared to 21%) who did not provide information or assistance when they needed it.

## Trust in the Military

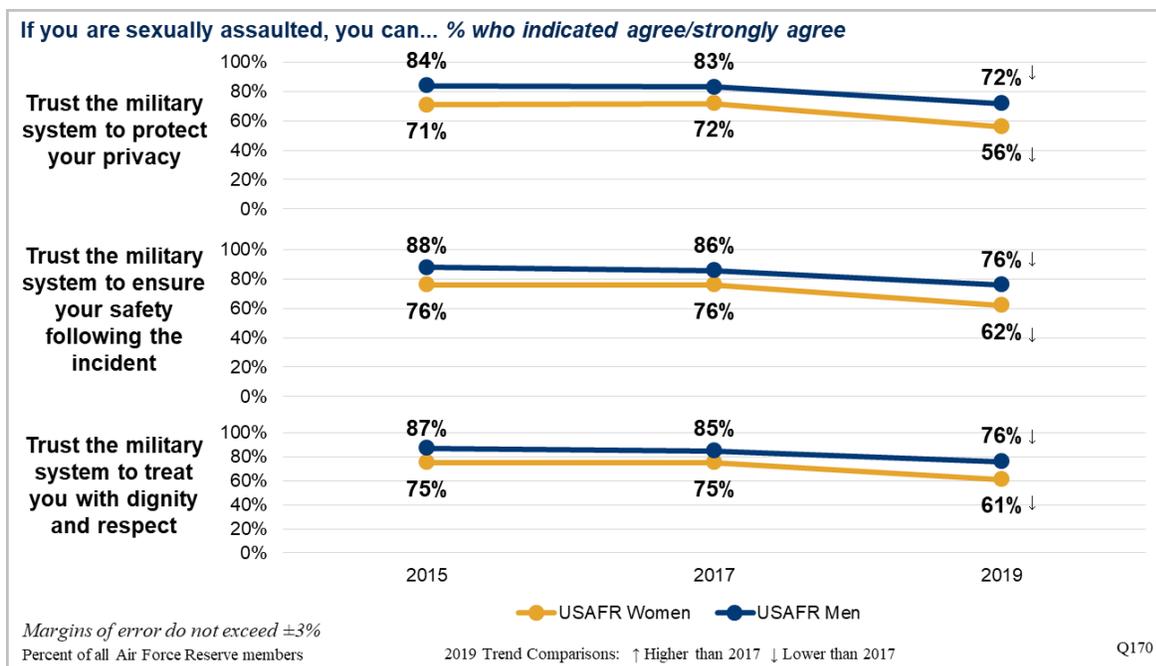
Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

A significant and sizable decline in trust in the military system occurred between 2017 and 2019. In 2019, women in the Air Force Reserve were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (56% compared to 72% in 2017), ensure their safety (62% compared to 76% in 2017), and treat them with dignity and respect (61% compared to 75% in 2017).

Likewise, in 2019, men in the Air Force Reserve were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (72% compared to 83% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (76% compared to 85% in 2017).

The differences in the perceptions of men and women were also sizable and statistically significant (Figure 87).

**Figure 87.**  
*Trust in the Military in the Air Force Reserve*



## Social Perceptions and Experiences

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to change inappropriate beliefs as well as a benchmark for future evaluations.

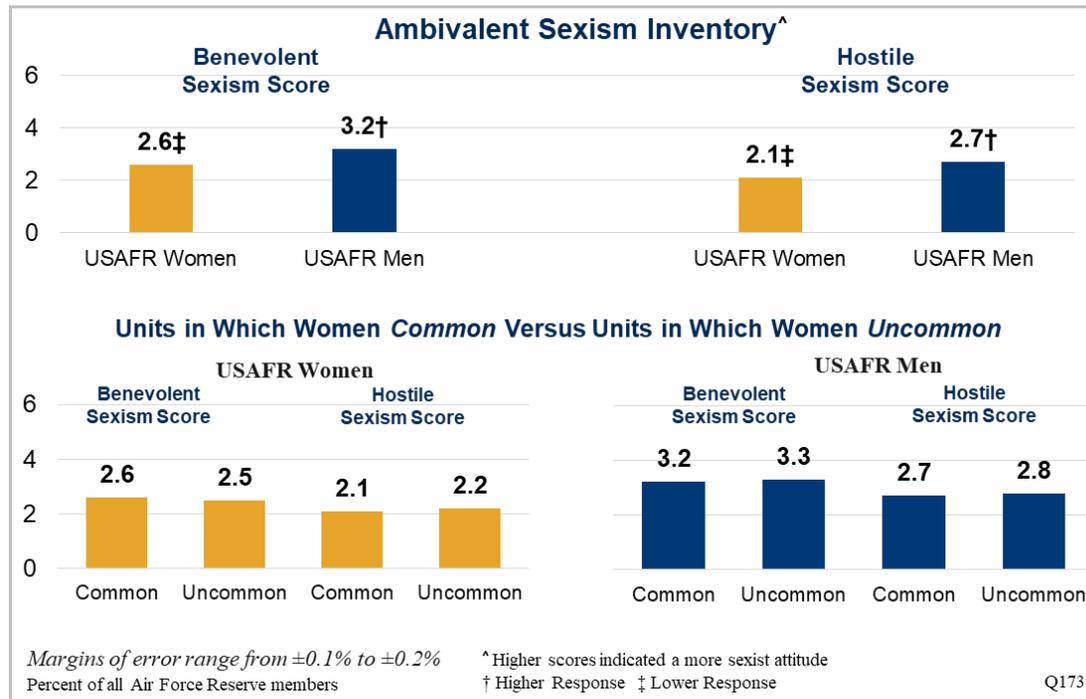
### Sexism

The sexism scale used in the 2019 WGRR is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). While the use of the Ambivalent Sexism Inventory (ASI, [Glick & Fiske, 1996]) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and non-generalizable to the full Selected Reserve population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016) others' reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual harassment (Begany & Milburn, 2002) and men's rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

**Method.** In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (6-items each for benevolent and hostile sexism) on a six-point scale ranging from strongly disagrees to strongly agree. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately with a higher score indicating more sexist attitudes.

**Results.** Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Air Force Reserve (3.2 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Air Force Reserve (2.7 on a scale from one to six) was significantly higher than the average score for women (2.1).

**Figure 88.**  
*Ambivalent Sexism in the Air Force Reserve*



There were no significant differences in either benevolent or hostile sexism between men assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

### **Rape Myth Acceptance**

Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape.

Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Frese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one’s peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

**Method.** The 2019 WGRR utilized the Illinois Rape Myth Acceptance Scale-Short Form (IRMAS-SF Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the

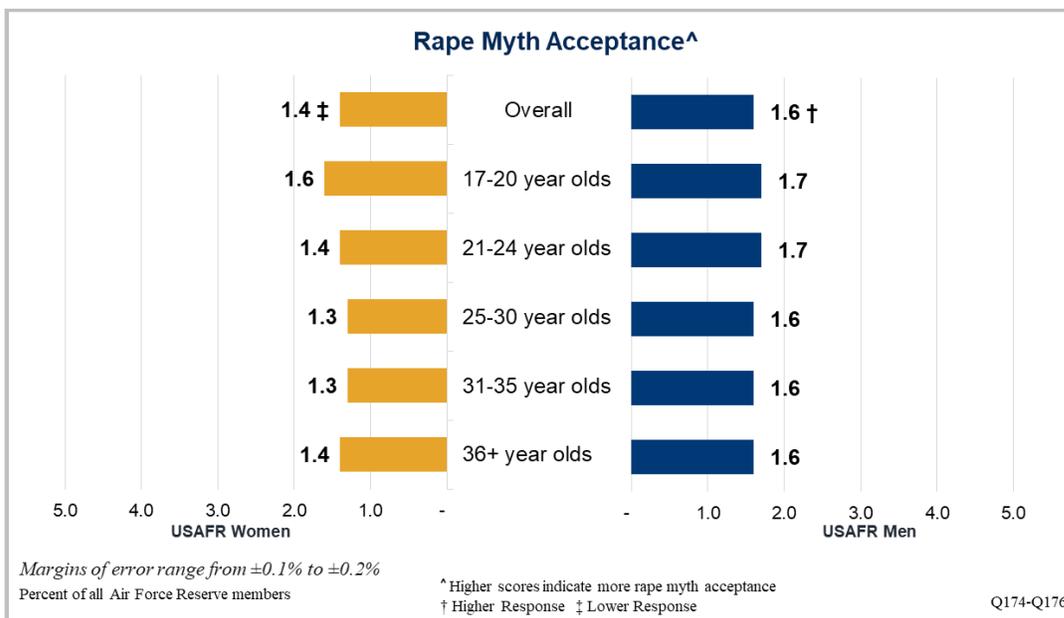
reserve component. The IRMAS-SF comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for all 17 questions produces a rape myth acceptance score with higher scores indicating more rape myth acceptance.

In support of the DoD’s continued emphasis on men’s sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males for example, the belief that men are never the victims or rape (Walfied, 2016). As with the IRMAS-SF, the male-rape myth items were scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for the three questions produces the total score with higher scores indicating more male-rape myth acceptance.

**Results.** Overall, rape myth acceptance among Service members in the Air Force Reserve was low. However, the average rape myth acceptance score for men in the Air Force Reserve (1.6 on a scale from one to five) was significantly higher than for women (1.4). Average male rape myth acceptance scores for men (1.4 on a scale from one to five) were also significantly higher than for women (1.2). Several rape-supportive beliefs were particularly notable among enlisted women and men who were significantly more likely than women and male officers to accept rape myths.

There were no significant differences in rape myth acceptance between women assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common. However, men in units where women were uncommon were significantly more likely to endorse rape myths (average of 1.7) than men in units with more women (average of 1.6).

**Figure 89.**  
*Rape Myth Acceptance by Age in the Air Force Reserve*



## Resilience

While a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and specifically to assess the ability to recover from stress (Smith et al., 2008). While several scales for measuring resilience exist, the BRS has multiple benefits including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008) suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

**Method**The BRS comprises six questions scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the six questions produces the total score with higher scores indicating more resilient individuals.

**Results**The average resilience score for women in the Air Force Reserve was 3.9 and the average score for men was 4.1. These scores indicate that, on average, Airmen tended to agree with each of the items related to their resilience. Despite generally high scores, the average resilience score for women was significantly lower than for men and the same was true of enlisted women and men compared to officers.

## Conclusion

The results of the 2019 *WGRR* reveal that there was no significant change in the estimated prevalence of sexual assault for women or men in the Air Force Reserve since 2017. We interpret this as evidence of the considerable work that remains to be done to prevent sexual assault. The data also indicate that perceptions of the climate in the military workplace—particularly vis-à-vis tolerance for sexual harassment—is worse for women in the Air Force Reserve than for men. Combined with the enduring prevalence of sexual harassment and gender discrimination, the 2019 *WGRR* provides further evidence of the need for heightened attention to aspects of unit climate and lower level grooming behaviors that may be of particular importance to sexual assault prevention and response.

Prior research identifies bystander intervention—taking steps to prevent potentially risky situations from happening—as a critical approach to sexual assault prevention. However, significantly more women than men witnessed these types of situations. Moreover, almost one out of five women and men who witnessed a situation reported that they did not intervene in any way. To the extent that bystander intervention is effective, additional training may be necessary to make Service members more attentive to risky situations and willing to intervene.

The sexism and rape myth acceptance measures utilized in the *2019 WGRR* help to reveal the attitudes and beliefs that Service members have that may influence their behavior and actions. Additional research that examines the ways in which these attitudes and beliefs differ among subgroups may be informative for designing and implementing more targeted interventions for sexual assault prevention and response.

Finally, the average level of individual resiliency in the Air Force Reserve was high. However, unwanted gender-related behaviors and unhealthy workplace climates may be detrimental to individual resilience which may have serious consequences for the ability to respond to stressors and for force readiness more broadly.

# Appendix E. National Guard Overview Report

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## National Guard Overview Report

### Executive Summary

The Department of Defense (DoD) remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations survey series fills this critical role.

This appendix presents the findings from the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)* for the National Guard compiled by the Health & Resilience (H&R) Division of the Office of People Analytics (OPA). The *2019 WGRR* provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the National Guard; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination. More specifically, these data provide the opportunity to identify Component-specific areas in need of improvement and promising practices.

### Summary of Top-Line Results

The remainder of this executive summary details the top-line results for the National Guard, including details for the Army National Guard and the Air National Guard. The National Guard overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the National Guard. The complete, by question listing of the results of the 2019 WGRR are available in the *2019 WGRR Results and Trends*.

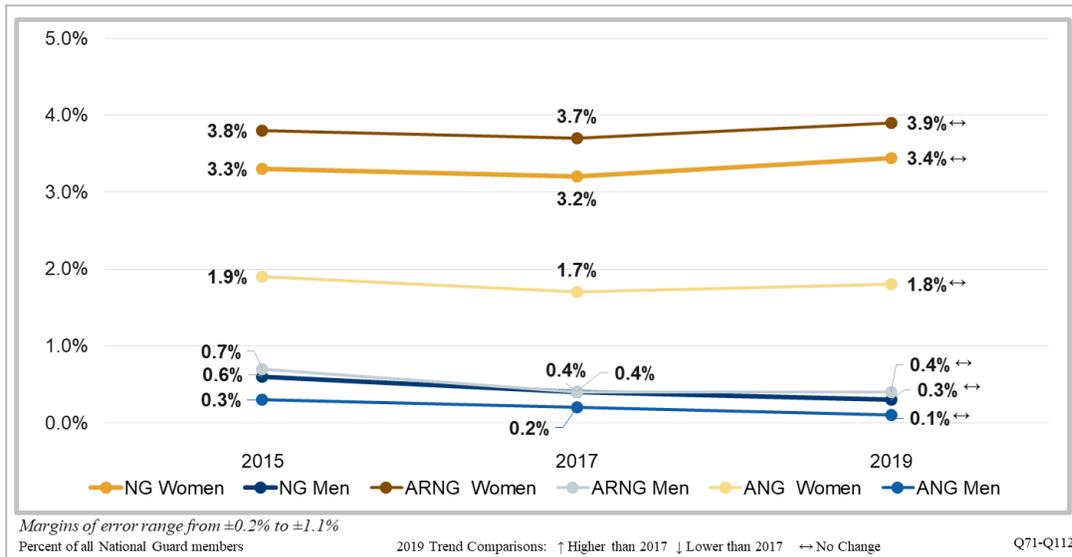
References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Results of the *2019 WGRR* are presented for both men and women. However, in many cases, data are not reportable for men due to low reliability. In this case, we reports results for women only.

## Estimated Sexual Assault Past Year Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

**Figure 90.**  
*Estimated Sexual Assault Past Year Rates for the National Guard*



### National Guard

- In 2019, 3.4% of women in the National Guard (an estimated 2,665 members) and 0.3% of men (an estimated 1,067 members) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 3.2% of women and 0.4% of men experienced a sexual assault.<sup>89</sup>
- An estimated 1.7% of women in the National Guard experienced a penetrative sexual assault and 1.7% experienced a non-penetrative sexual assault.

<sup>89</sup> As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the Workplace and Gender Relations Survey of Active Duty Members (WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the 2017 WGRR) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the 2017 WGRR Overview Report. The updates to the 2017 WGRR will be described and reported in full in a separate report.

- An estimated 0.1% of men in the National Guard experienced a penetrative sexual assault and 0.2% experienced a non-penetrative sexual assault.

### ***Army National Guard***

- In 2019, 3.9% of women in the Army National Guard (an estimated 2,258 members) and 0.4% of men (an estimated 1,004 members) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 3.7% of women and 0.4% of men experienced a sexual assault.
- An estimated 1.9% of women in the Army National Guard experienced a penetrative sexual assault and 2.0% experienced a non-penetrative sexual assault.
- An estimated 0.2% of men in the Army National Guard experienced a penetrative sexual assault and 0.2% experienced a non-penetrative sexual assault.

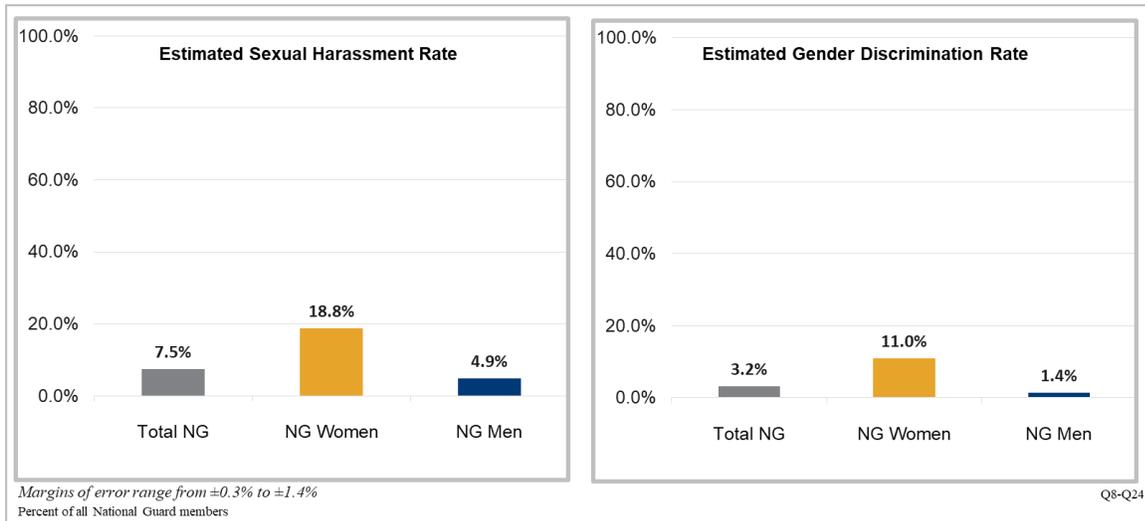
### ***Air National Guard***

- In 2019, 1.8% of women in the Air National Guard (an estimated 408 Airmen) and 0.1% of men (an estimated 64 Airmen) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 1.7% of women and 0.2% of men experienced a sexual assault.
- An estimated 1.1% of women in Air National Guard experienced a penetrative sexual assault and 0.7% experienced a non-penetrative sexual assault.
- Less than 0.1% of men in the Air National Guard experienced a penetrative sexual assault and 0.1% experienced a non-penetrative sexual assault.

### **Estimated Sexual Harassment and Gender Discrimination Past Year Rates**

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We construct rates for each type of violation separately.

**Figure 91.**  
***Estimated Sexual Harassment and Gender Discrimination Past Year Rates for the National Guard***



**National Guard**

- In 2019, 18.8% of women in the National Guard (an estimated 14,961 members) and 4.9% of men (an estimated 16,844 members) experienced sexual harassment.
- In 2019, 11.0% of women in the National Guard (an estimated 8,807 members) and 1.4% of men (an estimated 4,802 members) experienced gender discrimination.

**Army National Guard**

- In 2019, 21.8% of women in the Army National Guard (an estimated 12,566 Soldiers) and 5.2% of men (an estimated 13,713 members) experienced sexual harassment.
- In 2019, 12.0% of women in the Army National Guard (an estimated 6,899 Soldiers) and 1.5% of men (an estimated 3,847 members) experienced gender discrimination.

**Air National Guard**

- In 2019, 10.8% of women in the Air National Guard (an estimated 2,395 Airmen) and 3.8% of men (an estimated 3,131 Soldiers) experienced sexual harassment.
- In 2019, 8.6% of women in the Air National Guard (an estimated 1,908 Airmen) and 1.2% of men (an estimated 955 Soldiers) experienced gender discrimination. Women officers were significantly more likely than enlisted women to experience gender discrimination (15% compared to 7.6%).

## Culture, Climate, and Trust in the Military

In 2019, Service members were asked several new or revised questions regarding alcohol use, bystander intervention, and perceptions of the unit climate. Responses to these questions cannot be compared to data from prior years. However, they offer useful insights regarding the context in which Service members operate and may prove useful for designing future interventions for sexual assault, sexual harassment, and gender discrimination prevention and response.

### ***Army National Guard***

#### ***Alcohol use.***

- Overall, women (17%) were significantly more likely than men (13%) in the Army National Guard to engage in hazardous drinking in the prior year. Enlisted women (17%) were significantly more likely than women officers to be hazardous drinkers (12%). There were no significant differences between enlisted and officer men.
- Men (25%) and women (23%) in the Army National Guard were equally likely to engage in binge drinking at least once in the prior year. Enlisted women (23%) were significantly more likely than officer women (17%) to binge drink.
- Less than one tenth of women (7%) and men (6%) experienced amnesia related to excessive alcohol use at least once in the prior year.

#### ***Bystander intervention.***

- Just over one-third of women (37%) and significantly fewer men (23%) witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women (24%) was someone who “crossed the line” with their sexist comments or jokes. The most common situation witnessed by men (15%) was someone who drank too much and needed help.
- The vast majority of women (83%) and men (82%) who witnessed a situation intervened in some way (either during or after the situation).

#### ***Unit climate, leader actions, and workplace hostility.***

- The majority of Army National Guard members rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 73% of women and 83% of men), promoting a climate based on mutual respect and trust (observed by 69% of women and 81% of men), and leading by example by refraining from sexist comments and behaviors (observed by 68% of women and 81% of men). However, women consistently rated their units less favorably than did men.
- Women in the Army National Guard provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties

against individuals who sexually harass others at work would be strongly enforced (56% of women compared to 73% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (55% of women compared to 71% of men) and more than one out of five women (22%) compared to 9% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

- Women in the Army National Guard provided significantly less positive assessments of their immediate supervisors' leadership vis-à-vis sexual assault prevention and response. Women were significantly less likely to believe that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie," or use other unprofessional language at work (70% compared to 79% of men), would intervene if an individual was receiving sexual attention at work (79% of women compared to 87% of men), or encourage individuals to help others in risky situations that could result in harmful outcomes (78% of women compared to 86% of men).
- Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Army National Guard were significantly more likely than men to experience nearly every type of behavior, namely having a coworker gossiping or talking about them (48% of women compared to 31% of men), coworkers not providing information or assistance when they needed it (35% of women compared to 25% of men), and a coworker taking credit for their ideas (33% of women compared to 27% of men).

### ***Trust in the military.***

- A significant and sizable decline in trust in the military system occurred between 2017 and 2019.
  - In 2019, women in the Army National Guard were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (54% compared to 70% in 2017), ensure their safety (59% compared to 73% in 2017), and treat them with dignity and respect (57% compared to 73% in 2017).
  - Likewise, in 2019, men in the Army National Guard were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (73% compared to 84% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (75% compared to 85% in 2017).
- The differences in the perceptions of men and women were also sizable and statistically significant.

## ***Air National Guard***

### ***Alcohol use.***

- Overall, 13% of women and 9% of men in the Air National Guard engaged in hazardous drinking in the prior year. Enlisted women (13%) and enlisted men (9%) were significantly more likely than women officers (9%) and officer men (6%) to engage in hazardous drinking.
- About one-sixth of women (15%) and men (16%) engaged in binge drinking at least once in the prior year.
- About one out of twenty women (4%) and men (3%) experienced amnesia related to excessive alcohol use at least once in the prior year.

### ***Bystander intervention.***

- Just over one-quarter of women (26%) and significantly fewer men (14%) witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women (15%) was someone who “crossed the line” with their sexist comments or jokes. The most common situation witnessed by men (8%) was someone who drank too much and needed help.
- The vast majority of women (84%) and men (80%) who witnessed a situation intervened in some way (either during or after the situation).

### ***Unit climate, leader actions, and workplace hostility.***

- The majority of members of the Air National Guard rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 81% of women and 88% of men), encouraging victims to report sexual assault (observed by 80% of women and 87% of men), and publicizing sexual assault report resources (observed by 80% of women and 85% of men). However, women consistently rated their units less favorably than did men.
- Women in the Air National Guard provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (56% of women compared to 74% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (61% of women compared to 75% of men), and one out of five women (20%) compared to 8% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

- Overall, members of the Air National Guard provided positive assessments of their immediate supervisors' leadership vis-à-vis sexual assault prevention and response. However, enlisted men consistently rated their immediate supervisors less favorably than did male officers. More specifically, enlisted men (82%) were significantly less likely than male officers (88%) to agree that their immediate supervisor would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie. Enlisted men were also significantly less likely than male officers to agree that their immediate supervisor would stop individuals who were talking about sexual topics at work (84% compared to 90% of officers).
- Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Air National Guard were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (44% of women compared to 29% of men), coworkers not providing information or assistance when they needed it (26% of women compared to 17% of men), and a coworker taking credit for their ideas (29% of women compared to 22% of men).

### ***Trust in the military.***

- A significant and sizable decline in trust in the military system occurred between 2017 and 2019.
  - In 2019, women in the Air National Guard were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (62% compared to 72% in 2017), ensure their safety (67% compared to 76% in 2017), and treat them with dignity and respect (65% compared to 75% in 2017).
  - Likewise, in 2019, men in the Air National Guard were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (76% compared to 85% in 2017), ensure their safety (80% compared to 88% in 2017), and treat them with dignity and respect (80% compared to 87% in 2017).
- The differences in the perceptions of men and women were also sizable and statistically significant.

### **Social Perceptions and Experiences**

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the Reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to address inappropriate beliefs as well as a benchmark for future evaluations.

## **Army National Guard**

### ***Benevolent and hostile sexism.***

- Overall, men in the Army National Guard were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Army National Guard (3.4 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Army National Guard (2.9 on a scale from one to six) was significantly higher than the average score for women (2.3).
- Men serving in units where women were uncommon were significantly more likely to endorse hostile sexist beliefs than men in units with more women.

### ***Rape myth acceptance.***

- Overall, rape myth acceptance among Service members in the Army National Guard was low. However, the average rape myth acceptance score for men in the Army National Guard (1.7 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men (1.7) and women (1.5) who were significantly more likely than men (1.5) and women (1.3) officers to accept rape myths.
- The average male rape myth acceptance score for men in the Army National Guard (1.4 on a scale from one to five) was significantly higher than for women (1.3). Male rape-supportive beliefs were particularly notable among enlisted men (1.5) and women (1.3) who were significantly more likely than men (1.4) and women (1.1) officers to accept male rape myths.
- There were no significant differences in rape myth acceptance between women or men assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

## **Air National Guard**

### ***Benevolent and hostile sexism.***

- Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Air National Guard (3.2 on a scale from one to six) was significantly higher than for women (2.5). Likewise, the average hostile sexism score for men in the Air National Guard (2.7 on a scale from one to six) was significantly higher than the average score for women (2.1).
- Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs than men in units with more women.

***Rape myth acceptance.***

- Overall, rape myth acceptance among Service members in the Air National Guard was low. However, the average rape myth acceptance score for men in the Air National Guard (1.6 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than other men to accept rape myths.
- The average male rape myth acceptance score for men in the Air National Guard (1.4 on a scale from one to five) was significantly higher than for women (1.2).
- There were no significant differences in rape myth acceptance between women or men assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

**Resilience**

The 2019 WGRR included a measure for resilience--the ability to bounce back or recover from stress (Smith et al., 2008). The ability assess the relationship between unwanted gender-related experiences and resilience offers one way to establish the impact of these events or situations on Service members' health and wellbeing. Moreover, the ability to demonstrate the relationship between resilience and important military outcomes, such as retention, offers one way to establish the potential impact of unwanted gender-related events on the all-volunteer force.

***Army National Guard***

- Overall, members of the Army National Guard reported high levels of resiliency. Men (4.0 on a scale from one to five) reported significantly higher levels of resiliency than women (3.8). Women and men officers also reported higher levels of resiliency than enlisted men and women (For women, 4.0 for officers compared to 3.8 for enlisted; for men, 4.2 for officers compared to 4.0 for enlisted).

***Air National Guard***

- Overall, members of the Army National Guard reported high levels of resiliency. Men (4.1 on a scale from one to five) reported significantly higher levels of resiliency than women (3.9). Women and men officers also reported higher levels of resiliency than enlisted men and women (For women, 4.0 for officers compared to 3.8 for enlisted; for men, 4.2 for officers compared to 4.0 for enlisted).

**Conclusion**

The results of the 2019 WGRR reveal that there was no significant change in the estimated prevalence of sexual assault for women or men in the National Guard since 2017. We interpret this as evidence of the considerable work that remains to be done to prevent sexual assault. The data also indicate that perceptions of the climate in the military workplace is worse for women in the National Guard than for men. Combined with their declining trust in the military system and

women's less favorable assessment of the climate for sexual harassment (compared to that of men), the *2019 WGRR* provides further evidence of the need for heightened attention to aspects of unit climate which may be of particular important to sexual assault prevention and response.

Prior research identifies bystander intervention—taking steps to prevent potentially risky situations from happening—as a critical approach to sexual assault prevention. However, significantly more women than men witnessed these types of situations. Moreover, almost one out of five women and men who witnessed a situation reported that they did not intervene in any way. To the extent that bystander intervention is effective, additional training may be necessary to make Service members more attentive to risky situations and willing to intervene.

The sexism and rape myth acceptance measures utilized in the *2019 WGRR* help to reveal the attitudes and beliefs that Service members have that may influence their behavior and actions. Additional research that examines the ways in which these attitudes and beliefs differ among subgroups may be informative for designing and implementing more targeted interventions for sexual assault prevention and response.

Finally, the average level of individual resiliency in the National Guard was high. However, unwanted gender-related behaviors and unhealthy workplace climates may be detrimental to individual resilience which may have serious consequences for the ability to respond to stressors and for force readiness more broadly.

## Introduction

The 2019 WGRR provides key insights as to the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the National Guard; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. Making these data available at the component-level acknowledges the unique challenges that each Service must address in order to prevent and respond to sexual assault, sexual harassment, and gender discrimination within their ranks. More specifically, these data provide the opportunity to identify Service-specific areas in need of improvement and promising practices.

## Background and Methodology

The Health & Resilience (H&R) Division, within the Office of People Analytics (OPA),<sup>90</sup> has been conducting the congressionally mandated gender relations survey of Reserve component members since 2004 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, 2015, and 2017. In 2014, the RAND Corporation conducted the 2014 RAND Military Workplace Study (2014 RMWS) of military members (both active duty and Reserve component) in order to provide an independent assessment of unwanted gender-related behaviors in the military.

The ability to estimate annual prevalence rates for sexual assault, sexual harassment, and gender discrimination is a distinguishing feature of this survey. The purpose of these rates is to provide the Department with a biennial estimate of how many military men and women experienced behaviors prohibited by the Uniform Code of Military Justice (UCMJ) or by policy during the past year. Chapter 1 of the Overview Report provides additional information regarding the construction of these measures.

## Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations, and these scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).<sup>91</sup> Appendix F contains answers to frequently asked questions (FAQ) on the methods employed by the government and private survey agencies, including OPA.

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<sup>90</sup> Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

<sup>91</sup> In 2014, an independent analysis of the methods used for the 2012 WGRA determined that [“OPA”] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of results as reported for the 2012 WGRA (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA’s methods, and although they found sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting nonresponse bias analyses that are now standard practice for OPA surveys (GAO-10-751R Human Capital).

Data for the 2019 *WGRR* were collected between August 16 and November 8, 2019. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services to ensure respondent data were protected.<sup>92</sup>

The 2019 *WGRR* was largely modeled off of the 2017 *WGRR* and comparisons can be made with regard to the estimated sexual assault rates and many of the characteristics of sexual assault between 2017 and 2019. However, because of multiple changes in the sexual harassment and gender discrimination metrics in 2019, direct comparisons to 2017 data should not be made with regard to sexual harassment and gender discrimination rates or experiences. Chapter 1 of the Overview Report provides further details on the sexual harassment and gender discrimination metric revisions.

The target population for the 2019 *WGRR* consisted of members from the Selected Reserve<sup>93</sup> in Reserve Units, Active Guard/Reserve (AGR/FTS/AR,<sup>94</sup> Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the Reserve component for at least five months.<sup>95</sup> Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

OPA sampled a total of 149,181 National Guard members for the 2019 *WGRR*.<sup>96</sup> Surveys were completed by 18,091 National Guard members, resulting in a weighted response rate of 14.3% for the National Guard. Specifically, OPA sampled 114,579 Army National Guard members and 34,602 Air National Guard members. For Army National Guard, 10,728 responded, resulting in a weighted response rate of 11.5%. For Air National Guard, 7,363 responded, resulting in a weighted response rate of 23.1%.

OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members. Within this process, statistical adjustments are

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<sup>92</sup> This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

<sup>93</sup> The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). Selected reservists are essential to initial wartime missions and are the primary source of augments to active forces. While the Coast Guard Reserve is a component of the Selected Reserve, the Coast Guard was not sampled for the 2019 *WGRR*.

<sup>94</sup> Names for this program vary among reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

<sup>95</sup> The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those reserve component members with at least five months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not selected for the survey.

<sup>96</sup> Three separate surveys of the Reserve Component were scheduled to field at the same time in 2019—the 2019 *WGRR*, the Workplace and Equal Opportunity Survey of Reserve Component Members (2019 *WEOR*), and the Status of Forces Survey of Reserve Component Members (2019 *SOFR*). In order to minimize survey burden, a census of the reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys.

made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA weights the data based on an industry standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1 and in the *2019 WGRR Statistical Methodology Report*.

The remainder of this appendix details the top-line results for the National Guard. The full National Guard report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault, sexual harassment, and gender discrimination prevention and response within the National Guard. The complete, by question, listing of the results of the *2019 WGRR* are available in the *2019 WGRR Results and Trends*. As a part of a continuous review of our survey program, OPA is working to better align (where appropriate) the WGRR survey instrument, data processing, and reporting with that of the 2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA). In 2019, this necessitated updates to the 2017 dataset that were minor (and did not substantively impact the results of the *2017 WGRR*) but did produce slight differences in some estimates for 2017 shown in this report as compared to what was reported in the *2017 WGRR Overview Report*. The updates to the *2017 WGRR* will be described and reported in full in a separate report.

References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt. Additionally, all references to “experiences” of sexual assault, gender discrimination, or sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions as to whether the events reported occurred are beyond the purview of this survey. References to “sexual assault,” “sexual harassment,” or “gender discrimination” throughout the report do not imply legal definitions and should be interpreted as “alleged” events.

Data in this appendix are presented for women and men when available. When data are not reportable for men, only results for women will be discussed.

## **Sexual Assault**

This section examines the estimated prevalence of sexual assault among National Guard Service members overall and then for members of the Army National Guard and Air National Guard separately. Beyond estimated prevalence rates, the following sections describe the characteristics of sexual assault situations identified by Service members as the worst, and describe members’ experiences with and attitudes regarding reporting their sexual assault experience. This chapter concludes with a discussion regarding the ways in which these results inform and refine our knowledge regarding sexual assault in the military.

## Sexual Assault Past Year Prevalence Rates

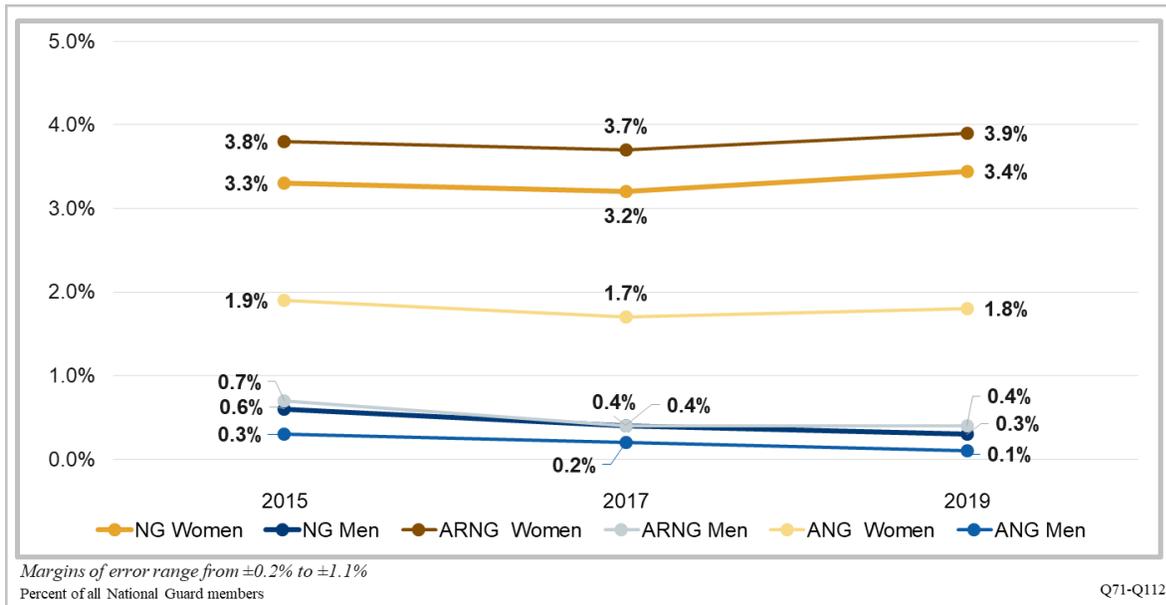
Sexual assault offenses described throughout this chapter refer to a range of behaviors prohibited by the UCMJ and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

The WGRR measures the prevalence of sexual assault *victimization* meaning that Service members who experience an unwanted behavior and meet legal criteria are included in the estimated sexual assault rate regardless of the status of the alleged offender (i.e., military member or civilian).<sup>97</sup> See chapter 1 for further details on rate construction.

### Estimated Sexual Assault Past Year Prevalence Rate

In 2019, an estimated 3.4% of National Guard women and 0.3% of men experienced sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when 3.2% of women and 0.4% of men experienced sexual assault.

**Figure 92.**  
*Estimated Sexual Assault Past Year Rates for the National Guard*



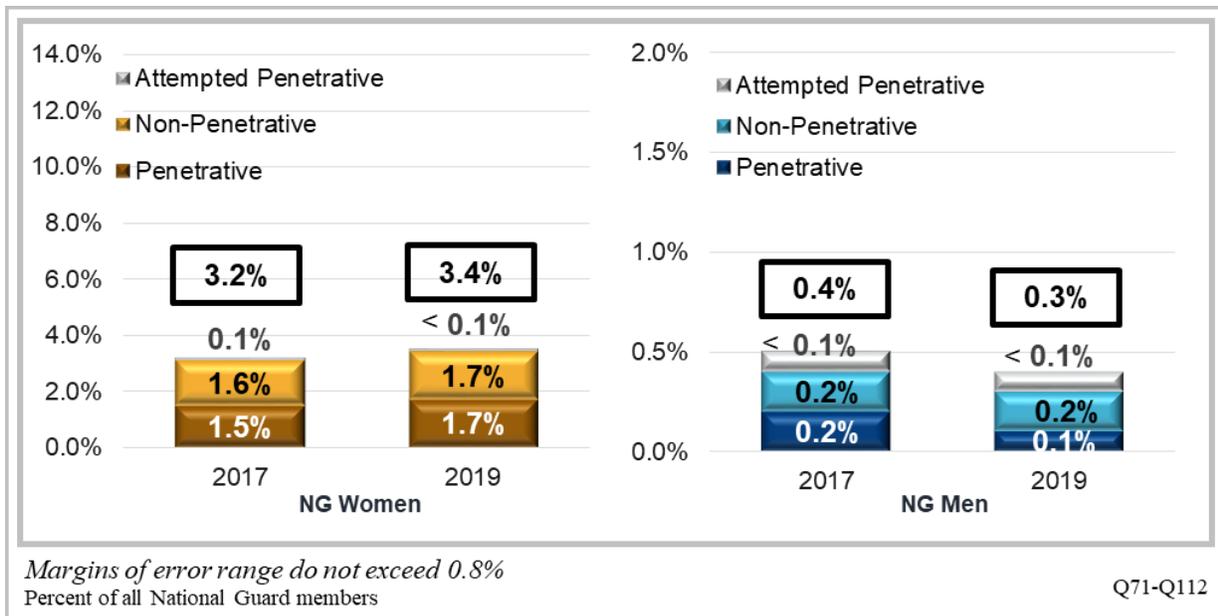
<sup>97</sup> All references to “experiences” of sexual assault in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members.

### Type of Estimated Sexual Assault Prevalence Rate

Sexual assault prevalence rates vary by the type of behavior—penetrative, non-penetrative, or attempted penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first, so that members who indicate experiencing multiple types of assault are only categorized once.

There were no significant differences in the estimated rate of any specific type of sexual assault between 2017 and 2019. However, in 2019, National Guard women were significantly more likely than men to experience a penetrative sexual assault (an estimated 1.7% compared to 0.1% of men).

**Figure 93.**  
*Estimated Sexual Assault Past Year Prevalence Rates by Type for the National Guard*



There were no significant differences between women and men in the estimated attempted penetrative sexual assault rate (<1% for both men and women). However, women were significantly more likely than men to experience non-penetrative sexual assault in 2019 (1.7% of women compared to 0.2% of men).

### Army National Guard Sexual Assault Overview

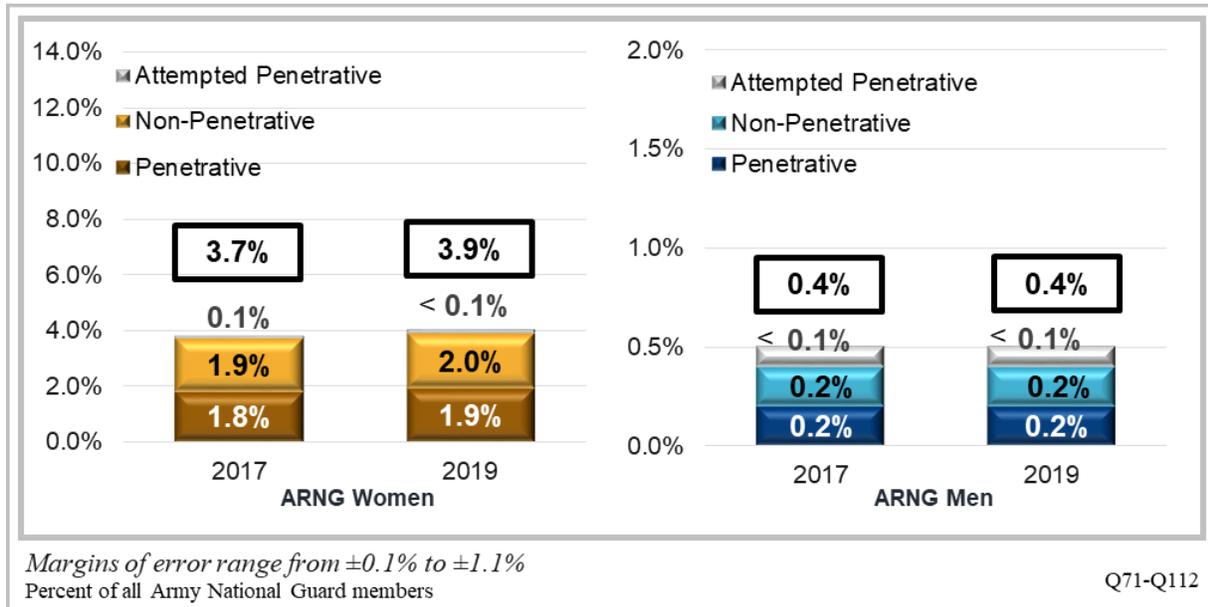
In 2019, an estimated 3.9% of Army National Guard women (an estimated 2,258 Soldiers) and 0.4% of men (an estimated 1,004 Soldiers) experienced sexual assault. This rate is statistically unchanged from 2017, when 3.7% of women and 0.4% of men experienced sexual assault.

There were no significant differences in the estimated rate of any specific type of sexual assault between 2017 and 2019. However, in 2019, women in the National Guard were significantly

more likely than men to experience a penetrative sexual assault (an estimated 1.9% compared to 0.2% of men).

**Figure 94.**

***Estimated Sexual Assault Past Year Prevalence Rates by Type for Army National Guard***



There were no significant differences between women and men in the estimated attempted penetrative sexual assault rate (<1% for both men and women). However, women were significantly more likely than men to experience non-penetrative sexual assault in 2019 (2.0% of women compared to 0.2% of men).

### **One Situation of Sexual Assault with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them. For the plurality of women, the worst situation involved either a non-penetrative sexual assault (49%) or a penetrative sexual assault (43%).

### **Reported Demographics of the Alleged Offender(s)**

For the majority of women (63%), the worst situation of sexual assault involved one alleged offender. However, a sizable proportion of women (36%) described the worst situation of sexual assault they experienced as involving more than one offender.

For women, the vast majority of situations involved alleged offenders who were men (99%), military members (80%), and higher ranking than them (66%). A closer examination of the alleged offender’s status reveals that for more than one-quarter of women (26%), the alleged offender was some higher-ranking military member in the unit (other than their immediate

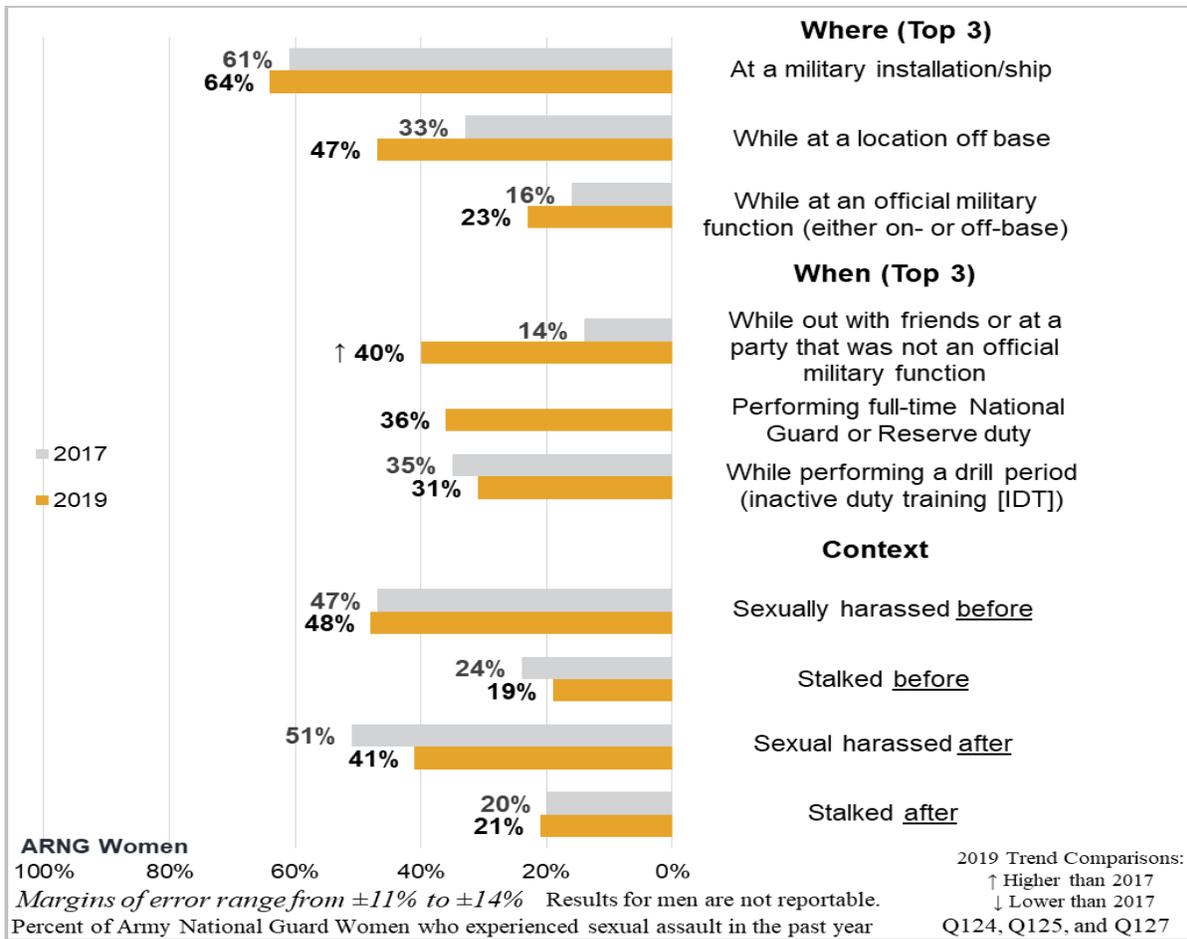
supervisor). Women were nearly as likely (36%) to indicate that the alleged offender was a military member of the same rank as them in their unit.

Nearly half (48%) of women identified the alleged offender as someone from work and 41% indicated that the alleged offender was a friend or acquaintance.

**Location and Context**

For the majority of women (61%), the sexual assault occurred at a military installation or on a ship. However, more than half of women (47%) also responded that the sexual assault occurred at a location off base.<sup>98</sup>

**Figure 95.**  
*Location and Context of the Sexual Assault One Situation for the Army National Guard*



<sup>98</sup> Responses do not sum to 100% because Service members may endorse multiple locations.

While for most women (40%) the worst situation of sexual assault occurred while they were out with friends or at a party that was not an official military function, a substantial proportion of women described the incidents as happening while they were performing military duty, either full-time National Guard or reserve duty (36%) or a drill period (31%). Overall, more than two-thirds of women in the Army National Guard (71%) experienced the worst situation of sexual assault while in some military context.

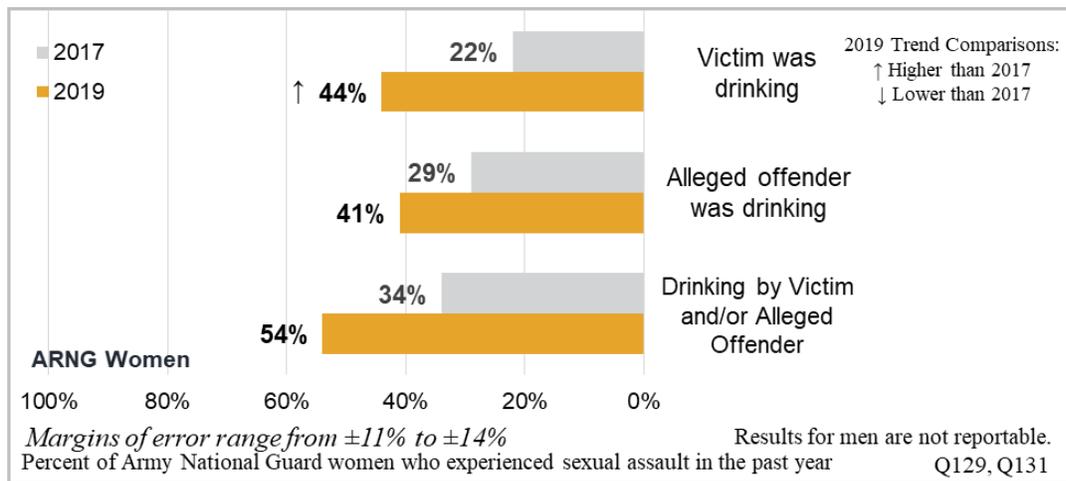
Notably, nearly half of women (48%) were sexually harassed by the same alleged offender before the sexual assault happened and nearly one fifth (19%) were stalked. Meanwhile, 41% of women were sexually harassed and 21% stalked by the alleged offender after the sexual assault incident.

### Alcohol Use

In 2019, for the majority of women (54%) the worst situation of sexual assault they experienced involved alcohol use, by either the victim or the alleged offender.

Nearly half of women (44%) and 41% of alleged offenders were drinking alcohol at the time of the worst incident of sexual assault.

**Figure 96.**  
*Alcohol Use During the Sexual Assault One Situation for the Army National Guard*



## Reporting of Sexual Assault

### Reporting Options

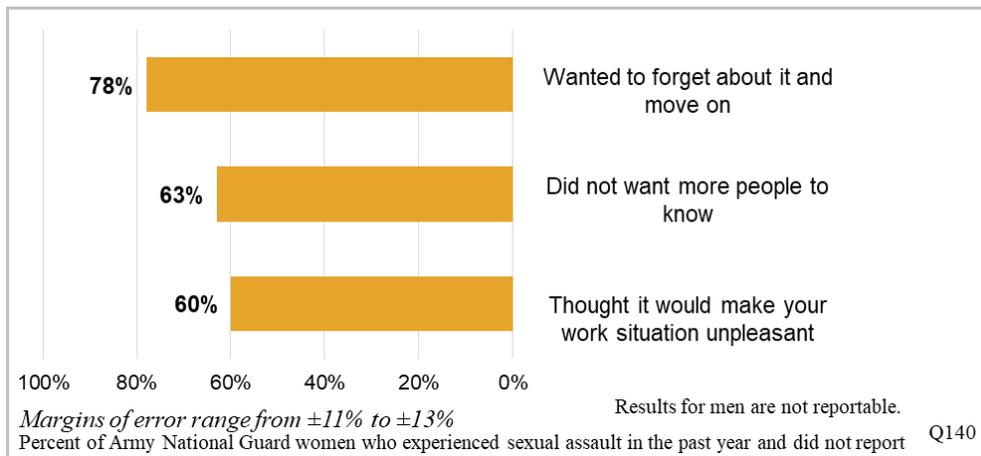
DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, and unrestricted reports start an official investigation in addition to providing the services available in restricted reporting. Reserve component members, the majority of whom serve in a part-time status (roughly 90%),

may also be more likely to report the sexual assault they experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the 2019 WGRR included civilian law enforcement as a potential reporting option.

The vast majority of women who experienced sexual assault did not report their worst experience to any legal authorities (77%). However, far more women reported the experience to military authorities (23%) than to civilian law enforcement (5%).

Women provided a variety of reasons for not reporting the sexual assault they experienced. The top reasons included: wanting to forget about it and move on (78%), not wanting people to know (63%), thinking it would make their work situation unpleasant (60%), feeling ashamed or embarrassed (53%), and not thinking anything would be done (53%).

**Figure 97.**  
*(Top) Reasons for Not Reporting Sexual Assault for Army National Guard Women*



### Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

In 2019, an estimated 8.8% of women in the Army National Guard had experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 8.0% of women had experienced sexual assault prior to joining the military. Meanwhile, an estimated 1.3% of men in the Army National Guard, significantly more than the 0.6% in 2017, had experienced sexual assault prior to joining the military.

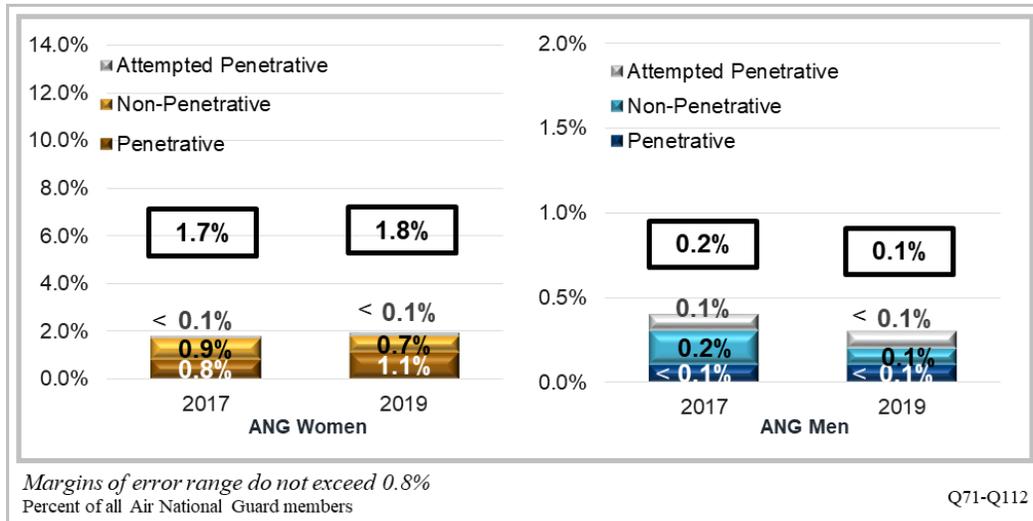
In 2019, an estimated 13.5% of women and 1.6% of men in the Army National Guard had experienced sexual assault since joining the military (including the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 12.4% of women and 1.4% of men had experienced sexual assault since joining the military.

## Air National Guard Sexual Assault Overview

In 2019, 1.8% of women in the Air National Guard (an estimated 408 Airmen) and 0.1% of men (an estimated 64 Airmen) experienced a sexual assault in the prior 12 months. This rate is statistically unchanged from 2017, when an estimated 1.7% of women and 0.2% of men experienced a sexual assault.

**Figure 98.**

### *Estimated Sexual Assault Past Year Prevalence Rates by Type for the Air National Guard*



Among women who experienced sexual assault, 1.1% experienced a penetrative sexual assault and 0.7% experienced a non-penetrative sexual assault.

Among men who experienced sexual assault, <0.1% experienced a penetrative sexual assault and 0.1% experienced a non-penetrative sexual assault.

### One Situation of Sexual Assault with the Biggest Effect

Service members were asked to reflect upon and describe the characteristics and consequences of the “one situation” of sexual assault that was the worst, or most serious, to them. For the plurality of women, the worst situation involved either a penetrative sexual assault (47%) or a non-penetrative sexual assault (45%).

### Reported Demographics of the Alleged Offender(s)

For the majority of women (71%), the worst situation of sexual assault involved one alleged offender. However, a sizable proportion of women (29%) described the worst situation of sexual assault they experienced as involving more than one offender. These estimates were not reportable for men.

For women, the vast majority of situations involved alleged offenders who were military members (64%). A closer examination of the alleged offender's status reveals that for nearly one fifth of women (17%), the alleged offender was a member of their chain of command and for more than one-fifth of women (21%) the alleged offender was some other higher ranking military member in the unit.

Nearly two-fifths (37%) of women identified the alleged offender as a friend or acquaintance and 30% indicated that the alleged offender was someone from work.

### ***Location and Context***

For more than one-third of women (38%), the sexual assault occurred at a military installation or on a ship. However, more than half of women (52%) also responded that the sexual assault occurred at a location off base.<sup>99</sup>

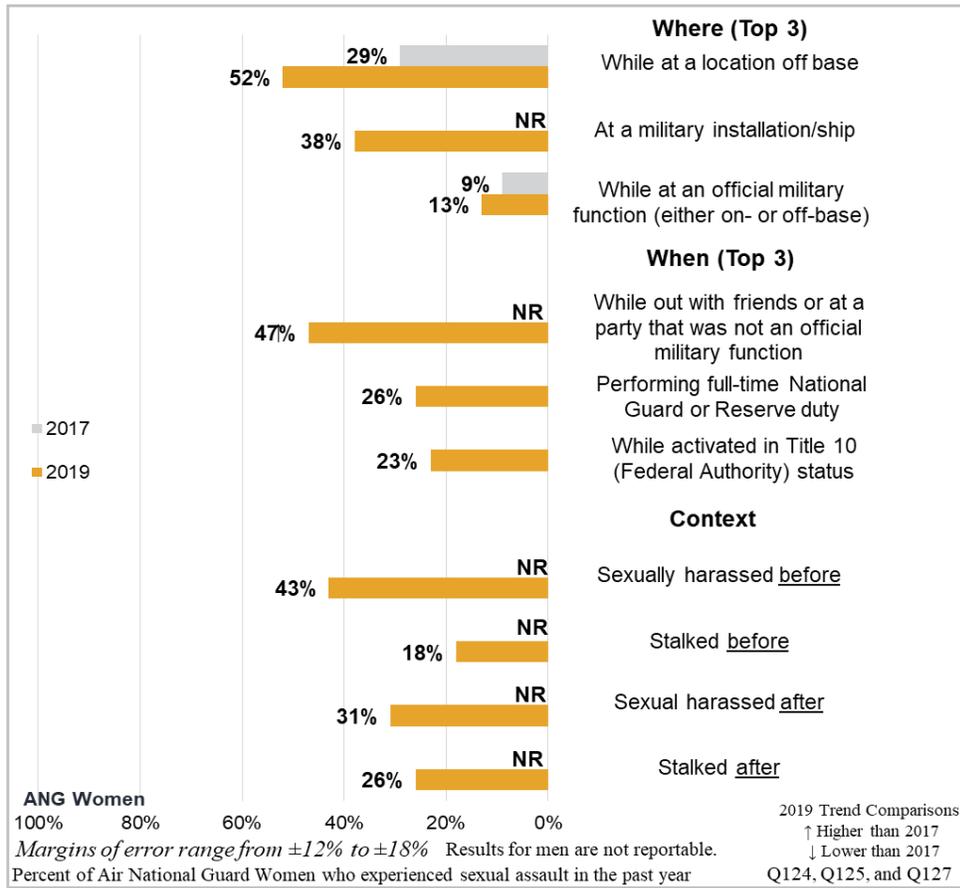
While for most women (47%) the worst situation of sexual assault occurred while they were out with friends or at a party that was not an official military function, a substantial proportion of women described the incidents as happening while they were in a military status, either full-time National Guard or reserve duty (26%) or activated in Title 10 (i.e., federal authority) status (23%). Overall, the majority of women in the National Guard (58%) experienced the worst situation of sexual assault while in some military status.

Notably, nearly half of women (43%) were sexually harassed by the same alleged offender before the sexual assault happened and nearly one-fifth (18%) were stalked. Meanwhile, 31% of women were sexually harassed and 26% stalked by the alleged offender after the sexual assault incident.

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<sup>99</sup> Responses do not sum to 100% because Service members may endorse multiple locations.

**Figure 99.**  
**Location and Context of the Sexual Assault One Situation for Air National Guard**



**Alcohol Use**

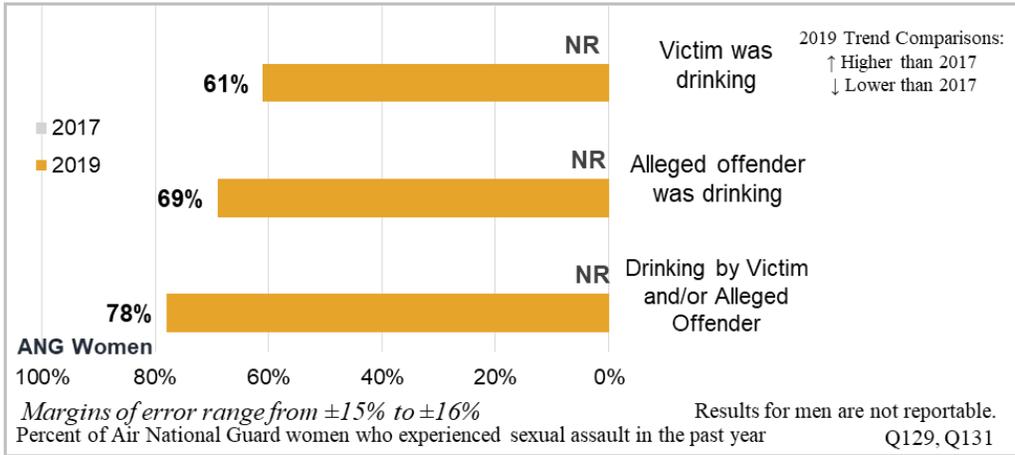
Overall, 13% of women and 9% of men in the Air National Guard engaged in hazardous drinking in the prior year. Enlisted women (13%) and enlisted men (9%) were significantly more likely than women officers (9%) and officer men (6%) to engage in hazardous drinking.

Men in the Air National Guard were about equally likely as women to engage in binge drinking at least once in the prior year (16% and 15%, respectively).

Nearly one out of twenty women (4%) and men (3%) experienced amnesia related to excessive alcohol use at least once in the prior year.

**Figure 100.**

***Alcohol Use During the Sexual Assault One Situation for the Air National Guard***

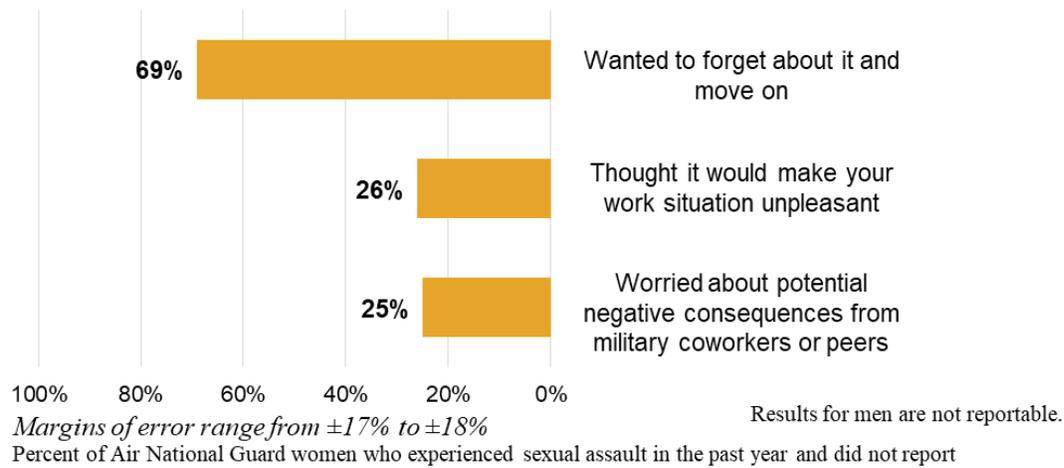


**Reporting of Sexual Assault**

***Reporting Options***

DoD provides two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, and unrestricted reports start an official investigation in addition to providing the services available in restricted reporting. Reserve component members, the majority of whom serve in a part-time status (roughly 90%), may also be more likely to report the sexual assault they experience to civilian law enforcement; particularly if the alleged offender is not a military member. As such, the 2019 WGRR included civilian law enforcement as a potential reporting option.

The vast majority of women who experienced sexual assault did not report their worst experience to any legal authorities (69%). However, far more women reported the experience to military authorities (30%) than to civilian law enforcement (12%).

**Figure 101.****(Top) Reasons for Not Reporting Sexual Assault for Air National Guard Women**

Women provided a variety of reasons for not reporting the sexual assault they experienced. The top reasons included: wanting to forget about it and move on (69%), thinking it would make their work situation unpleasant (26%), not wanting to hurt the alleged offender's career (25%), and worrying about potential negative consequences from their military coworkers or peers (25%), and not wanting people to see you as weak (20%).

Prior research suggests that some women may not characterize their experience as sexual assault, and this may influence their decision not to report (Bergman et al., 2002). In 2019, Service members were asked if they considered the upsetting situation they experienced to be sexual assault. The vast majority of women whose behaviors met the legal criteria to be included in the sexual assault rate (80%) also characterized their worst situation as a sexual assault. However, there was no significant difference in reporting between those who characterized the upsetting situation as sexual assault and those who did not.

### Estimated Sexual Assault Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of sexual assault, it is also necessary to monitor prevalence rates of sexual assault prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

In 2019, an estimated 7.1% of women and 1.0% of men in the Air National Guard had experienced sexual assault prior to joining the military. This rate was statistically unchanged from 2017, when an estimated 5.4% of women and 0.9% of men had experienced sexual assault prior to joining the military.

In 2019, an estimated 11.0% of women and 0.9% of men in the Air National Guard had experienced sexual assault since joining the military (including the prior 12 months). This rate was statistically unchanged from 2017, when an estimated 10.0% of women and 1.2% of men had experienced sexual assault since joining the military.

## Sexual Harassment in the National Guard

To estimate past year sexual harassment rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>100</sup>

Sexual harassment comprises two behaviors—a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person’s work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person’s job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. Multiple changes were made to the sexual harassment metric in 2019. Therefore, the results presented in this report regarding the prevalence and characteristics of sexual harassment in the National Guard are limited to responses provided in 2019 and no comparisons are made to data collected regarding sexual harassment in prior years. Moreover, readers are strongly cautioned against making direct comparisons between the 2019 sexual harassment estimates and prior years. For more on rate construction, see chapter 1 of the full overview report.

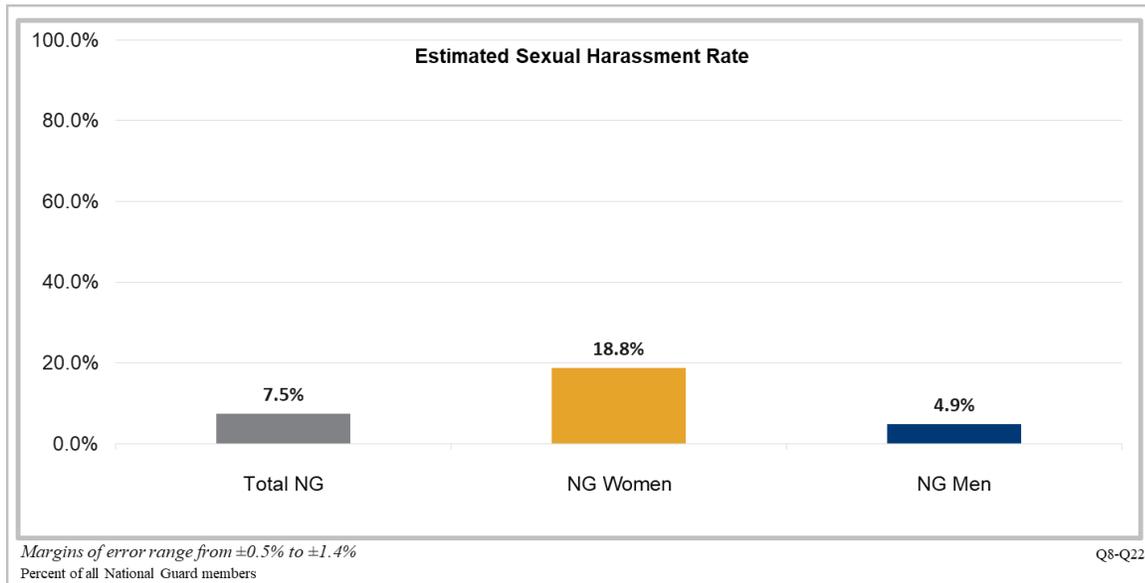
It is worth noting that in order to be included in the sexual harassment rate, Service members’ experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender.

### Estimated Sexual Harassment Past Year Prevalence Rates

Overall, an estimated 7.5% of National Guard members experienced sexual harassment in 2019. The rate of sexual harassment was higher among women at 18.8% compared to an estimated 4.9% of men.

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<sup>100</sup> All references to “experiences” of sexual harassment in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

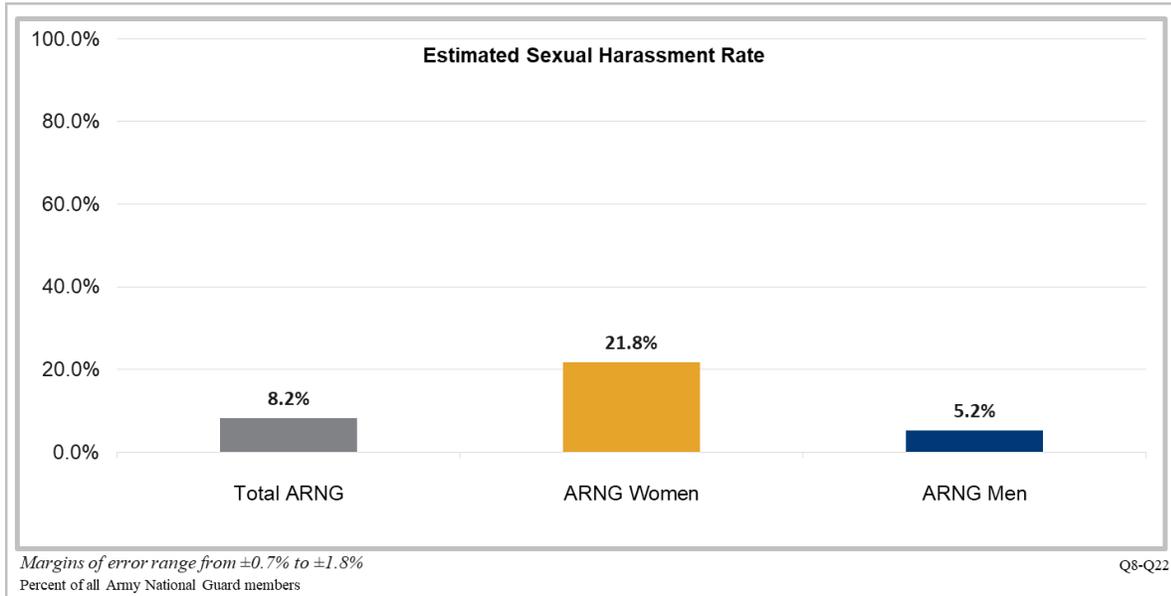
**Figure 102.*****Estimated Sexual Harassment Past Year Rates for the National Guard***

Differences in the prevalence of sexual harassment on the basis of paygrade were also evident. The rate of sexual harassment for enlisted men (5.1%) was significantly higher than for officers (3.5%). Notably, unlike sexual assault rates, the rate of sexual harassment for enlisted women (19.0%) was not significantly different from officers (17.2%).

## Army National Guard Sexual Harassment Overview

Overall, an estimated 8.2% of Army National Guard members (an estimated 26,269 Soldiers) experienced sexual harassment in 2019. The rate of sexual harassment was higher among women at 21.8% (an estimated 12,566 Soldiers) compared to an estimated 5.2% of men (an estimated 13,713 Soldiers).

**Figure 103.**  
*Estimated Sexual Harassment Past Year Rates for Army National Guard*



Differences in the prevalence of sexual harassment on the basis of paygrade were also evident. The rate of sexual harassment for enlisted men (5.5%) was significantly higher than for officers (3.5%). Notably, unlike sexual assault rates, the rate of sexual harassment for enlisted women (22.1%) was not significantly different from officers (19.6%).

**One Situation of Sexual Harassment with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation, “the one situation,” that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

For one-third of women, the worst situation involved repeated sexual jokes (34%), repeated sexual comments about their appearance or body (33%), or repeated attempts to establish an unwanted romantic or sexual relationship or Repeatedly asked you questions about your sex life or sexual interests (both 31%). For the majority of men, the worst situation involved repeated sexual jokes (37%), someone repeatedly suggesting they do not act like a man is supposed to (31%), someone repeatedly telling them about their sexual activities (23%), or someone repeatedly asking questions about their sex life or sexual interest (19%).

Notably, for both men and women, “the one situation” was rarely an isolated incident. Instead, the sexual harassment typically occurred over time for both women (74%) and men (67%). For the plurality of women (37%), the situation lasted over a period of a few months.

**Demographics of the Alleged Offender(s)**

Women were about equally likely to describe the sexual harassment they experienced as involving one or more than one alleged offender (49% and 51%, respectively). For the majority

of women (97%), the alleged offender(s) involved men and military members (97%). While alleged offenders appeared to span the entire range of military paygrades, women most frequently identified their alleged offender as being in the paygrades of E5-E6 (55%) or E7-E9 (37%). Women officers, however, were significantly more likely than enlisted women to identify their alleged offender as a commissioned officer, most often an O4-O6 (46%).

Men (63%) described the worst situation of sexual harassment they experienced as involving more than one person. Like women, the sexual harassment that men in the Army National Guard experienced typically involved alleged offenders who were men (95%), military members (97%), and in the paygrades E4 (37%), E5-E6 (54%), or E7-E9 (25%). For men (35%), the worst situation of sexual harassment included at least one female alleged offender. Similar to women, men officers were more likely than enlisted men to identify their alleged offender as a commissioned officer, most often an O1-O3 (40%).

The alleged offenders' status was also a notable finding. The majority of women (75%), and significantly more than men (61%), identified their alleged offender as someone higher ranking than them. Enlisted women were significantly more likely than women officers to describe the alleged offender as someone higher ranking (77% of enlisted women compared to 54% of women officers). Women officers (56%) were significantly more likely than enlisted women (20%) to describe the alleged offender as someone of the same rank. Similarly, men officers were significantly more likely than enlisted men to describe the alleged offender as someone of the same rank (52% of men officers compared to 32% of enlisted men). However, enlisted men (47%) were significantly more likely than men officers (23%) to describe the alleged offender as someone lower ranking than them.

### ***Location and Context***

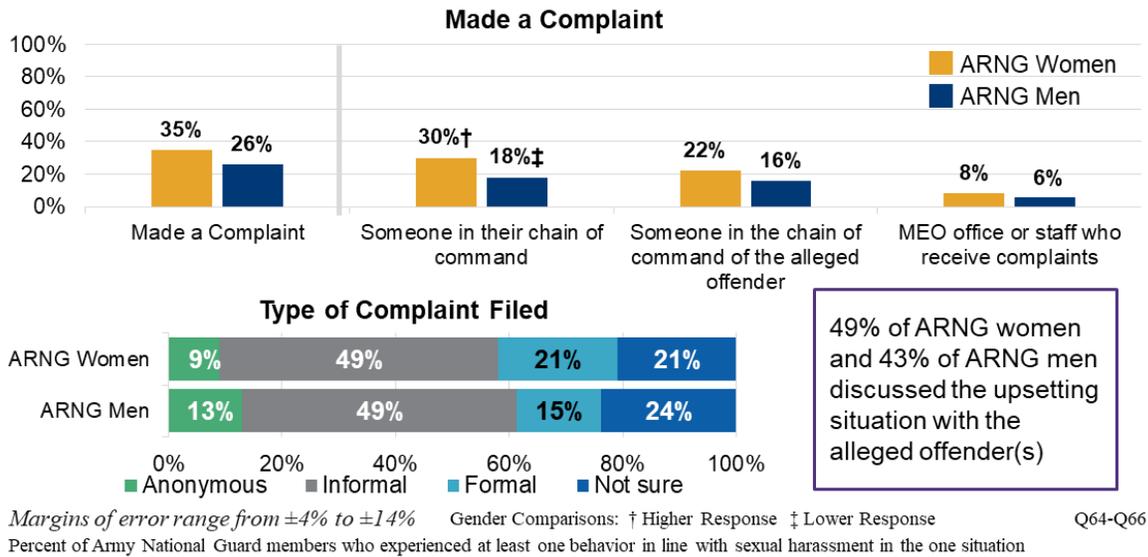
For both women (88%) and men (89%), the vast majority of sexual harassment situations occurred on military installations or at unit sites. However, a non-negligible proportion of incidents occurred at an official military function on or off base (38% for women and 47% for men) and more than one-quarter of women specifically described the situation as occurring at a location off base (27%). Notably, women described the situation as occurring online on social media or via other electronic communications (27%) significantly more often than men (14%).

The vast majority of women and men (both 88%) experienced the one situation while in a military status. More specifically, 53% of women and more than half of men (51%) experienced their worst situation of sexual harassment while performing full-time National Guard or Reserve duty and roughly the same proportion (51% of women and 49% of men) experienced the situation while performing a drill period.

### ***Making a Sexual Harassment Complaint***

The military's equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, nearly half of women (49%) and 43% of men discussed the upsetting situation with the alleged offender(s).

**Figure 104.**  
**Making a Complaint of Sexual Harassment in the Army National Guard**



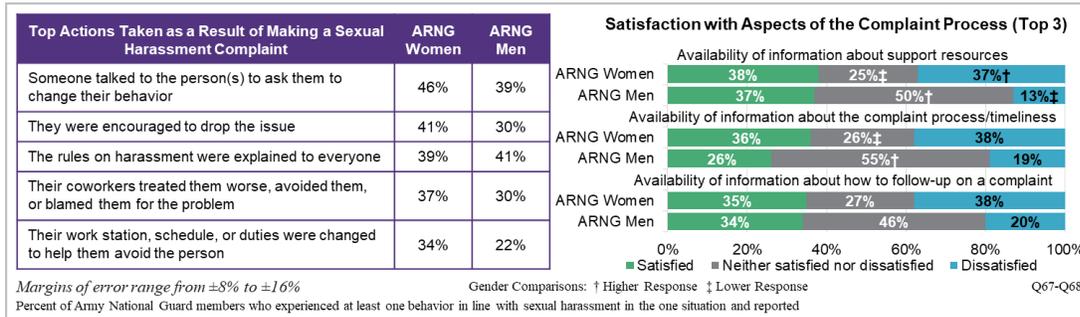
In 2019, 35% of Army National Guard women and 26% of men made a sexual harassment complaint regarding the worst situation they experienced. Significantly more women than men specifically made their complaint to someone in their chain of command (30% and 18%, respectively). Notably, few women (8%) or men (6%) made a complaint regarding the sexual harassment they experienced to MEO staff.

Members of the military have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. The plurality of the men (49%) and women (49%) that made any complaint made an informal one<sup>101</sup> and received a variety of responses. Among women (46%), the most common positive action taken in response to their complaint was that someone talked to the alleged offender to ask them to change their behavior. For men (41%), the most common positive action taken in response to their complaint was that the rules on harassment were explained to everyone.

Overall, the most common negative response to a sexual harassment complaint for both women (41%) and men (30%) was being encouraged to drop the issue. Just under one-quarter of the women (24%) and men (24%) who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint.

<sup>101</sup> Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

**Figure 105.**  
*Responses to Complaints of Sexual Harassment in the Army National Guard*

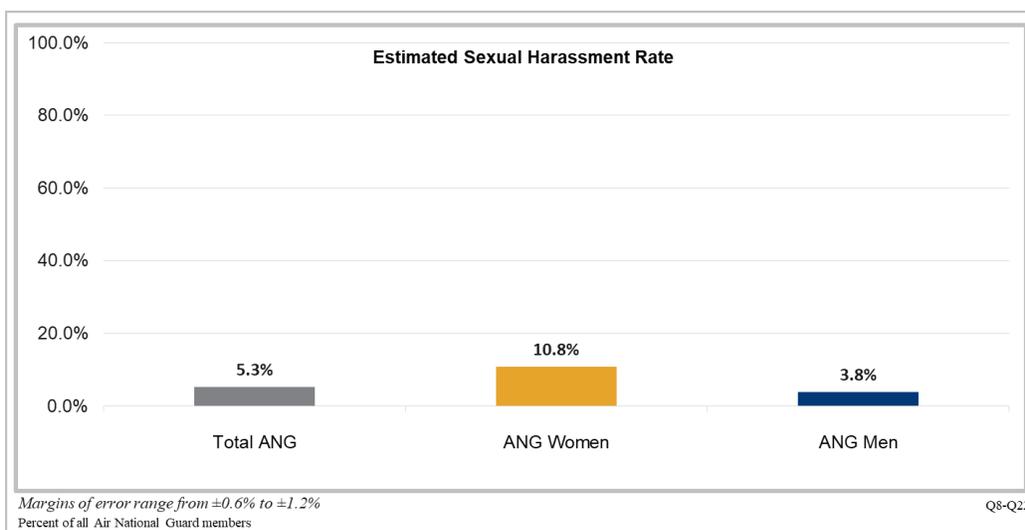


Finally, Service members were also able to provide reasons for not making a complaint regarding the sexual harassment violation. The top three reasons for both women and men were the same but ordered differently. Among their reasons for not making a complaint, most women wanted to forget about it and move on (57%), thought the complaint would make their work situation unpleasant (53%), or thought it was not serious enough to make a complaint (45%). For men, most thought the complaint would make their work situation unpleasant (50%), thought it was not serious enough to make a complaint (49%), or wanted to forget about it and move on (45%)

### Air National Guard Sexual Harassment Overview

In 2019, 10.8% of women in the Air National Guard (an estimated 2,395 Airmen) and 3.8% of men (an estimated 3,131 Airmen) experienced sexual harassment.

**Figure 106.**  
*Estimated Sexual Harassment Past Year Rates for Air National Guard*



For women, the most common types of sexual harassment involved being repeatedly told sexual “jokes” that made them feel uncomfortable (50%), repeatedly touched in any other way that made them feel uncomfortable (34%), and being mistreated, ignored, excluded, or insulted because of your gender (31%). The most common type of sexual harassment experienced by men in the Air National Guard also included sexual “jokes” that made them feel uncomfortable (54%). However, the next most common experience for men was someone repeatedly suggesting that they do not act like a man is supposed to (32%) followed by being repeatedly told about someone’s sexual activities (24%).

### **One Situation of Sexual Harassment with the Biggest Effect**

Service members were asked to reflect upon and describe the characteristics and consequences of the one sex-based MEO violation, “the one situation,” that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

For more than one-third of women, the worst situation of sexual harassment they experienced in the prior 12 months involved being mistreated, ignored, or insulted because of their gender (39%), repeatedly told sexual jokes (30%), and someone said that women are not as good as men are at their job, or that women should be prevented from having that job (30%). For men, the worst situation of sexual harassment most often involved being repeatedly told sexual jokes (42%), repeated suggestions that they do not act like a man is supposed to (26%), and being repeatedly told about someone’s sexual activities (22%).

For the majority of women (71%) and men (68%), the worst situation of sexual harassment occurred more than once. More specifically, more than one-third of women (31%) and 20% of men most often described the situation as happening over a period of a few months.

### ***Demographics of the Alleged Offender(s)***

For women in the Air National Guard, the most serious situation of sexual harassment was about equally likely to involve one (52%) or more than one alleged offender (48%). The alleged offenders in the worst situation nearly always included men (97%), military members (97%), and were most often higher ranking than the victim (74%). Notably, nearly one-quarter of women (24%) described the worst situation as involving a mix of men and women alleged offenders. Furthermore, a substantial number of women described their alleged offender as lower ranking than them (33%).

For men in the Air National Guard, the most serious situation of sexual harassment most often involved more than one alleged offender (58%). The alleged offenders in the worst situation nearly always included men (90%), military members (93%), and were most often higher ranking than the victim (56%). However, as with women, a sizable portion of men (34%) described the worst situation of sexual harassment as involving a mix of men and women offenders. Moreover, nearly half of men (40%) identified the alleged offender as someone lower ranking than them. For the plurality of men (33%), the situation involved an alleged offender that was the same rank as them.

### Location and Context

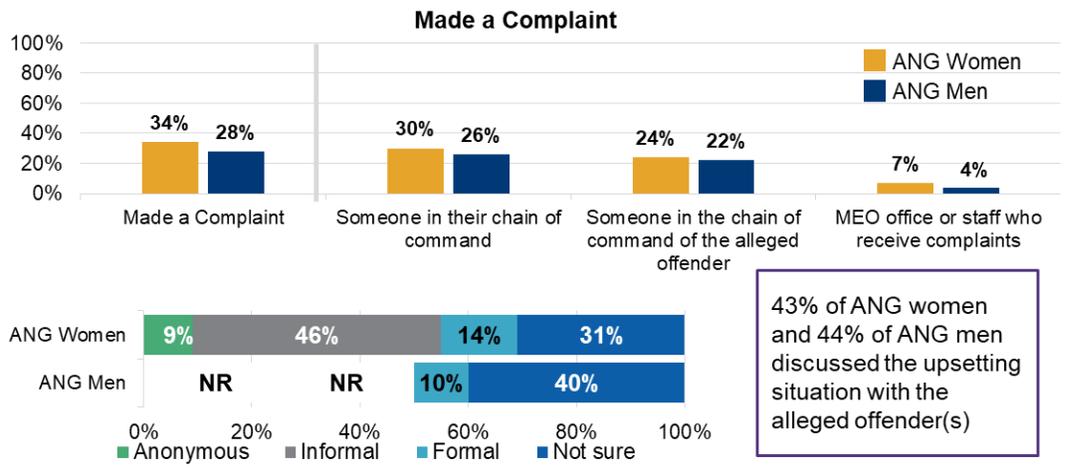
For both women (86%) and men (92%), the vast majority of sexual harassment situations occurred on a military installation. However, for both women (32%) and men (36%) a sizable minority of situations occurred while they were at an official military function either on or off base. For 89% of women and 88% of men, the worst situation of sexual harassment occurred while the Service member was in a military status, most often while performing a drill period (41% of women and 50% of men) or while performing full-time Reserve duty (57% of men and 54% of men).

Men were significantly more likely than women to describe the upsetting situation as hazing (25% of men compared to 7% of women). However, a substantial number of women (31%) and men (29%) described the upsetting situation as bullying.

### Making a Sexual Harassment Complaint

The military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, nearly half of women (43%) and men (44%) discussed the upsetting situation with the alleged offender. The majority of women (64%) and men (48%) discussed the situation with someone in their unit.

**Figure 107.**  
*Making a Sexual Harassment Complaint in the Air National Guard*



Margins of error range from ±3% to ±16% Gender Comparisons: † Higher Response ‡ Lower Response Q64-Q66  
Percent of Air National Guard members who experienced at least one behavior in line with sexual harassment in the one situation

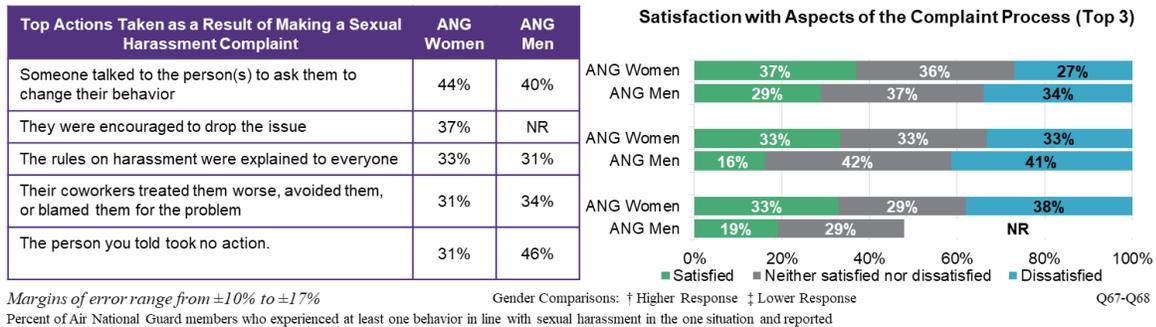
In 2019, 34% of women in the Air National Guard and 28% of men made a complaint regarding the worst situation of sexual harassment they experienced. One-third of women (30%) and nearly one-third of men (26%) made a complaint to someone in their chain of command and nearly one-quarter of women (24%) and more than one out of five men (22%) made a complaint to someone in the alleged offender’s chain of command. Relatively few Service members (7%

of women and 4% of men) made a complaint regarding the sexual harassment they experienced to a MEO staff member or office.

Members of the military have several options for addressing a sexual harassment violation, including an anonymous, informal, or formal complaint. Nearly half of women (46%) who made a complaint made an informal one.<sup>102</sup> Notably, about one-third of women (31%) and men (40%) were not sure what type of complaint they made. A non-negligible number of women (14%) and men (10%) made a formal complaint. The number of informal complaints made by men was not reportable. Among both women and men (44% and 40%, respectively), the most common positive action taken in response to their complaint was that someone talked to the alleged offender to ask them to change their behavior.

**Figure 108.**

***Responses to Sexual Harassment Complaints in the Air National Guard***



Overall, the most common negative response to a sexual harassment complaint made by women (37%) was being encouraged to drop the issue. Roughly one-quarter of the women (23%) and 32% of men who made a complaint regarding the sexual harassment they experienced responded that the alleged offender(s) stopped the upsetting behavior as a consequence of their complaint. Few Service members expressed satisfaction with specific aspects of the complaint process and just 24% of women and 11% of men were satisfied with the complaint process overall.

Finally, Service members were also able to provide reasons for not making a complaint regarding the sexual harassment violation. Among their reasons for not making a complaint, most women and men thought the complaint would make their work situation unpleasant (57% and 52%, respectively), wanted to forget about it and move on (50% and 34%, respectively), or did not think anything would be done (42% and 41%, respectively).

<sup>102</sup> Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.

## Gender Discrimination in the National Guard

To estimate past year gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences.<sup>103</sup>

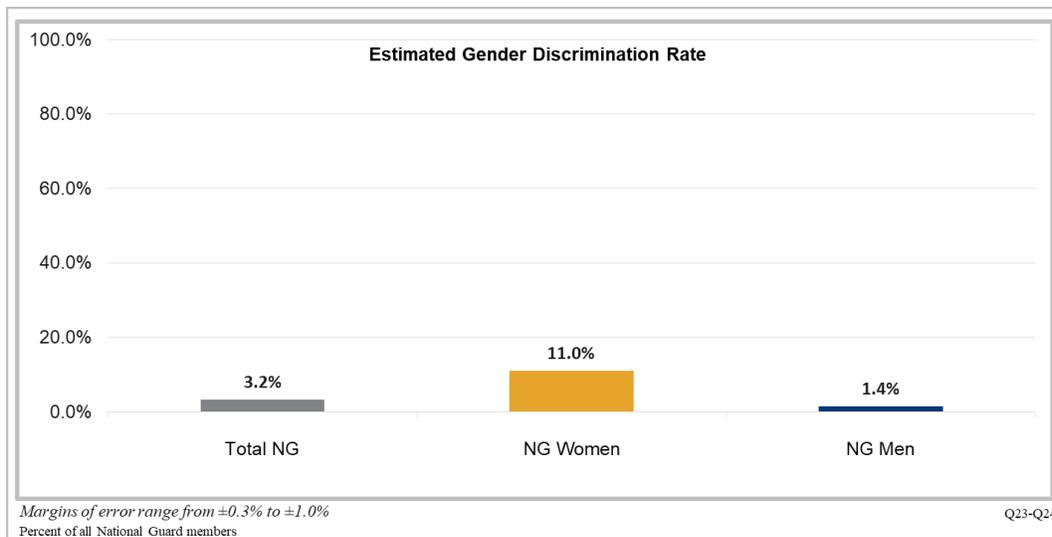
The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members' experiences had to involve a person the member had contact with as part of their military duties. Again, this is in contrast to the measure for sexual assault which does not include a requirement as to the context in which the assault occurred or the status of the alleged offender. Further details regarding rate construction are available in Chapter 1 of this report.

### Estimated Gender Discrimination Past Year Rates

In 2019, the overall estimated rate of gender discrimination in the National Guard was 3.2%. However, as with the other unwanted behaviors discussed in this report, gender differences were notable. With an estimated rate of 11.0%, women in the National Guard were significantly more likely than men (1.4%) to experience gender discrimination.

**Figure 109.**

#### *Estimated Gender Discrimination Past Year Rates for the National Guard*

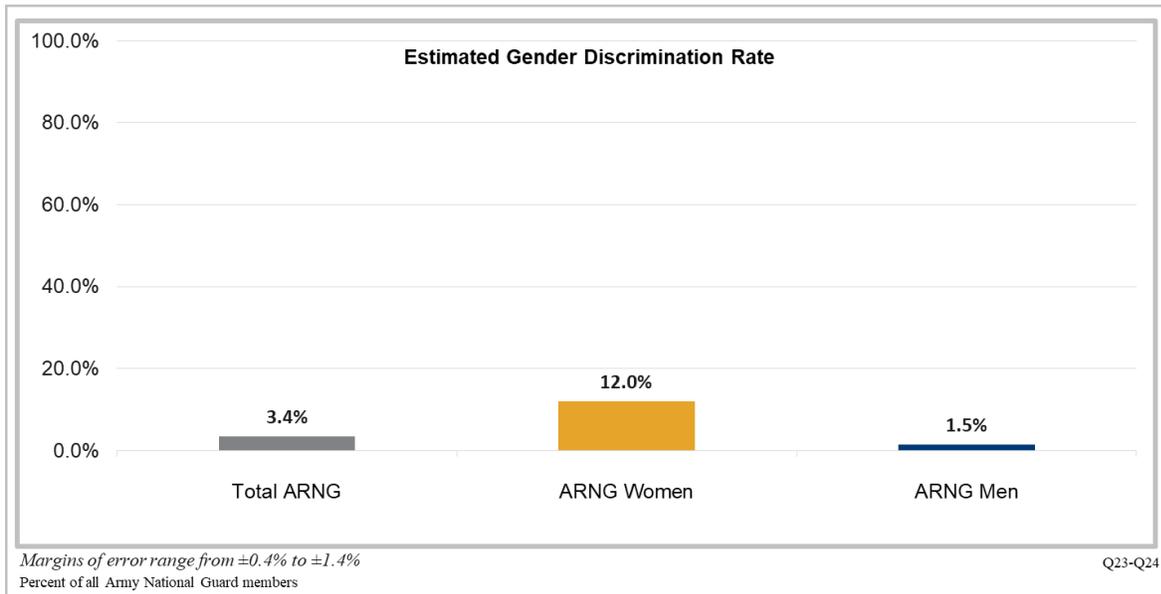


<sup>103</sup> All references to “experiences” of gender discrimination in this report are based on behaviors endorse by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members.

## Army National Guard Gender Discrimination Overview

In 2019, the overall estimated rate of gender discrimination in the Army National Guard was 3.4% (an estimated 10,746 Soldiers). However, as with the other unwanted behaviors discussed in this report, gender differences were notable. With an estimated rate of 12.0%, women (an estimated 6,899 Soldiers) in the Army National Guard were significantly more likely than men (1.5%, an estimated 3,847 Soldiers) to experience gender discrimination.

**Figure 110.**  
*Estimated Gender Discrimination Past Year Rates for Army National Guard*



### One Situation of Gender Discrimination with the Biggest Effect

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. For both women (87%) and men (83%), the worst situation typically involved being mistreated, ignored, or insulted because of their gender.

For the vast majority of women (80%) and men (78%), the one worst situation they experienced occurred more than once. More specifically, for more than one-third of women (38%) and slightly less than one-third of men (32%) the situation happened over a period of a few months. Additionally, for more than one-third of men (35%) the situation happened over a period of a year or more. The experience made men (48%) and women (33%) take steps to leave the military.

### ***Demographics of the Alleged Offender(s)***

For Army National Guard Women, the worst situation of gender discrimination typically involved alleged offenders who were men (97%), military members (98%), and higher ranking than them (87%). Women most often identified the alleged offenders as being an E5-E6 (54%) or E7-E9 (47%) and specifically someone in their military chain of command excluding their immediate supervisor (40%), some other higher-ranking military member in their unit (40%), or their immediate supervisor (38%).

There were only a few differences in the characteristics of the gender discrimination experience for women and men. Most notably, men were significantly more likely than women to identify the alleged offenders as all women (33% of men compared to 3% of women) or a mix of men and women (41% of men compared to 21% of women) and were significantly less likely to identify the alleged offenders as all men (26% of men compared to 75% of women). However, as was the case for Army National Guard women, the gender discrimination that men experienced nearly always involved military members (99%), who were higher ranking than them (90%), and who were most often in the paygrades of E5-E6 (56%) or E7-E9 (54%). For men, the situation typically involved some other higher-ranking military member in their unit (52%), someone in their military chain of command excluding their immediate supervisor (45%), or their immediate supervisor (30%).

### ***Location and Context***

In 2019, the vast majority of both women (92%) and men (93%) experienced their worst situation of gender discrimination at a military installation or facility. However, for a substantial proportion of women (36%) and significantly more men (59%) the incident occurred at an official military function that was either on or off base. Officer women were significantly more likely than enlisted women to experience gender discrimination at an official military function that was either on or off base (53% of officers compared to 33% of enlisted) and at a military installation or facility (99% of officers compared to 91% of enlisted).

For both women (92%) and men (91%), the one worst situation of gender discrimination occurred while they were in a military status. For the majority of women (59%) and men (66%), this was while they were performing full-time National Guard or Reserve duty.<sup>104</sup> However, a sizable proportion of women (53%) and men (51%) also responded that the worst situation occurred while they were performing a drill period (inactive duty training [IDT]).

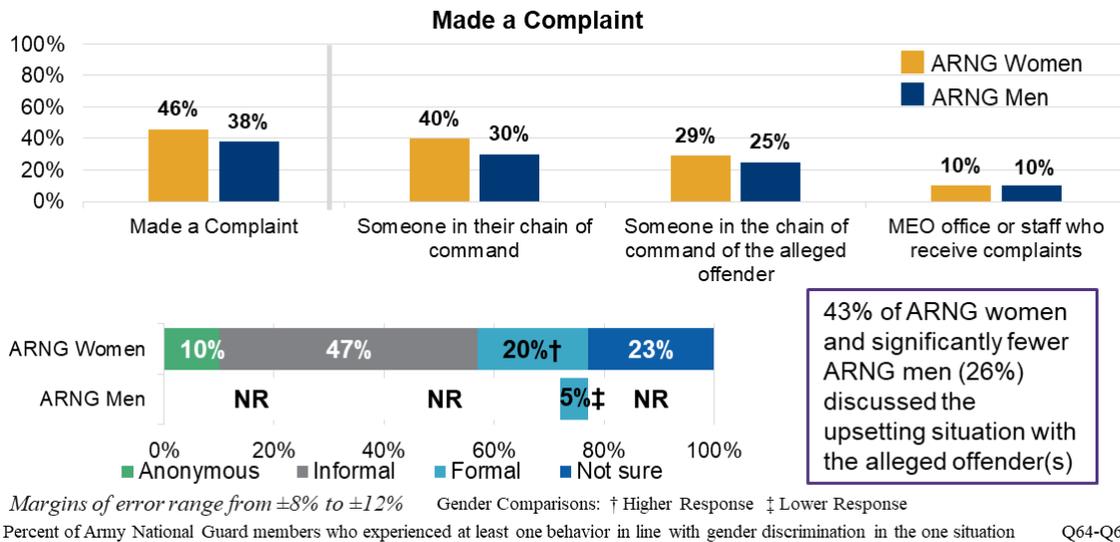
Men (33%) and women (19%) were about equally likely to characterize the gender discrimination experience as hazing. Similarly, men and women were about equally likely to characterize the experience as bullying (51% of women and 57% of men).

<sup>104</sup> The full response option was “while you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT).”

### Making a Gender Discrimination Complaint

As mentioned previously, MEO training encourages Service members to attempt to resolve issues related to harassment or discrimination at the lowest level possible. Consequently, a sizable proportion of Service members discussed the situation with their alleged offender. Women were significantly more likely to do so than men. Nearly half of women (43%) and more than a quarter of men (26%) addressed the unwanted behavior with the alleged offender. However, it was also common for Service members to seek support from family, friends, or colleagues. The majority of both women and men discussed the situation with friends or family outside of the unit (70% of women and 64% of men) or with someone in their unit (70% of women and 61% of men.).

**Figure 111.**  
*Making a Gender Discrimination Complaint in the Army National Guard*

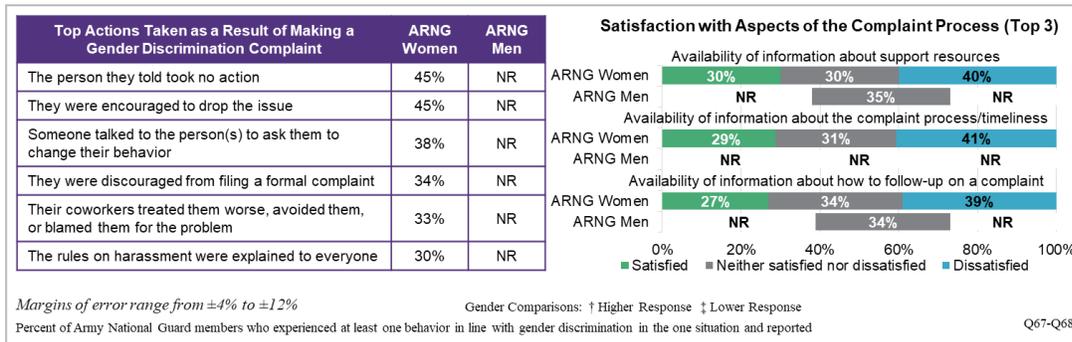


As mentioned previously, Service members have multiple options for making a complaint related to a sex-based MEO violation, including to their or the alleged offender’s chain of command, to the Inspector General (IG) office, to a local MEO office or staff member assigned to receive MEO complaints, or via one of the military hotlines dedicated to receive MEO complaints. In 2019, nearly half (46%) of women in the Army National Guard and 38% of men made a complaint regarding the worst situation of gender discrimination they experienced. For both women (40%) and men (30%), complaints were most often made to someone in their own chain of command and, among women who made a complaint, they were typically informal (47%).

Service members were asked to indicate what actions were taken in response to their complaint and negative actions were among the most often endorsed. For a substantial proportion of

women (45%) the person they told took no action<sup>105</sup>; nearly half (45%) of women were encouraged to drop the issue; and, a third were discouraged from filing a complaint (34%) or had their coworkers treat them worse avoid them, or blame them for the problem (33%). However, 38% of women indicated that someone talked the person(s) to ask them to change their behavior.

**Figure 112.**  
**Responses to Gender Discrimination Complaints in the Army National Guard**



Among those Service members who did not make a complaint regarding the worst situation of gender discrimination they experienced, women most often chose not to make a complaint because they thought it would make their work situation unpleasant (61%), that nothing would be done (51%), or they did not trust that the process would be fair (51%). Meanwhile, the most frequent reason men chose not to make a complaint was because they did not think anything would be done (71%, which was statistically higher than women at 51%), did not trust that the process would be fair (65%), or they were worried about negative consequences from a military supervisor or someone in their military chain of command (61%).

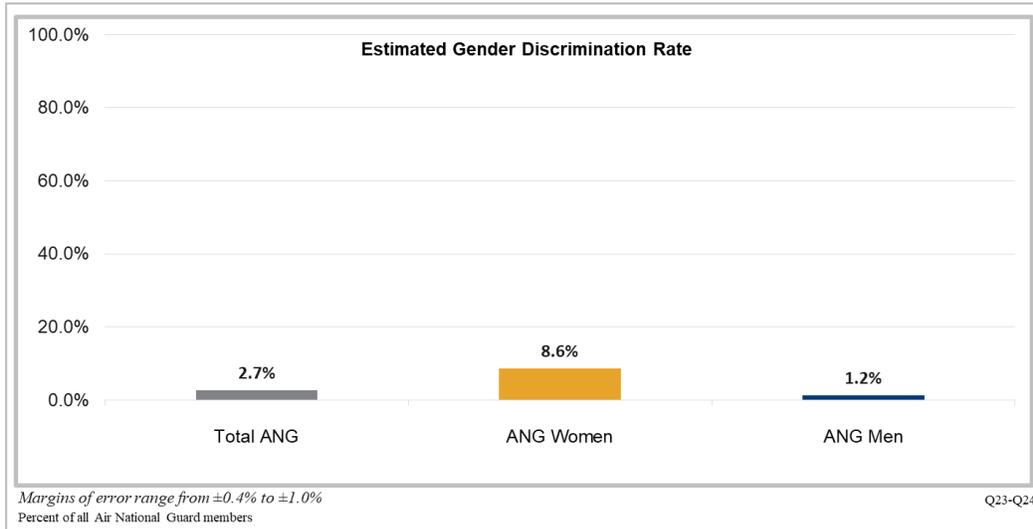
### Air National Guard Gender Discrimination Overview

In 2019, 8.6% of women in the Air National Guard (an estimated 1,908 Airmen) and 1.2% of men (an estimated 955 Airmen) experienced gender discrimination. Women officers were significantly more likely than enlisted women to experience gender discrimination (15.2% compared to 7.6%).

Among the women and men who experienced gender discrimination, the experience most frequently involved being mistreated, ignored, excluded or insulted because of their gender (74% and 77%, respectively).

<sup>105</sup> All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

**Figure 113.**  
**Estimated Gender Discrimination Past Year Rates for Air National Guard**



**One Situation of Gender Discrimination with the Biggest Effect**

As stated previously, Service members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment *or* gender discrimination that was the worst or most serious to them. Among the women and men who experienced gender discrimination, the vast majority (85% and 89%, respectively) described the worst situation as being mistreated, ignored, or insulted because of their gender. For most members (80% of women and 79% of men), this situation occurred more than once. Nearly one-third of woman (29%) experienced the unwanted behaviors for a period of a few months and 52% of men experienced the behaviors over a period of one year or more.

**Demographics of the Alleged Offender(s)**

For women in the Air National Guard, the one worst situation of gender discrimination typically involved more than one alleged offender (59%). The alleged offenders nearly always included men (97%), military members (99%), and the alleged offenders were typically higher ranking than the victim (86%). Meanwhile, women officers (34%) were significantly more likely than enlisted women (16%) to identify the alleged offender as someone of the same rank as them. Nonetheless, the worst situation of gender discrimination experienced by women most often involved an alleged offender who was their immediate supervisor (36%), someone else in their military chain of command (48%), or some other higher ranking military member in their unit (43%).

For men in the Air National Guard, the one worst situation of gender discrimination typically involved more than one alleged offender (65%). However, men in the Air National Guard (44%) were significantly more likely than women (3%) to experience gender discrimination by alleged offenders who were all women or a mix of men and women (42% for male victims and 21% for female victims). The alleged offenders were typically higher ranking than the victim (84%).

More specifically, the worst situation of gender discrimination experienced by men most often involved an alleged offender who was their immediate supervisor (42%), someone else in their military chain of command (62%), or some other higher ranking military member in their unit (40%).

**Location and Context**

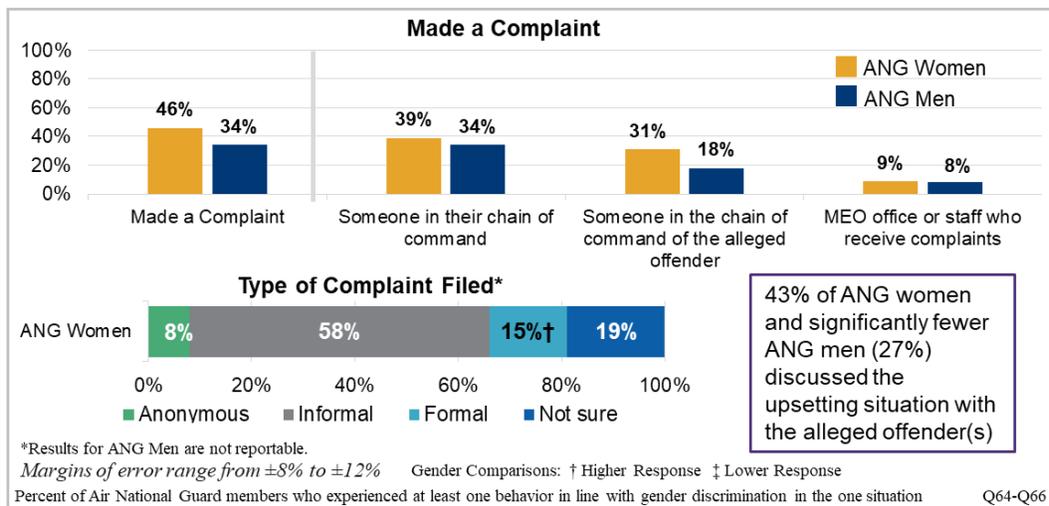
For the majority of women (95%), the worst situation of gender discrimination occurred on a military installation. However, 28% of women and 40% of men identified the situation as occurring at an official military function either on or off base. The vast majority of women and men experienced the worst situation of gender discrimination while in a military status, typically while they were performing a drill period (52% of women and 47% of men) or while they were performing full-time National Guard duty (61% of women and 67% of men).

Men were significantly more likely than women to describe the upsetting situation as hazing (28% of men compared to 9% of women. Meanwhile, 46% of women and 48% of men described the upsetting situation as bullying.

**Making a Gender Discrimination Complaint**

As mentioned previously, the military’s equal opportunity training program encourages military members to attempt to resolve harassment or discrimination issues at the lowest level. Consistent with this training, 43% of women and 27% of men discussed the upsetting situation with the alleged offender. A substantial number of women and men also discussed the gender discrimination experience with someone in their unit (76% and 63%, respectively).

**Figure 114.**  
*Making a Gender Discrimination Complaint in the Air National Guard*

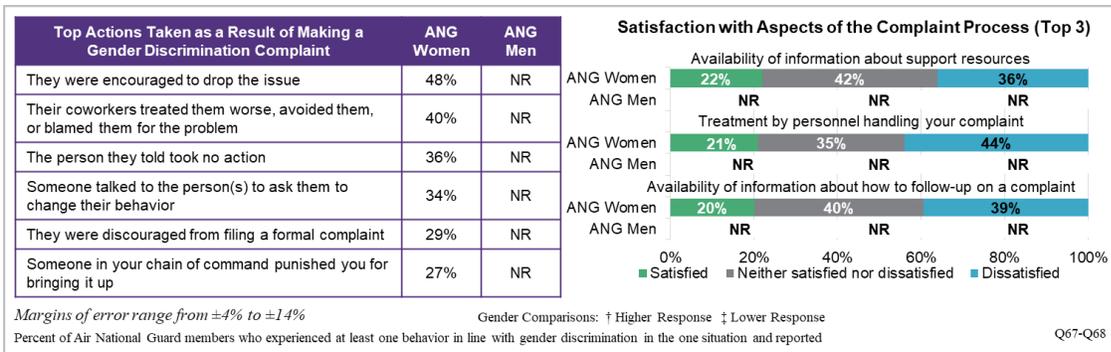


In 2019, nearly half of women (46%) and 34% of men made a complaint regarding the gender discrimination they experienced. Complaints were typically made to someone in their own chain

of command (39% of women and 34% of men) or to someone in the alleged offender’s chain of command (31% of women and 18% of men). Relatively few complaints were made to MEO staff or offices (9% of women and 8% of men).

As with sexual harassment, members of the military have several options for addressing a gender discrimination violation, including an anonymous, informal, or formal complaint. Most women (58%) who made a complaint made an informal complaint. Women who made a complaint regarding the gender discrimination they experienced were often encouraged to drop the issue (48%), 40% of women who made a complaint felt that their coworkers treated them worse or blamed them for the problem as a result. Notably, 36% of women who complained about the gender discrimination they experienced responded that no action was taken.<sup>106</sup> Meanwhile, 12% of women who made a complaint responded that the alleged offender stopped the upsetting behavior as a consequence of the complaint. Women’s satisfaction with various aspects of the complaint process ranged from a low of 12% to a high of 22% and the majority of women (49%) were dissatisfied with the complaint process overall.

**Figure 115.**  
*Responses to Gender Discrimination Complaints in the Air National Guard*



Finally, Service members were also able to provide reasons for not making a complaint regarding the gender discrimination violation. Among their reasons for not making a complaint, most women thought doing so would make their work situation unpleasant (66%), did not think anything would be done (62%), did not trust that the process would be fair (56%), or were worried about negative consequences from their military coworkers or peers (50%).

### Culture, Climate and Trust in the Army National Guard

This section presents the results of a series of questions included in the 2019 WGRR to assess the extent of excessive alcohol use in the Reserve components, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Many of these questions were new to the 2019 WGRR and, thus, the data cannot be compared to prior years.

<sup>106</sup> All responses are from the perspective of the Service member who, for a variety of reasons, may or may not be aware of the actions taken by the person who took their MEO complaint.

The following results focus on responses provided by members of the Army National Guard only.

## Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcohol drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the National Guard component, the 2019 WGRR included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>107</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

**Figure 116.**  
*Alcohol Use Among Army National Guard Service Members*



Women (17%) were significantly more likely than men (13%) to be hazardous drinkers. Meanwhile, enlisted women (17%) were significantly more likely than women officers (12%) in the Army National Guard to be hazardous drinkers. The same was not true for enlisted men who were no more likely than male officers in the Army National Guard to be hazardous drinkers. While evidence points to an increase in drinking among women and drinking behaviors

<sup>107</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 WGRR included the addition of a time reference (“during the past 12 months) and the use of updated, gender-based criteria for binge drinking (as articulated above).

commonly differ based on age, prior studies of civilian populations have consistently found higher rates of excessive alcohol use--specifically, binge drinking and alcohol use disorders--among men (Nolen-Hoeksema, 2004). Alas, researchers use a variety of measures for excessive or hazardous drinking thus making comparisons between populations difficult (Wilsnack et al., 2018).

Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. For the vast majority of women (90%) and men (92%), this was never the case. However, 7% of women and 6% men experienced memory loss related to alcohol use in the prior year.

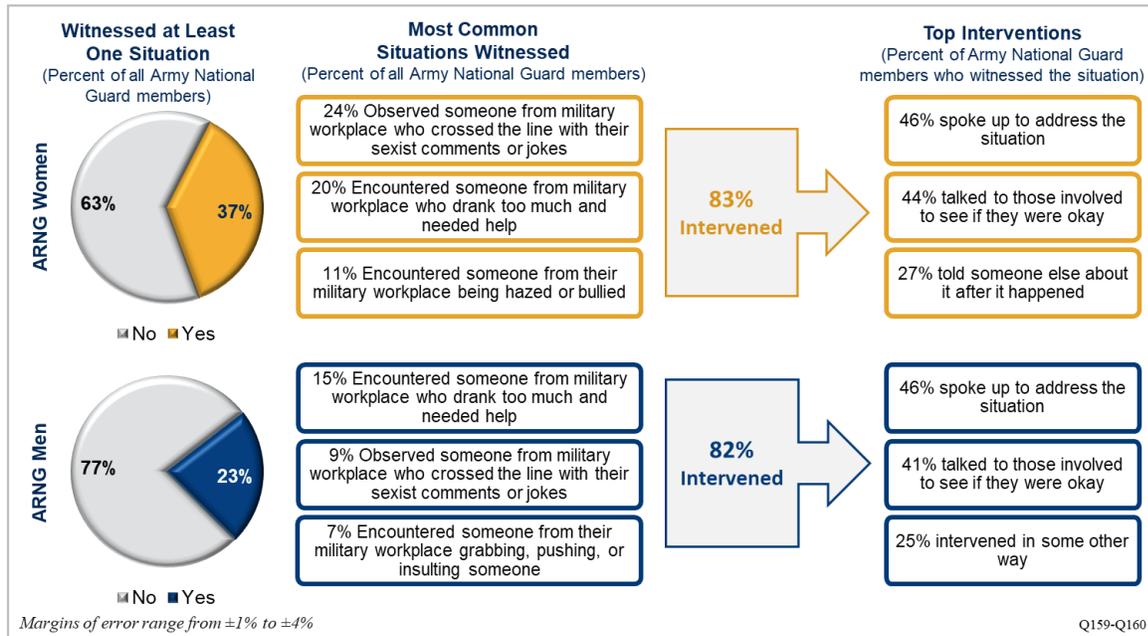
### **Bystander Observations and Intervention Behaviors**

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military's training program includes content geared towards encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the 2019 WGRR asked Service members to identify whether they had witnessed a range of potentially dangerous situations in the prior 12 months and, if so, how they responded.

The most frequent behavior observed by women in the Army National Guard was someone in the military workplace who "crossed the line" with sexist comments or jokes (24%). Among men, the most frequent observation was someone from their military workplace who drank too much and needed help (15%). Overall, women were significantly more likely than men to have witnessed a situation potentially requiring intervention (37% of women compared to 23% of men).

The most common responses to witnessing these situations were consistent for both women and men. Nearly half of women (46%) and men (46%) responded that they spoke up to address the situation. Both women and men officers (58% and 56%, respectively) were significantly more likely to have spoken up to address the situation compared to enlisted women or enlisted men (44% and 45%, respectively). Meanwhile, 44% of women and 41% of men responded that they talked to those involved to see if they were okay. In this case, enlisted women (45%) were significantly more likely than women officers (35%) to intervene in this way.

**Figure 117.**  
*Bystander Intervention in the Army National Guard*



## Workplace Climate

Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

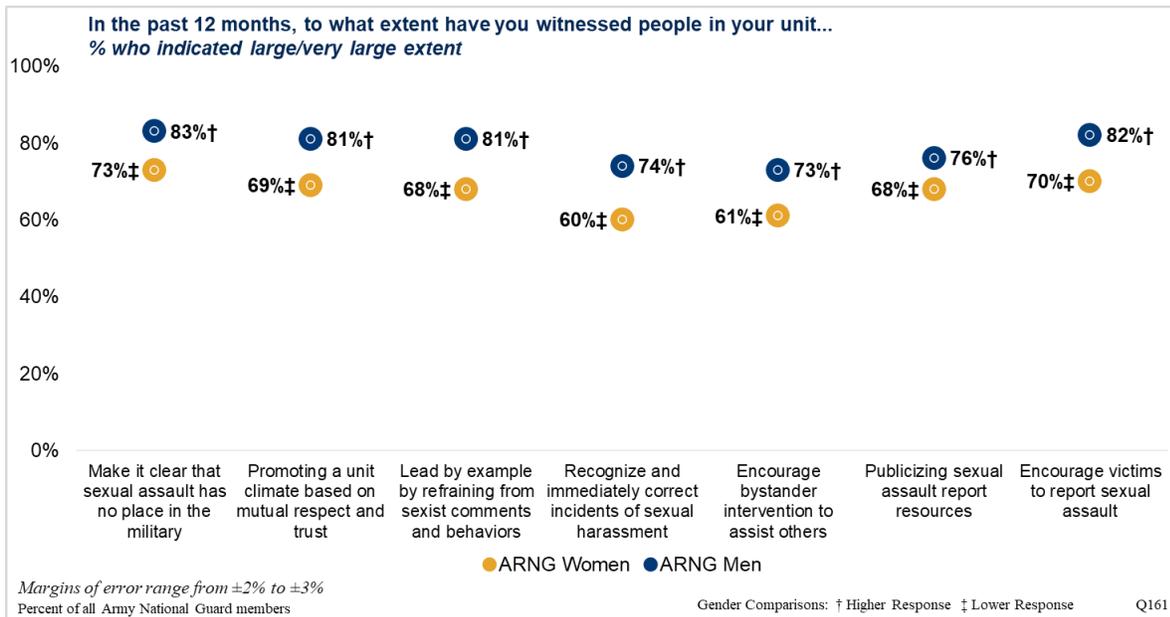
In 2019, Service members were asked to assess their unit’s climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member’s responses to each of these topics in turn.

### Responsibility and Intervention

The majority of Army National Guard members rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear

that sexual assault has no place in the military (observed by 73% of women and 83% of men), encouraging victims to report sexual assault (observed by 70% of women and 82% of men), promoting a climate based on mutual respect and trust (observed by 69% of women and 81% of men), and leading by example by refraining from sexist comments and behaviors (observed by 68% of women and 81% of men). However, male officers were significantly more likely than enlisted men to witness people in their unit lead by example by refraining from sexist comments and behaviors (87% of male officers compared to 80% of enlisted men), promote a unit climate based on mutual respect and trust (87% of male officers compared to 80% of enlisted men), and make it clear that sexual assault has no place in the military (86% of male officers compared to 83% of enlisted men). Moreover, women consistently rated their units less favorably than did men (Figure 118).

**Figure 118.**  
*Responsibility and Intervention in the Army National Guard*



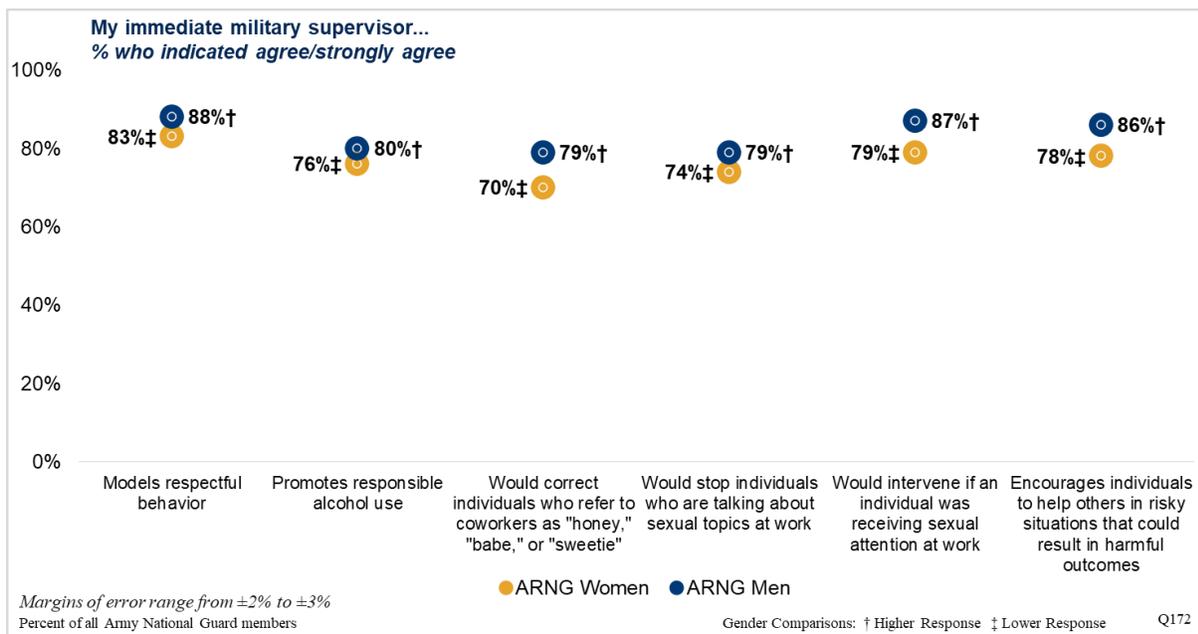
**Leader Actions**

Overall, Army National Guard members provided positive assessments of their immediate supervisors’ behavior. However, women in the Army National Guard provided significantly less positive assessments of their immediate supervisors than did men. Women were significantly less likely to agree that their immediate supervisor would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie,” or use other unprofessional language at work (70% compared to 79% of men), would stop individuals who are talking about sexual topics at work (74% compared to 79% of men), would intervene if an individual was receiving sexual attention at work (79% compared to 87% of men), or encourages individuals to help others in risky situations that could result in harmful outcomes (78% compared to 86% of men).

Notably, enlisted men consistently rated their immediate supervisors less favorably than did male officers in terms of every leader behavior. More specifically, enlisted men were significantly less likely than male officers to agree that their immediate supervisor would correct individuals who use unprofessional language at work (78% compared to 87% of officers), would intervene if an individual was receiving sexual attention at work (85% compared to 93% of officers), or encourage individuals to help others in risky situations that could result in harmful outcomes (85% compared to 92% of officers).

**Figure 119.**

***Leader Actions to Prevent and Respond to Sexual Assault in the Army National Guard***



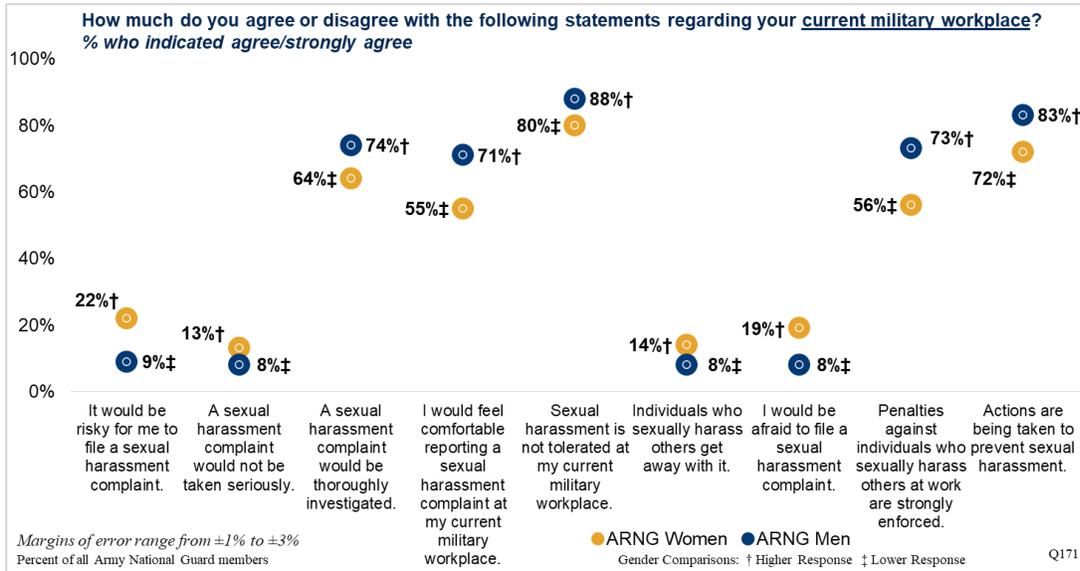
Finally, members of the Army National Guard who identified their leaders as being in the paygrade of E4 or E5 consistently rated their immediate supervisor's significantly lower than did members with more senior supervisors (i.e., those in the paygrade of E6 and above). The most marked difference in supervisor assessments was related to correcting individuals who refer to coworker as "honey," "babe", or "sweetie", or use other unprofessional language at work. Service members with an E4 or E5 immediate supervisor were significantly less likely than those with more senior leaders to agree that their immediate supervisor would correct unprofessional language at work (74% of those with junior enlisted leaders compared to 80% with more senior leaders) or would stop individuals who were talking about sexual topics at work (74% of those with a junior enlisted leader compared to 80% with more senior leaders).

***Psychological Climate for Sexual Harassment***

Women in the Army National Guard provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (56% of women compared to 73% of men).

Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (55% of women compared to 71% of men) and more than one out of five women (22%) compared to 9% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

**Figure 120.**  
*Psychological Climate for Sexual Harassment in the Army National Guard*



### Workplace Hostility

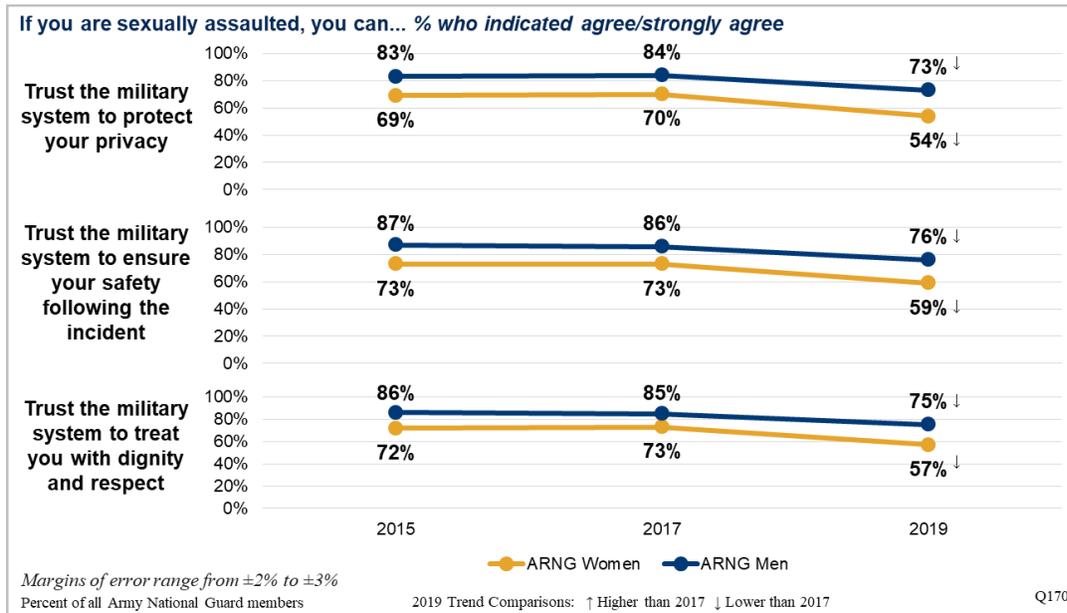
Most Army National Guard members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Army National Guard were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (48% of women compared to 31% of men), coworkers not providing information or assistance when they needed it (35% of women compared to 25% of men), and a coworker taking credit for their ideas (33% of women compared to 27% of men). The same was true for immediate military supervisors. Women were significantly more likely than men to experience an immediate supervisor not providing information or assistance when they needed it (35% of women compared to 25% of men), gossiping or talking about them (30% of women compared to 20% of men), or being excessively harsh in their criticism of work performance (21% of women compared to 16% of men).

### Trust in the Military

Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Army National Guard members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to

report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim's positive or negative reporting experience.

**Figure 121.**  
*Trust in the Military in the Army National Guard*



A significant and sizable decline in trust in the military system occurred between 2017 and 2019. In 2019, women in the Army National Guard were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (54% compared to 70% in 2017), ensure their safety (59% compared to 73% in 2017), and treat them with dignity and respect (57% compared to 73% in 2017).

Likewise, in 2019, men in the Army National Guard were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (73% compared to 84% in 2017), ensure their safety (76% compared to 86% in 2017), and treat them with dignity and respect (75% compared to 85% in 2017).

The differences in the perceptions of men and women were also sizable and statistically significant (Figure 121).

## Culture, Climate and Trust in the Air National Guard

As mentioned above, this section presents the results of a series of questions included in the 2019 WGRR to assess the extent of excessive alcohol use in the Reserve components, willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and trust in the military. Again, many of these questions were new to the 2019 WGRR and, thus, the data cannot be compared to prior years.

The following results focus on responses provided by members of the Air National Guard only.

### Alcohol Use

Binge drinking—defined as five or more alcoholic drinks for males, and four or more alcohol drinks for females, within a two-hour period—may have severe health consequences (World Health Organization, 2019) and has been associated with increased risk of sexual violence (Abbey et al., 2014). In order to assess the extent and severity of alcohol use in the reserve component, the 2019 WGRR included a modified version of the Alcohol Use Disorders Identification Test-Concise (AUDIT-C).<sup>108</sup> The AUDIT-C comprises three questions related to 1) frequency of alcohol use; 2) amount of alcohol use; and, 3) binge-drinking (Bush et al., 1998).

Overall, 13% of women and significantly fewer men (9%) in the Air National Guard engaged in hazardous drinking in the prior year. Moreover, enlisted women and men (13% and 9%, respectively) were significantly more likely than women or male officers (9% and 6%, respectively) to engage in hazardous drinking. While evidence points to an increase in drinking among women and drinking behaviors commonly differ based on age, prior studies of civilian populations have consistently found higher rates of excessive alcohol use--specifically, binge drinking and alcohol use disorders--among men (Nolen-Hoeksema, 2004). Alas, researchers use a variety of measures for excessive or hazardous drinking thus making comparisons between populations difficult (Wilsnack et al., 2018).

**Figure 122.**  
*Alcohol Use Among Air National Guard Service Members*



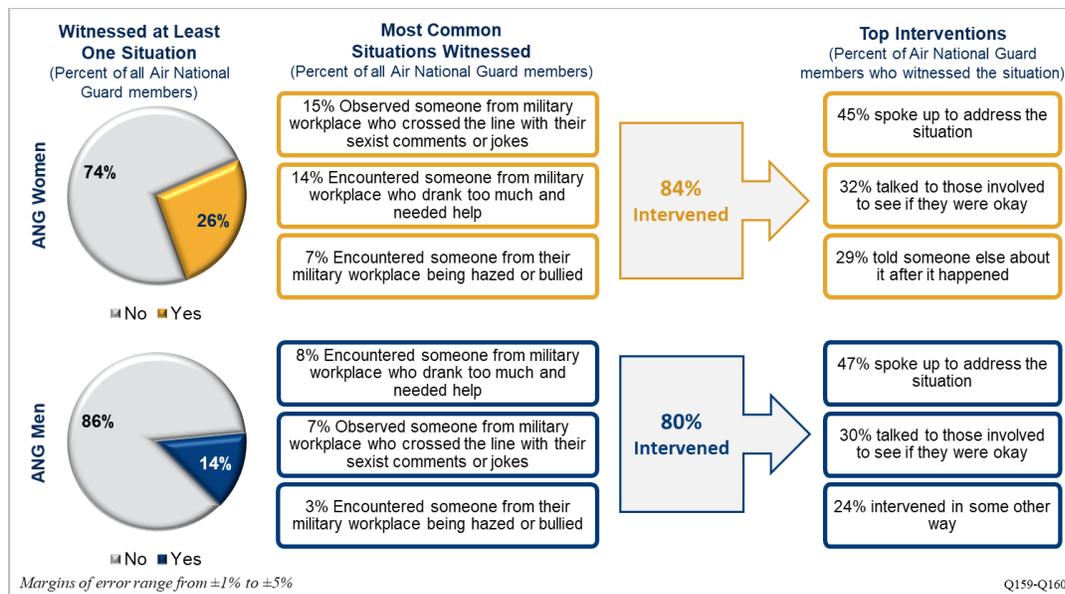
<sup>108</sup> The three-item AUDIT-C is a modified version of the 10-item AUDIT developed by the World Health Organization. Further modifications made to the AUDIT-C in the 2019 WGRR included the addition of a time reference (“during the past 12 months) and the use of updated, gender-based criteria for binge drinking (as articulated above).

Alcohol-related periods of amnesia may prove useful as indicators of other types of harmful behaviors such as future heavy alcohol use or injury (Wetherill & Fromme, 2016). In addition to the AUDIT-C, the 2019 WGRR also measured excessive drinking by asking Service members to indicate how often they drank so much that they could not remember what happened the night before. Nearly one out of twenty women (4%) and men (3%) in the Air National Guard experienced amnesia related to excessive alcohol use at least once in the prior year. Enlisted men (3%) were significantly more likely than male officers (1%) to experience memory loss related to drinking.

### Bystander Observations and Intervention Behaviors

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military’s training program includes content geared towards encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in difference scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also improve that training. To this end, the 2019 WGRR asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

**Figure 123.**  
*Bystander Intervention in the Air National Guard*



Just over one-quarter of women (26%) and significantly fewer men (14%) witnessed at least one situation that potentially required intervention in the prior year. The most common situation witnessed by women (15%) was someone who “crossed the line” with their sexist comments or

jokes. The most common situation witnessed by men (8%) was someone who drank too much and needed help.

The vast majority of women (84%) and men (80%) who witnessed a situation intervened in some way (either during or after the situation). Most women and men intervened by speaking up to address the situation (45% and 47%, respectively) or by talking to those involved to see if they were okay (32% and 30%, respectively). However, women officers (56%) were significantly more likely than enlisted women (42%) to speak up to address the situation.

## **Workplace Climate**

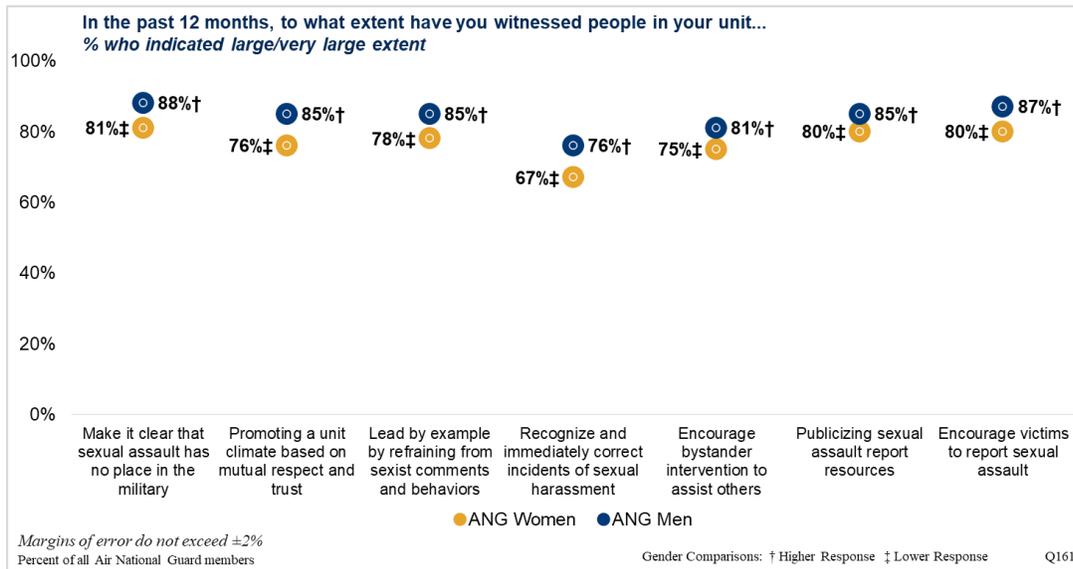
Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual assault (Klahr et al., 2017) and sexual harassment (Bergman et al. 2002; Walsh et al., 2014) and more positive outcomes for those who report sexual harassment (Bergman et al., 2002; Offermann & Malamut, 2002). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

In 2019, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and, the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service member's responses to each of these topics in turn.

### ***Responsibility and Intervention***

The majority of members of the Air National Guard rated their units favorably based on a variety of behaviors they witnessed people in their unit exhibit to a large extent, including making it clear that sexual assault has no place in the military (observed by 81% of women and 88% of men), encouraging victims to report sexual assault (observed by 80% of women and 87% of men), and publicizing sexual assault report resources (observed by 80% of women and 85% of men). However, male officers were significantly more likely than enlisted men to make it clear that sexual assault has no place in the military (93% and 87%, respectively) and publicize sexual assault report resources (90% and 84%, respectively). Moreover, women consistently rated their units less favorably than did men.

**Figure 124.**  
*Responsibility and Intervention in the Air National Guard*

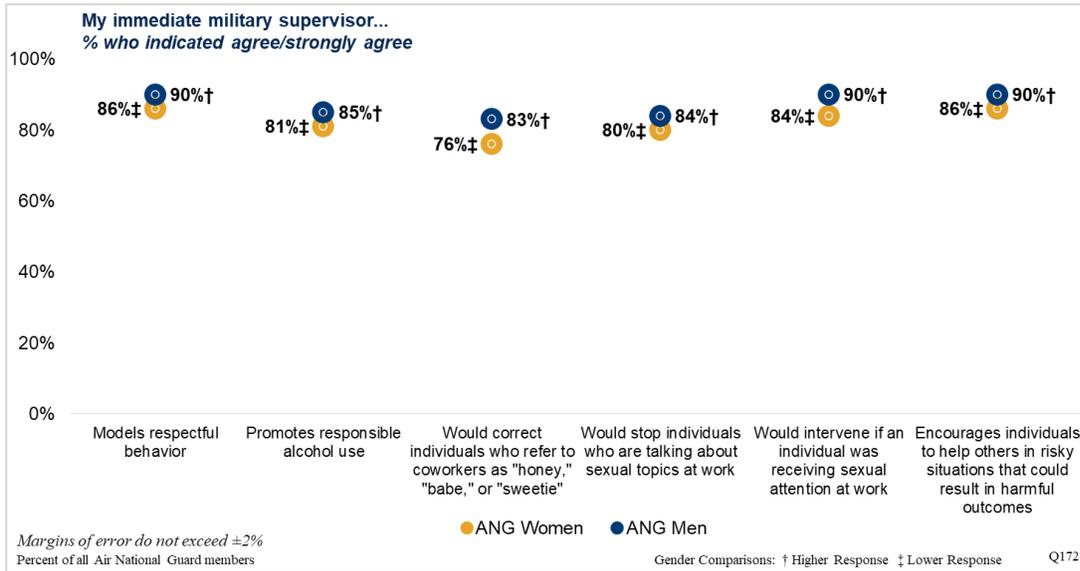


**Leader Actions**

Overall, members of the Air National Guard provided positive assessments of their immediate supervisors’ behavior. However, women were significantly less likely than men to agree that their immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," or "sweetie" at work (76% of women compared to 83% of men), intervene if an individual was receiving sexual attention at work (84% of women compared to 90% of men), or encourage individuals to help others in risky situations (86% of women compared to 90% of men).

**Figure 125.**

***Leader Actions to Prevent and Respond to Sexual Assault in the Air National Guard***

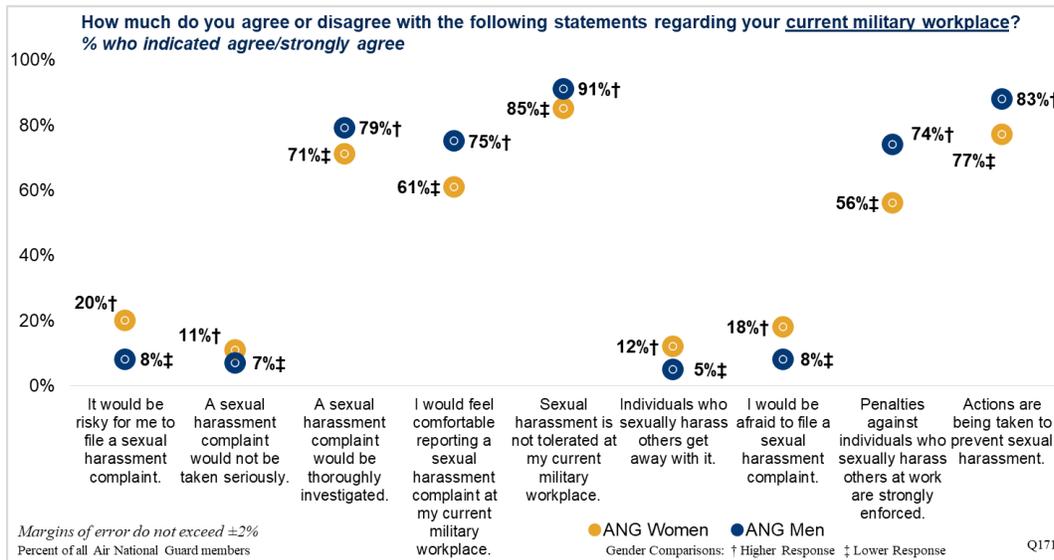


Differences were evident among men as well. More specifically, enlisted men consistently rated their immediate supervisors less favorably than did male officers. More specifically, enlisted men (82%) were significantly less likely than male officers (88%) to agree that their immediate supervisor would correct individuals who refer to coworkers as “honey,” “babe,” or “sweetie. Enlisted men were also significantly less likely than male officers to agree that their immediate supervisor would stop individuals who were talking about sexual topics at work (84% compared to 90% of officers).

***Psychological Climate for Sexual Harassment***

Women in the Air National Guard provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, women were significantly less likely than men to believe that penalties against individuals who sexually harass others at work would be strongly enforced (56% of women compared to 74% of men). Women were also significantly less likely than men to feel comfortable making a sexual harassment complaint in their workplace (61% of women compared to 75% of men) and one out of five women (20%) compared to 8% of men felt that it would be risky to make a sexual harassment complaint in their workplace.

**Figure 126.**  
*Psychological Climate for Sexual Harassment in the Air National Guard*



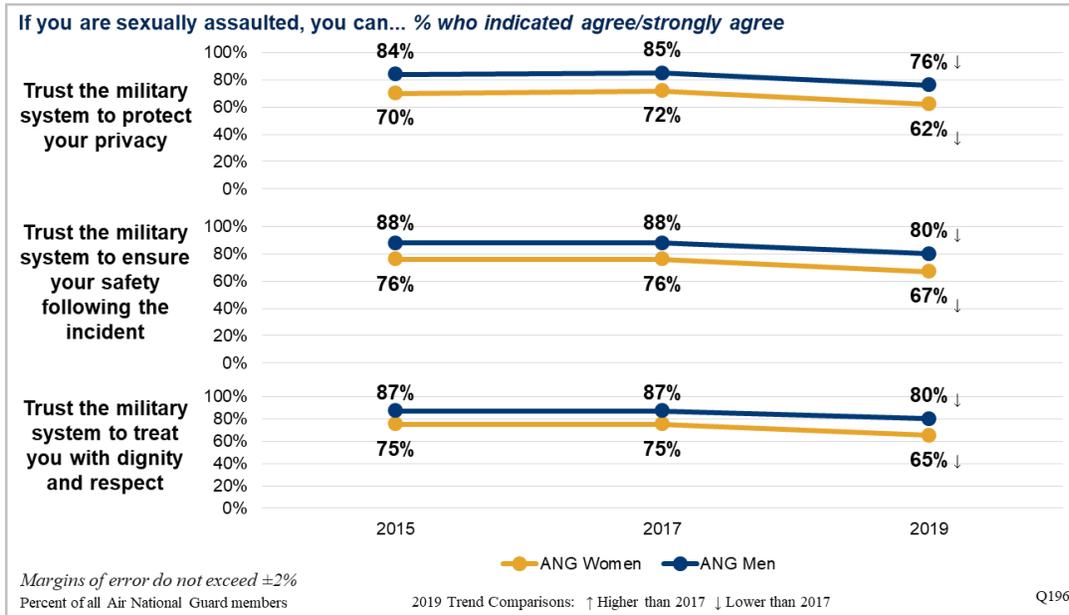
### Workplace Hostility

Most Service members rarely experienced hostile workplace behaviors from their coworkers or immediate supervisor. However, women in the Air National Guard were significantly more likely than men to experience nearly every type of behavior, including having a coworker gossiping or talking about them (44% of women compared to 29% of men), coworkers not providing information or assistance when they needed it (26% of women compared to 17% of men), and a coworker taking credit for their ideas (29% of women compared to 22% of men). Women officers were significantly more likely than enlisted women to experience a coworker taking credit for ideas that were theirs (37% and 28%, respectively).

### Trust in the Military

Trust—in leaders and the military system—is paramount to the DoD’s response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

**Figure 127.**  
*Trust in the Military in the Air National Guard*



A significant and sizable decline in trust in the military system occurred between 2017 and 2019. In 2019, women in the Air National Guard were significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (62% compared to 72% in 2017), ensure their safety (67% compared to 76% in 2017), and treat them with dignity and respect (65% compared to 75% in 2017).

Likewise, in 2019, men in the Air National Guard were also significantly less likely to trust that if they were sexually assaulted the military system would protect their privacy (76% compared to 85% in 2017), ensure their safety (80% compared to 88% in 2017), and treat them with dignity and respect (80% compared to 87% in 2017).

The differences in the perceptions of men and women were also sizable and statistically significant (Figure 127).

## Social Perceptions and Experiences

The 2019 WGRR included a series of questions constructed to measure the extent and type of sexism and rape myth acceptance in the reserve component. These items were new to the survey and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific and targeted interventions to change inappropriate beliefs as well as a benchmark for future evaluations.

### Sexism

The sexism scale used in the 2019 WGRR is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile

sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). While the use of the Ambivalent Sexism Inventory (ASI, [Glick & Fiske, 1996]) to measure sexist attitudes among civilian populations is widespread, there have been relatively few applications of the ASI in the military and none generalizable to the full Selected National Guard population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016) others' reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual harassment (Begany & Milburn, 2002) and men's rape proclivity (Masser et al., 2006; Thomae & Viki, 2013).

## **Method**

In order to minimize respondent burden, the 2019 WGRR deployed a shortened version of the ASI (Rollero et al., 2014). Responses were provided to each of 12 items (6-items each for benevolent and hostile sexism) on a six-point scale ranging from strongly disagrees to strongly agree. To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately with a higher score indicating more sexist attitudes.

## **Results**

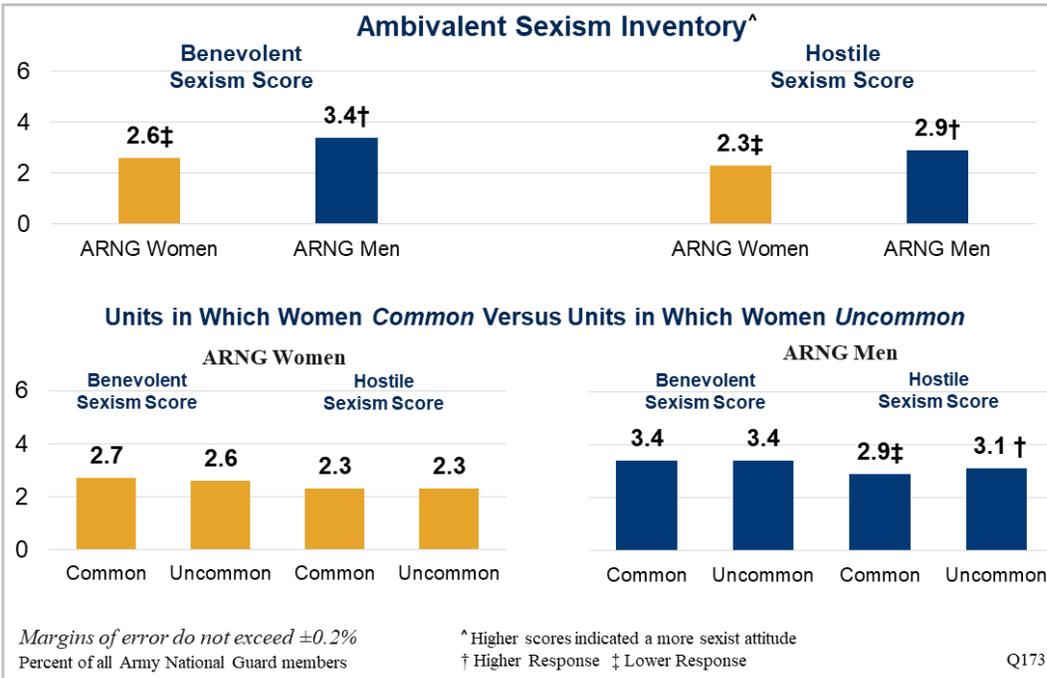
**Army National Guard.** Overall, men in the Army National Guard were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Army National Guard (3.4 on a scale from one to six) was significantly higher than for women (2.6). Likewise, the average hostile sexism score for men in the Army National Guard (2.9 on a scale from one to six) was significantly higher than the average score for women (2.3).

Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs than men in units with more women.

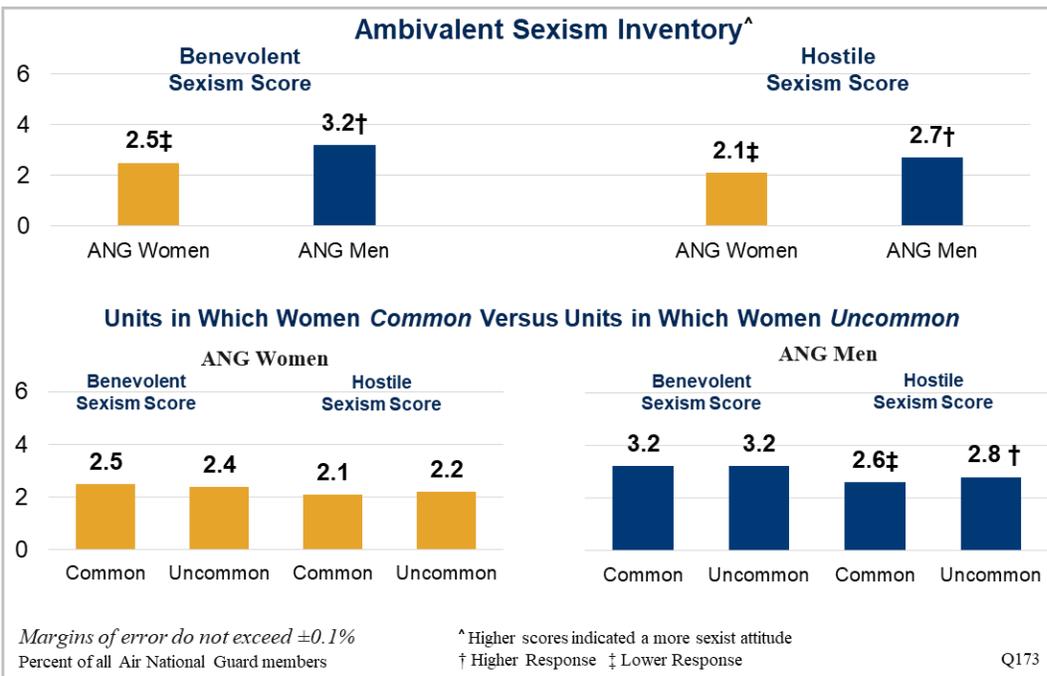
**Air National Guard.** Overall, men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile. More specifically, the average benevolent sexism score for men in the Air National Guard (3.2 on a scale from one to six) was significantly higher than for women (2.5). Likewise, the average hostile sexism score for men in the Air National Guard (2.7 on a scale from one to six) was significantly higher than the average score for women (2.1).

Men serving in units where women were uncommon (less than 10% of their military coworkers) were significantly more likely to endorse hostile sexist beliefs than men in units with more women

**Figure 128.**  
*Ambivalent Sexism in the Army National Guard*



**Figure 129.**  
*Ambivalent Sexism in the Air National Guard*



## Rape Myth Acceptance

Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). For example, the belief that if a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control or that if a woman doesn’t physically fight back, you can’t really say that it was rape.

Rape myth acceptance has been studied extensively in a variety of contexts but primarily among college students to include those attending military service academies (Carroll et al., 2016). From extant research, we know that rape myth acceptance may differentiate non-perpetrators from those who go on to engage in sexual violence (Yapp & Quayle, 2018), may be negatively related to bystander willingness to intervene (McMahon, 2010; Rosenstein, 2015), and may have implications for victim willingness to report and the responses/resources provided to victims (Freese et al., 2004). Meanwhile, awareness of the rape-supportive beliefs of one’s peers and social groups may be a risk factor for perpetration by advancing the acceptance of those beliefs as the norm (Bohner et al., 2010; Tharp et al., 2013).

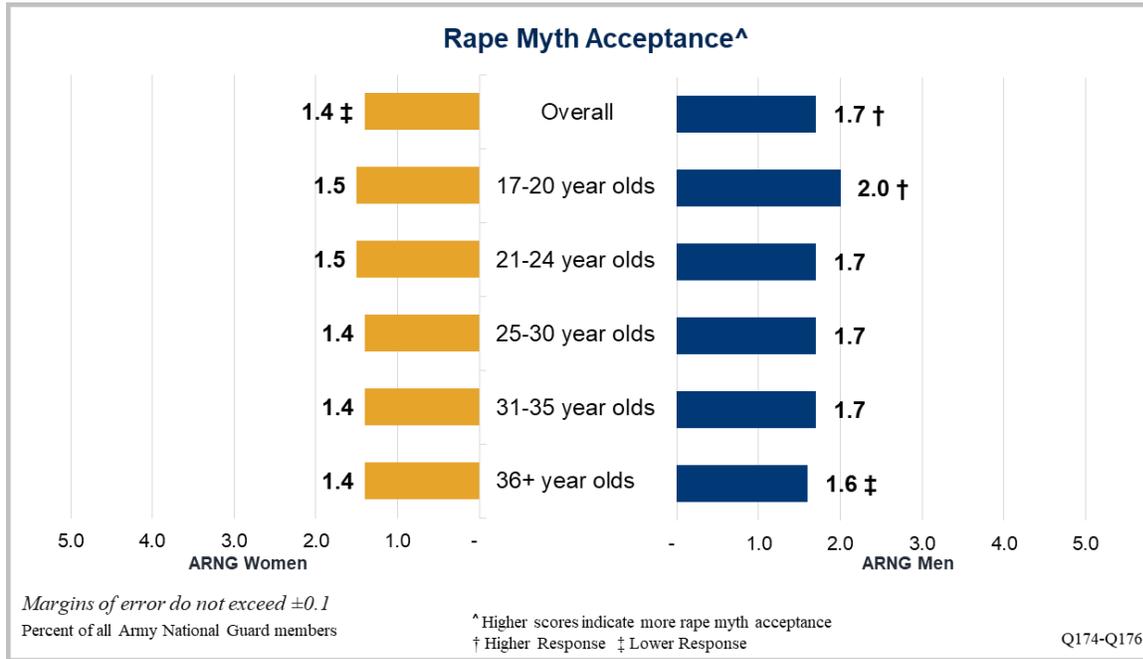
**Method**The 2019 WGRR utilized the Illinois Rape Myth Acceptance Scale-Short Form (IRMAS-SF Payne & Lonsway, 1999) to estimate the extent of rape supportive beliefs within the National Guard component. The IRMAS-SF comprises 17 items (i.e., myths about rape) scored using a five-point scale with responses ranging from strongly disagrees (1) to strongly agree (5). An average score for all 17 questions produces a rape myth acceptance score with higher scores indicating more rape myth acceptance.

In support of the DoD’s continued emphasis on men’s sexual assault prevention and response, the 2019 WGRR also included three items specifically related to myths about rape perpetrated against males for example, the belief that men are never the victims or rape (Walfied, 2016). As with the IRMAS-SF, the male-rape myth items were scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the three questions produces the total score with higher scores indicating more male-rape myth acceptance.

## Results

**Army National Guard.** Overall, rape myth acceptance among Service members in the Army National Guard was low. However, the average rape myth acceptance score for men in the Army National Guard (1.7 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men (1.7) and women (1.5) who were significantly more likely than men (1.5) and women (1.3) officers to accept rape myths. There were no significant differences in rape myth acceptance between women or men assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

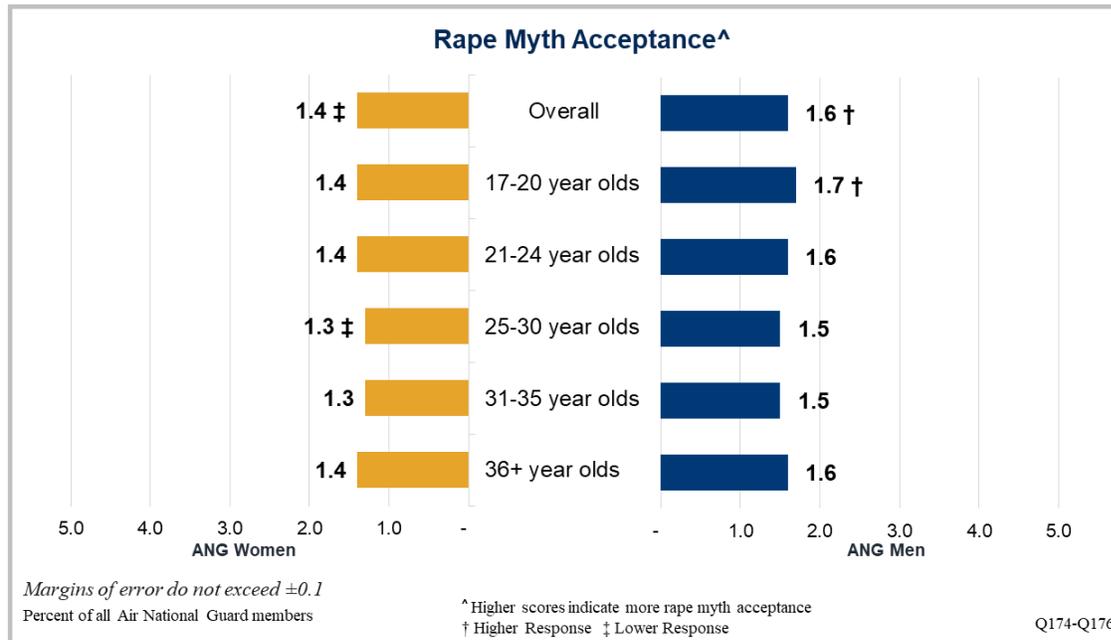
**Figure 130.**  
**Rape Myth Acceptance in the Army National Guard**



**Air National Guard.** Overall, rape myth acceptance among Service members in the Air National Guard was low. However, the average rape myth acceptance score for men in the Air National Guard (1.6 on a scale from one to five) was significantly higher than for women (1.4). Rape-supportive beliefs were particularly notable among enlisted men who were significantly more likely than other men to accept rape myths.

There were no significant differences in rape myth acceptance between women or men assigned to units in which women were uncommon (less than 10% of their military coworkers) and those in units where women were more common.

**Figure 131.**  
**Rape Myth Acceptance in the Air National Guard**



## Resilience

While a variety of definitions for resilience exist, among the most meaningful in the military context is the ability to “bounce back from an understandably human biological, social, psychological and spiritual response to extreme events” (Litz, 2014, p. 9). The nature of such events can vary widely and while the military has primarily focused on resilience to combat- or deployment-specific events, recent years have brought greater attention to the relevance of resilience to non-combat related events as well.

The Brief Resilience Scale (BRS) was created to more closely align with the aforementioned definition of resilience and specifically to assess the ability to recover from stress (Smith et al., 2008). While several scales for measuring resilience exist, the BRS has multiple benefits including its brevity and narrow interpretation of resilience. Moreover, a series of validation studies provide support for a relationship between BRS scores and perceived stress, anxiety, and depression (Smith et al., 2008) suggesting the potential utility of the measure for identifying the characteristics of individuals that may benefit from mental health or behavioral intervention.

## Method

The BRS comprises six questions scored using a five-point scale with responses ranging from strongly disagree (1) to strongly agree (5). An average score for the nine questions produces the total score with higher scores indicating more resilient individuals.

## Results

### ***Army National Guard***

The average resilience score for women in the Army National Guard was 3.8 and the average score for men was 4.0. These scores indicate that, on average, Army National Guard members tended to characterize themselves as resilient.

### ***Air National Guard***

The average resilience score for men in the Air National Guard (4.1) was significantly higher than for women (3.9). Overall, these results suggest that most members of the Air National Guard characterized themselves as resilient.

## Conclusion

The results of the *2019 WGRR* reveal that there was no significant change in the estimated prevalence of sexual assault for women or men in the National Guard since 2017. We interpret this as evidence of the considerable work that remains to be done to prevent sexual assault. The data also indicate that the climate in the military workplace is worse for women in the National Guard than for men. Combined with their declining trust in the military system and women's less favorable assessment of the climate for sexual harassment (compared to that of men), the *2019 WGRR* provides further evidence of the need for heightened attention to aspects of unit climate which may be of particular important to sexual assault prevention and response.

Prior research identifies bystander intervention—taking steps to prevent potentially risky situations from happening—as a critical approach to sexual assault prevention. However, significantly more women than men witnessed these types of situations. Moreover, almost one out of five women and men who witnessed a situation reported that they did not intervene in any way. To the extent that bystander intervention is effective, additional training may be necessary to make Service members more attentive to risky situations and willing to intervene.

The sexism and rape myth acceptance measures utilized in the *2019 WGRR* help to reveal the attitudes and beliefs that Service members have that may influence their behavior and actions. Additional research that examines the ways in which these attitudes and beliefs differ among subgroups may be informative for designing and implementing more targeted interventions for sexual assault prevention and response.

Finally, the average level of individual resiliency in the National Guard was high. However, unwanted gender-related behaviors and unhealthy workplace climates may be detrimental to individual resilience which may have serious consequences for the ability to respond to stressors and for force readiness more broadly.

# Appendix F. Frequently Asked Questions

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## Frequently Asked Questions

### 2019 Workplace and Gender Relations Survey of Reserve Component Members

The Office of People Analytics (OPA) has been conducting surveys of gender issues for the active duty military since 1988. OPA uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the *2019 Workplace and Gender Relations Survey of Reserve Component Members (2019 WGRR)*, OPA used complex sampling and weighting procedures to ensure accuracy of estimates to the full active duty population. This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details provide answers to some common questions about our methodology as a whole and the *2019 WGRR* specifically.

#### 1. What was the population of interest for the 2019 WGRR?

- The target population consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve (AGR/FTS/AR, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and the Air National Guard. Sampled military members were below flag rank and had been in the Reserve component for at least five months
- Three separate surveys of the Reserve component were scheduled to field at the same time in 2019—the 2019 WGRR, the Workplace and Equal Opportunity Survey of Reserve component Members (2019 WEOR), and the Status of Forces Survey of Reserve component Members (2019 SOFR). In order to minimize survey burden, a census of the Reserve component was conducted such that every member was selected to receive one, and only one, of the three surveys. OPA sampled a total of 269,475 Reserve and National Guard Service members for the 2019 WGRR. The WGRR was completed by 34,169 members. Data were collected between August 16 and November 8, 2019.
- The weighted total response rate for the *2019 WGRR* was 14.5%.

#### 2. The 2019 WGRR uses “sampling” and “weighting.” Why are these methods used and what do they do?

- Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2019 WGRR*, this allows OPA to generalize to the full population of Reserve component members that meet the criteria listed above.
- In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Reserve personnel in one group, all female Army

Reserve personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.

- OPA scientifically weights the data so findings can be generalized to the full population of active duty members. Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.
  - This methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, WESTAT, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.
- 3. Are survey estimates valid with only a 14.5% weighted response rate?**
- The overall response rate of 14.5%, though lower than the *2017 WGRR* response rate of 18.5%, is consistent with recent large-scale military surveys. OPA’s access to administrative record data support a rigorous sampling and weighting process that provide for the reliability of the estimates despite the lower response rate.
  - OPA uses accurate administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army Reserve, women). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army Reserve, E1-E3, and women) contributes toward the survey estimates proportional to the known size of the subgroup.
  - In addition, OPA routinely conducts “Non-Response Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from non-responders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. Using a variety of methods to gauge potential non-response bias, OPA has found no evidence of non-response bias on the Gender Relations Surveys (OPA, 2016a).

**4. Is 14.5% a common response rate for other military or civilian surveys?**

- Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. These rich data, rarely available to survey organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

**5. Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**

- The 2011 Health and Related Behaviors Survey, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat and OPA, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the OPA sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which “recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors.”

**6. What about surveys that study the total U.S. population? How do they compare?**

- Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the 2010 National Intimate Partner and Sexual Violence Survey, conducted by the Centers for Disease Control and Prevention, calculated

population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

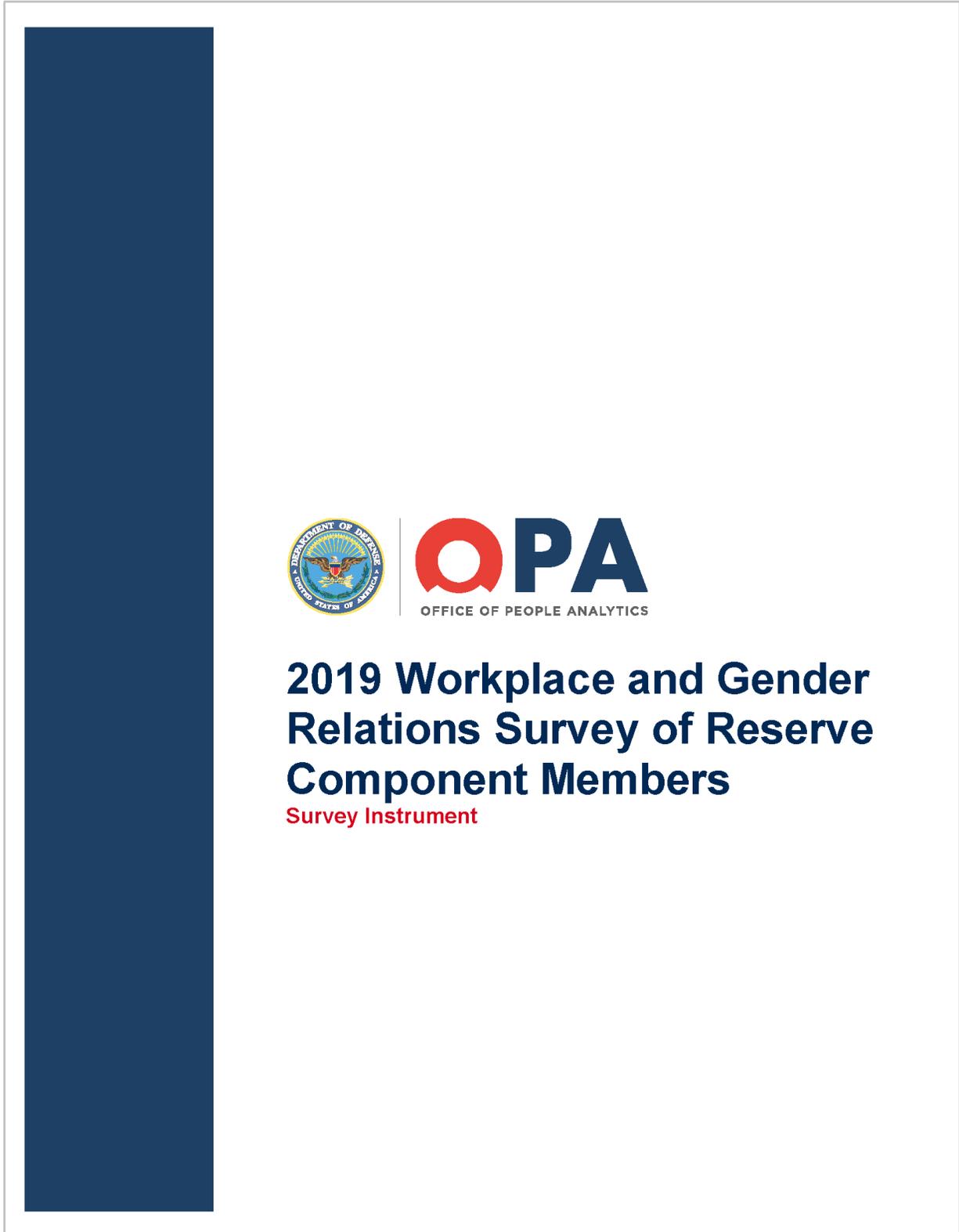
# Appendix G. Survey Instrument

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## Survey Instrument



2019 Workplace and Gender Relations Survey of Reserve Component Members



You have reached the redirect page for Department of Defense Office of People Analytics (OPA) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current OPA surveys. If you do not have access to a DSN telephone line, call [1-571-372-1034](tel:1-571-372-1034). The prerecorded list does not include surveys conducted by agencies other than OPA.

- Please enter your Ticket Number below, then click the Continue button to access your survey.
- If you are not automatically transferred, click on the link: <http://www.dodsurvey.net>

To check if you have been selected to participate in a OPA survey , please click the button below.

**Am I in an OPA Survey Sample?**

- Authorities: [10 USC 1782](#)
- Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: <http://www.dmdc.osd.mil/surveys> (Accessible by CAC/DS Logon)
- [Accessibility/Section 508](#)

## 2019 Workplace and Gender Relations Survey of Reserve Component Members



## 2019 Workplace and Gender Relations Survey of Reserve Component Members

**Welcome**

This survey will assess your attitudes and opinions toward the workplace, as well as experiences within the past year, on a variety of topics mandated by Congress. The survey contains three modules, but each member will only be asked to complete one module. You have been randomly selected to take the module titled "The 2019 Workplace and Gender Relations Survey of Reserve Component Members." This module will focus on your views about gender relations in your military workplace. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

Read the [FAQ](#) for additional information.

[RCS# DD-P&R\(QD\)1947 Exp. 03/22/2021](#)

**How do I know this is an official, approved DoD survey?**

- In accordance with [DoD Instruction 8910.01](#) all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is DD-P&R(QD)1947, expiring 03/22/2021.
- For surveys within a single Service or command, regulations or orders establish procedures for survey reviews and information collection licenses. All approved surveys are to display an RCS and expiration date.

**Security Protection Advisory**

**WEBSITE PRIVACY:** Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as private. In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the Privacy Advisory at the beginning of the survey.

This website collects information from your visit to assist the DoD and our survey contractor to improve the website and the performance of our web-based surveys. This non-personal information helps us make the site more useful by recognizing the types of technology being used. The data collected are listed below:

1. The Internet Protocol (IP) address for the computer and the server being used on the Internet (for example, www.verizon.com, www.comcast.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as Verizon or Comcast).
2. The device used to access the survey (e.g., PC, tablet, or mobile phone).
3. The type and version of the browser and operating system used to access our site.
4. The date and time this site was accessed.
5. Number of bytes sent and received.
6. The pages visited.

This information is stored permanently for troubleshooting technical problems and for future capacity planning. DoD and its survey contractor use this information to improve the performance of the OPA survey website. None of this information will be revealed publicly or used to identify you or your responses.

**Section 508 Compliance**

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\), as amended in 1998](#).

Send feedback or concerns related to the accessibility of this website to: [DoDSection508@osd.mil](mailto:DoDSection508@osd.mil)

For more information about Section 508, please visit the [DoD Section 508 website](#)

**PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION**

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow Department of Defense (DoD) to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. The Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative. This survey assesses the respondent's perspective regarding experiences of sexual harassment and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

10 United States Code (USC) Sections 136, 481, 1782, and 2358, 14 USC 1, and Section 570 of the National Defense Authorization Act (NDAA) of Fiscal Year (FY) 2013, authorize the DoD to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff. Results from these surveys will be posted on the web: [https://www.dmdc.osd.mil/appj/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/appj/dwp/dwp_surveys.jsp)

OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Component and gender).

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you. In order to increase efficiency and to improve the user experience for future OPA surveys, participants identified for this survey were randomly assigned to receive different types of recruitment materials. These research conditions pose no harm to participants. The government and its contractors have a number of policies and procedures to ensure the survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses.

Your responses could be used in future research. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances and only with sponsor approval, OPA may make available datasets with additional demographic variables to a small number of approved researchers. There is some risk individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including—but not limited to—data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or sexual assault 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 the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
  - Toll-Free: 1-877-995-5247
  - DSN: 94-877-995-5247
  - Other: 202-540-5962
  - Worldwide: <https://www.safehelpline.org/> or [www.sapr.mil/](http://www.sapr.mil/)
- 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:

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

Army: 1-800-267-9964

Marine Corps: 703-784-9371

Navy: 1-800-253-0931

Air Force: 1-800-616-3775

**If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail [DHA.R2O2.PR@mail.mil](mailto:DHA.R2O2.PR@mail.mil).**

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to November 8, 2019. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

**Click *Continue* if you agree to take the survey.**

#### HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)
- **Fax:** 1-763-268-3002

#### FREQUENTLY ASKED QUESTIONS

##### What is the Health & Resilience (H&R) Program?

- Health & Resilience (H&R) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

##### How do I know this is an official, approved DoD survey?

- In accordance with [DoD Instruction 8910.01](#), all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# DD-P&R(QD)1947, expiring 03/22/2021.

##### How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., location, paygrade).

##### Why should I participate?

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace civility, sexual assault, and other gender-related issues.
- Your responses on this survey **make a difference**.

##### What is [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)?

- The official e-mail address for communicating with Reserve component members about Health & Resilience (H&R). "[wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)" is short for Workplace and Gender Relations Survey

##### Why am I being asked to use the web?

- Web administration enables us to get survey results to senior Defense leaders faster.

##### Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within OPA. Once you enter your ticket number, you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

##### Do I have to answer all questions?

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2019 Workplace and Gender Relations Survey of Reserve Component Members

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page* (→), *Previous Page* (←), *Clear Responses*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

**Why does the survey ask personal questions?**

- OPA reports overall results, as well as by other characteristics, such as location and gender. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

**Will my answers be kept private?**

- Your response will be kept private to the extent permitted by law.
- If you answer any items in such a way that you indicate distress or being upset, you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

**Can I withdraw my answers once I have started the survey?**

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to November 8, 2019 by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

**Will I ever see the results of the survey?**

- OPA posts survey results on the following website: <http://www.dmdc.osd.mil/surveys/>

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

**BACKGROUND INFORMATION**

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank. Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

**1. Were you a member of the National Guard or a Reserve component on August 19, 2019?**

- Yes  
 No, I was separated or retired

**2. Are you...?**

- Male  
 Female

**3. What is your current relationship status?**

- Married  
 Living with a boyfriend or girlfriend  
 In a committed romantic relationship, but not living together  
 Divorced and not currently in a relationship  
 Widowed and not currently in a relationship  
 Never married and not currently in a relationship  
 Other or prefer not to say

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

- Very likely  
 Likely  
 Neither likely nor unlikely  
 Unlikely  
 Very unlikely

**TIME REFERENCE**

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please think about what has happened after [Day of Week, X Date].

Please try to think of any important events in your life that occurred near [X Date] such as birthdays, weddings, or family activities. These events can help you remember which things happened before [X Date] and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

**5. Do you currently live in the same house or building that you did on [X Date]?**

- Yes  
 No  
 Do not remember

**6. Are you the same rank today that you were on [X Date]?**

- Yes  
 No  
 Do not remember

**7. Were you married or dating someone on [X Date]?**

- Yes  
 No  
 Do not remember

2019 Workplace and Gender Relations Survey of Reserve Component Members

The next part of this survey asks about experiences that happened while you were on military duty, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

**GENDER-RELATED EXPERIENCES IN THE MILITARY**

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [X Date].

When the questions say "someone from work," please include any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from military work.

Remember, all the information you share will be kept confidential.

8. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

9. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [man][woman] is supposed to? For example, by calling you [a woman, a fag, or gay][a dyke or butch].

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

10. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

11. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

12. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

- Yes
- No

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

13. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

- Yes  
 No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

- Yes  
 No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

15. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

- Yes  
 No

16. [Ask if Q15 = "Yes"] Did this make you uncomfortable, angry, or upset?

- Yes  
 No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

17. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you?

These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."

- Yes  
 No

18. [Ask if Q17 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

- Yes  
 No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

19. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to? This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

- Yes  
 No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

20. [Ask if Q19 = "Missing" or Q19 = "No"] Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset?

This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

- Yes  
 No

2019 Workplace and Gender Relations Survey of Reserve Component Members

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

21. Since [X Date], has someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual? For example, they hinted that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

22. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

23. Since [X Date], did you hear someone from work say that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job?

- Yes
- No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

24. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because you are a [man][woman]?

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

25. [Ask if Q8 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

26. [Ask if Q8 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

- Yes
- No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man][woman] is supposed to. For example, by calling you [a woman, a fag, or gay][a dyke or butch].

27. [Ask if Q9 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

28. [Ask if Q9 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

- Yes
- No

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

29. [Ask if Q10 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

30. [Ask if Q10 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by these gestures?**

If you are not sure, choose the best answer.

- Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

31. [Ask if Q11 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

32. [Ask if Q11 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by seeing these sexually explicit materials?** If you are not sure, choose the best answer.

- Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

33. [Ask if Q12 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

34. [Ask if Q12 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by hearing about these sexual activities?** If you are not sure, choose the best answer.

- Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

35. [Ask if Q13 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

36. [Ask if Q13 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended if they had been asked these questions?** If you are not sure, choose the best answer.

- Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

37. [Ask if Q14 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

38. [Ask if Q14 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended if these remarks had been directed to them?** If you are not sure, choose the best answer.

- Yes  
 No

2019 Workplace and Gender Relations Survey of Reserve Component Members

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by taking or sharing sexually suggestive pictures or videos of you when you did not want them to.

39. [Ask if Q15 = "Yes" and Q16 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended if it happened to them?** If you are not sure, choose the best answer.

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

40. [Ask if Q17 = "Yes" and Q18 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

41. [Ask if Q17 = "Yes" and Q18 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by these unwanted attempts?** If you are not sure, choose the best answer.

- Yes
- No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

42. [Ask if (Q19 = "Missing" or Q19 = "No") AND Q20 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

43. [Ask if (Q19 = "Missing" or Q19 = "No") AND Q20 = "Yes"] **Do you think this was ever severe enough that most Service members would have been offended by this unnecessary touching?** If you are not sure, choose the best answer.

- Yes
- No

You indicated that, after [X Date], someone from work made you feel as if you would get some workplace benefit in exchange for doing something sexual.

44. [Ask if Q21 = "Yes"] **What led you to believe that you would get a military workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.**

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time that they expressed sexual interest....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

45. [Ask if Q21 = "Yes"] **Was anyone who did this unwanted behavior in a position of authority/ leadership over you?**

- Yes
- No

You indicated that, after [X Date], someone from work made you feel as if you would get punished or treated unfairly in the military workplace if you did not do something sexual.

46. [Ask if Q22 = "Yes"] **What led you to believe that you would get punished or treated unfairly in the military workplace if you did not do something sexual? Mark "Yes" or "No" for each item.**

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

47. [Ask if Q22 = "Yes"] **Was anyone who did this unwanted behavior in a position of authority/ leadership over you?**

- Yes
- No

2019 Workplace and Gender Relations Survey of Reserve Component Members

You indicated that, after [X Date], someone from work said that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job.

48. [Ask if Q23 = "Yes"] Do you think their beliefs about [men][women] ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- Yes
- No

49. [Ask if Q23 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

- Yes
- No

You indicated that, after [X Date], someone from work mistreated, ignored, excluded, or insulted you because you were a [man][woman].

50. [Ask if Q24 = "Yes"] Do you think this treatment ever harmed or limited your military job/career? For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- Yes
- No

51. [Ask if Q24 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

- Yes
- No

**GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT**

Based on your answers earlier, in the past 12 months at least one person from your military work acted in a way that created an upsetting or offensive work environment.

You may have experienced more than one upsetting situation. Please think about the one situation since [X DATE] that had the biggest effect on you—the one you consider to be the worst or most serious.

52. [Ask if [Matching Behavior] = "Yes" and [MEO\_FLAG] = "True"] Which of the following experiences happened during the upsetting situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Repeatedly told sexual jokes.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
b. Repeatedly suggested that you do not act like a [man][woman] is supposed to.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Repeatedly made sexual gestures or sexual body movements.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Repeatedly told you about their sexual activities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Repeatedly asked you questions about your sex life or sexual interests.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made repeated sexual comments about your appearance or body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Took or shared sexually suggestive pictures or videos of you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Touched you in a sexual way.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Touched you in any way other than sexually that made you uncomfortable, angry, or upset.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel like you would get some workplace benefit in exchange for doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Said that [men][women] are not as good as [women][men] are at your job, or that [men][women] should be prevented from having that job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Mistreated, ignored, or insulted you because you were a [man][woman].....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

53. [Ask if [MEO\_FLAG] = "True"] How many people were involved in this upsetting situation?

- One person
- More than one person

54. [Ask if [MEO\_FLAG] = "True"] Was/Were the person(s) involved...

- All men?
- All women?
- A mix of men and women?

2019 Workplace and Gender Relations Survey of Reserve Component Members

55. [Ask if [MEO\_FLAG] = "True"] Was/Were the person(s) who acted this way a military member?

- Yes, they all were
- Yes, some were, but not all
- No, none were military
- Not sure

56. [Ask if [MEO\_FLAG] = "True" AND (Q55 = "Yes, they all were" or Q55 = "Yes, some were, but not all")] At the time of this upsetting situation, what paygrade(s) was/were the military member(s) who did this to you? *Mark all that apply.*

- E1    E5    WO1    O1
- E2    E6    CW2    O2
- E3    E7    CW3    O3
- E4    E8    CW4    O4
- E9    CW5    O5
- O6
- Higher than O6
- Not sure

57. [Ask if [MEO\_FLAG] = "True"] At the time of this upsetting situation, was/were any of the person(s)... *Mark all that apply.*

- Your immediate military supervisor?
- Someone else in your military chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member not in your unit?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you not in your unit?
- Subordinate(s) or someone you manage as part of your military duties?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- None of the above
- Not sure

58. [Ask if [MEO\_FLAG] = "True" and (Q55 = "Yes, they all were" or Q55 = "Yes, some were, but not all")] Was/Were the person(s) who acted this way in the same occupational specialty (e.g., MOS, AFSC, rating, or designation) as you?

- Yes, they all were
- Yes, some were, but not all
- No, none were in the same occupational specialty
- Not sure

59. [Ask if [MEO\_FLAG] = "True"] Thinking about this situation, about how long did it continue?

- It happened one time
- About one week
- About one month
- A few months
- A year or more

60. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation, did it ever occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."*

	Yes	No
a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were in a delayed entry program (DEP) or delayed training program (DTP)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. While you were in Officer Candidate or Training School or Basic Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While at an official military function (either on- or off-base)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Online on social media or via other electronic communications? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

61. [Ask if [MEO\_FLAG] = "True"] When did this upsetting situation occur? *Mark all that apply.*

- While you were out with friends or at a party that was not an official military function
- While you were performing a drill period (inactive duty training [IDT])
- While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)
- While you were activated in a Title 10 (Federal Authority) status
- While you were deployed
- While you were on TDY/TAD, at sea, or during field exercises/alerts
- While you were on approved leave
- None of the above
- Do not recall

62. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation, did it make you take steps to leave or separate from the military?

- Yes
- No

**Hazing:** Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

**Bullying:** Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

63. [Ask if [MEO\_FLAG] = "True"] Based on the definitions above, would you describe this upsetting situation as... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Hazing? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

64. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation, did you discuss it with... *Mark "Yes" or "No" for each item.*

	Yes	No
a. The person(s) who did this to you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in your unit? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your friends or family outside of your unit? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A chaplain, counselor, or medical person? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

65. [Ask if [MEO\_FLAG] = "True"] Did you make a complaint about this upsetting situation to any of the following military individuals or organizations? *Mark "Yes" or "No" for each item. Mark "Yes" if you discussed this situation with any of these individuals or offices, even if you did not make a formal complaint.*

	Yes	No
a. Someone in your chain of command .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the chain of command of the offender .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Military equal opportunity (MEO) staff or office assigned to receive MEO complaints .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Inspector General's office .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A military hotline dedicated to receive MEO or SHARP complaints .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DoD provides three types of military equal opportunity (MEO) complaint options:

- **Anonymous complaints** are received by a commanding officer or supervisor and allow for reporting of harassment without requiring the individual to divulge any personally identifiable information.
- **Informal complaints** are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.
- **Formal complaints** are allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.

66. [Ask if [MEO\_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes")] What type of complaint did you make?

- Anonymous complaint
- Informal complaint
- Formal complaint
- Not sure

2019 Workplace and Gender Relations Survey of Reserve Component Members

67. [Ask if [MEO\_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes")] **What actions were taken in response to your complaint? Mark one answer for each item.**

	Do not know		
	No		
	Yes		
a. The person you told took no action..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The rules on harassment were explained to everyone. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone talked to the person(s) to ask them to change their behavior...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your work station, schedule, or duties were changed to help you avoid the person(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The person(s) who did the upsetting behavior(s) was/were moved or reassigned so that you did not have as much contact with them. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The person(s) stopped their upsetting behavior. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You were encouraged to drop the issue. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You were discouraged from filing a formal complaint. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. The person(s) who did the upsetting behavior(s) took action against you for making a complaint. For example, their upsetting behavior became worse or they threatened you. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Your coworkers treated you worse, avoided you, or blamed you for the problem. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Someone in your chain of command punished you for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

68. [Ask if [MEO\_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes")] **How satisfied were you with the following aspects of the complaint process? Mark one answer for each item.**

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. Availability of information about how to follow-up on a complaint .....	<input checked="" type="checkbox"/>				
b. Availability of information about the complaint process and timeliness .....	<input checked="" type="checkbox"/>				
c. Availability of information about support resources.....	<input checked="" type="checkbox"/>				
d. Treatment by personnel handling your complaint.....	<input checked="" type="checkbox"/>				
e. Amount of time it took/is taking to resolve your complaint .....	<input checked="" type="checkbox"/>				
f. How well you were/are kept informed about the progress of your complaint .....	<input checked="" type="checkbox"/>				
g. Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>				
h. The complaint process overall.....	<input checked="" type="checkbox"/>				

69. [Ask if [MEO\_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes")] **How satisfied were you with the outcome of your complaint?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied
- Does not apply, it is still in process
- Does not apply, I do not know the outcome of my complaint

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

You indicated that you did not make a complaint about this upsetting situation.

**70. [Ask if [MEO\_FLAG] = "True" and (Q65 a = "No" or Q65 b = "No" or Q65 c = "No" or Q65 d = "No" or Q65 e = "No") AND (Q65 a <> "Yes" and Q65 b <> "Yes" and Q65 c <> "Yes" and Q65 d <> "Yes" and Q65 e <> "Yes")]** **What were your reasons for not making a complaint about this upsetting situation? *Mark all that apply.***

- The offensive behavior stopped on its own.
- You asked the person to stop and they did.
- You thought it was not serious enough to make a complaint.
- You did not want more people to know.
- You did not want people to see you as weak.
- You wanted to forget about it and move on.
- You did not think anything would be done.
- You did not think you would be believed.
- You did not trust that the process would be fair.
- You felt partially to blame, ashamed, or embarrassed.
- You thought other people would blame you.
- You thought you might get in trouble for something else you did.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You thought it would make your work situation unpleasant.
- You did not want to hurt the person's career.
- You did not want to hurt the person's family.
- You were worried about negative consequences from the person(s) who did it.
- You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- Some other reason

**GENDER-RELATED EXPERIENCES**

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience.

They can happen to both women and men.

The next questions include some graphic words. They describe events that DoD regulations define with precise anatomical language. It is important to use the same names of the specific body parts the DoD uses. This is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, military member or civilian, someone you knew or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened AFTER %%XDATE%%.

You will have an opportunity to describe experiences that happened BEFORE %%XDATE%% later in the survey.

Remember, all the information you share will be kept confidential.

**71. Since [X Date], did you have any unwanted experiences in which someone put his penis into your anus, mouth, or vagina?**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**72. [Ask if Q71 = "Yes"] They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- Yes
- No

2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**73. [Ask if Q71 = "Yes"] They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**74. [Ask if Q71 = "Yes"] They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**75. [Ask if Q71 = "Yes"] It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

Yes

No

**76. Since [X Date], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your anus, mouth, or vagina?** The body part could include a finger, tongue, or testicles.

Yes

No

**77. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

**78. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes"] Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**79. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**80. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

81. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

82. [Ask if [SA1Flag] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

Yes

No

83. **Since [X Date], did anyone make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to?** A part of the body could include your tongue, fingers, penis, or testicles.

Yes

No

84. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

85. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

86. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes" and (Q84 = "Yes" or Q85 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

87. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes" and (Q84 = "Yes" or Q85 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

88. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes" and (Q84 = "Yes" or Q85 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

89. [Ask if [SA2FlagCum] = "Not true" and Q83 = "Yes" and (Q84 = "Yes" or Q85 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

Yes

No

90. Since [X Date], did you have any **unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?** Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

Yes

No

91. [Ask if [SA3FlagCum] = "Not true" and Q90 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

92. [Ask if Q90 = "No" or Q90 = "Missing"] Since [X Date], did you have any **unwanted experiences in which someone intentionally touched ANY area of your body (either directly or through clothing)?**

Yes

No

93. [Ask if [SA3FlagCum] = "Not true" and (Q90 = "Yes" or Q92 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

94. [Ask if [SA3FlagCum] = "Not true" and ((Q90 = "Yes" and (Q91 = "Yes" or Q93 = "Yes")) or (Q92 = "Yes" and Q93 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

95. [Ask if [SA3FlagCum] = "Not true" and ((Q90 = "Yes" and (Q91 = "Yes" or Q93 = "Yes")) or (Q92 = "Yes" and Q93 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

96. [Ask if [SA3FlagCum] = "Not true" and ((Q90 = "Yes" and (Q91 = "Yes" or Q93 = "Yes")) or (Q92 = "Yes" and Q93 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

97. [Ask if [SA3FlagCum] = "Not true" and ((Q90 = "Yes" and (Q91 = "Yes" or Q93 = "Yes")) or (Q92 = "Yes" and Q93 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

Yes

No

98. Since [X Date], did you have any **unwanted** experiences in which someone **made you touch private areas of their body or someone else's body (either directly or through clothing)**? This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

Yes

No

99. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and Q98 = "Yes"] **Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

100. [Ask if Q98 = "No" or Q98 = "Missing"] Since [X Date], did you have any **unwanted** experiences in which someone **made you touch ANY area of their body or someone else's body (either directly or through clothing)**?

Yes

No

101. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and (Q98 = "Yes" or Q100 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

102. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and ((Q98 = "Yes" and (Q99 = "Yes" or Q101 = "Yes")) or (Q100 = "Yes" and Q101 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

103. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and ((Q98 = "Yes" and (Q99 = "Yes" or Q101 = "Yes")) or (Q100 = "Yes" and Q101 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**104. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and ((Q98 = "Yes" and (Q99 = "Yes" or Q101 = "Yes")) or (Q100 = "Yes" and Q101 = "Yes"))] They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**105. [Ask if ([SA4FlagCum] = "Not true" OR (Q92 = "Yes" AND [SA4FLAG] = "Yes")) and ((Q98 = "Yes" and (Q99 = "Yes" or Q101 = "Yes")) or (Q100 = "Yes" and Q101 = "Yes"))] It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

Yes

No

**106. Since [X Date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred?**

Yes

No

**107. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

**108. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes"] Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**109. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes" and (Q107 = "Yes" or Q108 = "Yes")] They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**110. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes" and (Q107 = "Yes" or Q108 = "Yes")] They threatened you (or someone else) in some other way.** For example, by using their position of authority or by getting you in trouble with authorities.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**111. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes" and (Q107 = "Yes" or Q108 = "Yes")] They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

2019 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

**112. [Ask if [SA3FlagCum] = "Not true" and Q106 = "Yes" and (Q107 = "Yes" or Q108 = "Yes")] It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

- Yes
- No

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers earlier, you indicated that you had at least one of these unwanted experiences since [X Date].

**113. [Ask if [SAFLAG] = "True" and Q71 = "Yes"] The items that follow will ask for additional information about the unwanted event(s) in which someone...**

- a. Put their penis into your anus, mouth, or vagina.
- b. Put any object or any body part other than a penis into your anus, mouth, or vagina.
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Intentionally touched ANY area of your body.
- f. Made you touch private areas of their body or someone else's body.
- g. Made you touch ANY area of their body or someone else's body.
- h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred.

**114. [Ask if [SAFLAG] = "True"] Thinking about the past 12 months, please give your best estimate of how many separate occasions you had these unwanted experiences.**

Times

**115. [Ask if [SAFLAG] = "True"] Were all of these events done by the same person(s)?**

- Yes, each incident involved the same person(s)
- No, these events involved different people
- Not sure

**GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT**

The following questions ask about the unwanted event that had the **biggest effect on you**. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

**116. [Ask if [SAFLAG] = "True" and Q114 > 1 and [SACount] > 1 and [Matching Behavior] = "Yes"] Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.**

	Yes	No
a. Put their penis into your anus, mouth, or vagina.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Put any object or any body part <u>other than a penis</u> into your anus, mouth, or vagina...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. <u>Attempted</u> to put a penis, an object, or any body part into your anus, mouth, or vagina, <u>but no penetration actually occurred</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**117. [Ask if [SAFLAG] = "True"] How many people did this to you?**

- One person
- More than one person
- Not sure

**118. [Ask if [SAFLAG] = "True"] Was/Were the person(s) involved...**

- All men?
- All women?
- A mix of men and women?
- Not sure

2019 Workplace and Gender Relations Survey of Reserve Component Members

119. [Ask if [SAFLAG] = "True"] Was/Were any of the person(s) who did this to you a military member?

- Yes, they all were
- Yes, some were, but not all
- No, none were military
- Not sure

120. [Ask if [SAFLAG] = "True" and (Q119 = "Yes, they all were" or Q119 = "Yes, some were, but not all")] At the time of the event, what paygrade(s) was/were the military member(s) who did this to you? **Mark all that apply.**

- E1    E5    WO1    O1
- E2    E6    CW2    O2
- E3    E7    CW3    O3
- E4    E8    CW4    O4
- E9    CW5    O5
- O6
- Higher than O6
- Not sure

121. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... **Mark all that apply.**

- Your immediate military supervisor?
- Someone else in your military chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member not in your unit?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you not in your unit?
- Subordinate(s) or someone you manage as part of your military duties?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- None of the above
- Not sure

122. [Ask if [SAFLAG] = "True" and (Q119 = "Yes, they all were" or Q119 = "Yes, some were, but not all")] Was/Were the person(s) who acted this way in the same occupational specialty (e.g., MOS, AFSC, rating, or designation) as you?

- Yes, they all were
- Yes, some were, but not all
- No, none were in the same occupational specialty
- Not sure

123. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... **Mark all that apply.**

- Your current or former spouse?
- Someone you have a child with (your child's mother or father)?
- Your significant other (boyfriend or girlfriend) you live with?
- Your current or former significant other (boyfriend or girlfriend) you do/did not live with?
- A friend or acquaintance?
- A family member or relative?
- A stranger?
- Someone from work?
- Someone you met on a dating application or website?
- None of the above
- Not sure

[Ask if [SAFLAG] = "True" and Q123 i = "Marked"] Please specify which dating application or website you met the person(s) on. Please do not include any personally identifiable information (PII) that could identify yourself or others.

124. [Ask if [SAFLAG] = "True"] Did the unwanted event occur... **Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."**

	Yes	No
a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

	Yes	No
b. While you were in a delayed entry program (DEP) or delayed training program (DTP)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were in recruit training/basic training?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. While you were in Officer Candidate or Training School or Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While at an official military function (either on- or off-base)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

125. [Ask if [SAFLAG] = "True"] When did this/these upsetting situation(s) occur? **Mark all that apply.**

- You were out with friends or at a party that was not an official military function.
- You were on a date.
- You were performing a drill period (inactive duty training [IDT]).
- You were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT).
- You were activated in Title 10 (Federal Authority) status.
- You were deployed.
- You were on TDY/TAD, at sea, or during field exercises/alerts.
- You were on approved leave.
- None of the above
- Do not recall

**Hazing:** Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

**Bullying:** Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

126. [Ask if [SAFLAG] = "True"] Based on the definitions above, would you describe this unwanted event as... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Hazing? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

127. [Ask if [SAFLAG] = "True"] Do you believe the offender(s)... **Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually harassed you <u>before</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Stalked you <u>before</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexually harassed you <u>after</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Stalked you <u>after</u> the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

128. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, did it make you take steps to leave or separate from the military?

- Yes
- No

129. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had you been drinking alcohol? *Even if you had been drinking, it does not mean that you are to blame for what happened.*

- Yes
- No
- Not sure

2019 Workplace and Gender Relations Survey of Reserve Component Members

130. [Ask if [SAFLAG] = "True"] Just prior to this unwanted event... Mark one answer for each item.

	Do not know		
	Yes		No
a. Did the person(s) who did this to you buy or give you alcohol to drink?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

131. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had the person(s) who did it been drinking alcohol?

- Yes
- No
- Do not know

132. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, overall how satisfied or dissatisfied were you with responses and services you received from the following individuals and service providers? Mark one answer for each item. If you have not interacted with the individual or service provider, please mark "Not applicable."

	Not applicable							
	Very dissatisfied				Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your unit commander/director .....	<input checked="" type="checkbox"/>							
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Command Master/Senior Chief) .....	<input checked="" type="checkbox"/>							
c. Your immediate military supervisor .....	<input checked="" type="checkbox"/>							
d. A Sexual Assault Response Coordinator (SARC) .....	<input checked="" type="checkbox"/>							

	Not applicable							
	Very dissatisfied				Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
e. A Uniformed Victim Advocate (UVA) or Victim Advocate (VA) ..	<input checked="" type="checkbox"/>							
f. DoD Safe Helpline (877-995-5247) .....	<input checked="" type="checkbox"/>							
g. A medical provider (for example, someone from a military medical treatment facility or civilian treatment facility) / A mental health provider (for example, counselor) .....	<input checked="" type="checkbox"/>							
h. Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC) ..	<input checked="" type="checkbox"/>							
i. A chaplain .....	<input checked="" type="checkbox"/>							
j. Military law enforcement personnel .....	<input checked="" type="checkbox"/>							

[Ask if [SAFLAG] = "True" and ((Q132 a = "Dissatisfied" or Q132 a = "Very dissatisfied") or (Q132 b = "Dissatisfied" or Q132 b = "Very dissatisfied") or (Q132 c = "Dissatisfied" or Q132 c = "Very dissatisfied") or (Q132 d = "Dissatisfied" or Q132 d = "Very dissatisfied") or (Q132 e = "Dissatisfied" or Q132 e = "Very dissatisfied") or (Q132 f = "Dissatisfied" or Q132 f = "Very dissatisfied") or (Q132 g = "Dissatisfied" or Q132 g = "Very dissatisfied") or (Q132 h = "Dissatisfied" or Q132 h = "Very dissatisfied") or (Q132 i = "Dissatisfied" or Q132 i = "Very dissatisfied") or (Q132 j = "Dissatisfied" or Q132 j = "Very dissatisfied"))]

Please indicate why you were dissatisfied with response(s) and/or service(s) you received from individual(s)/service provider(s). Please do not include any personally identifiable information (PII) that could identify yourself or others.

2019 Workplace and Gender Relations Survey of Reserve Component Members

DoD provides two types of sexual assault reports.

- **Restricted** reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- **Unrestricted** reports start an official investigation in addition to allowing the services available in restricted reporting.

**133. [Ask if [SAFLAG] = "True"] Did you report this unwanted event?** This could have been a restricted report, an unrestricted report, or a report to civilian law enforcement.

- Yes, to military authorities
- Yes, to civilian law enforcement
- Yes, to both military authorities and civilian law enforcement
- No

DoD provides two types of sexual assault reports.

- **Restricted** reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- **Unrestricted** reports start an official investigation in addition to allowing the services available in restricted reporting.

**134. [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement")] What type of report did you initially make to a military authority?**

- A restricted report
- An unrestricted report
- Unsure what type of report I initially made

**135. [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement") and Q134 = "A restricted report"] What happened with your restricted report? Mark one.**

- It remained restricted and I am not aware of any investigation that occurred
- I chose to convert it to unrestricted
- I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your military chain of command and they initiated an investigation)
- Unable to recall

**136. [Ask if [SAFLAG] = "True" and Q134 = "A restricted report"] If making a restricted report were not an option, what would you have done? Mark one.**

- Made an unrestricted report
- Sought civilian confidential resources
- Not reported
- Not sure

**137. [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement")] After reporting this unwanted event, to what extent were you provided the following? Mark one answer for each item.**

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment) .....					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Accurate up-to-date information on your case status .....					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Information to address your confidentiality concerns (for example, your right to privacy).					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals) .	<input checked="" type="checkbox"/>					
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)...	<input checked="" type="checkbox"/>					
f. Information on your right to request an expedited transfer .....	<input checked="" type="checkbox"/>					
g. Information about Victim's Rights (DD Form 2701) .....	<input checked="" type="checkbox"/>					
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers .....	<input checked="" type="checkbox"/>					
i. Information about medical and/or behavioral healthcare and treatment .....	<input checked="" type="checkbox"/>					

**138.** [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement")] **After reporting this unwanted event, to what extent were you provided the following from your military chain of command? Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
a. They made me feel supported...	<input checked="" type="checkbox"/>					
b. They expressed concern for my well-being. ....	<input checked="" type="checkbox"/>					
c. They provided me the flexibility to attend appointments related to my sexual assault as needed. ....	<input checked="" type="checkbox"/>					
d. They discouraged gossip in my work environment .....	<input checked="" type="checkbox"/>					
e. Some other positive action...	<input checked="" type="checkbox"/>					

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

**139.** [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement")] **What were your reasons for reporting the event to a military authority? Mark all that apply.**

- Someone else made you report it or reported it themselves
- To stop the offender(s) from hurting you again
- To stop the offender(s) from hurting others
- It was your civic/military duty to report it
- To punish the offender(s)
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- Someone you told encouraged you to report
- You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future
- Media coverage of the #MeToo movement
- Some other reason

**140.** [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to civilian law enforcement" or Q133 = "No")] **What were your reasons for not reporting the event to a military authority? Mark all that apply.**

- You thought it was not serious enough to report.
- You did not want more people to know.
- You did not want people to see you as weak.
- You wanted to forget about it and move on.
- You did not think your report would be kept confidential.
- You did not think anything would be done.
- You did not trust the process would be fair.
- You felt partially to blame.
- You thought you might get in trouble for something else you did.
- You felt ashamed or embarrassed.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You thought it would make your work situation unpleasant.
- You did not want to hurt the person's career.
- You did not want to hurt the person's family.
- You were worried about potential negative consequences from the person(s) who did it.
- You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you a troublemaker).
- Some other reason

**141.** [Ask if [SAFLAG] = "True" and (Q133 = "Yes, to military authorities" or Q133 = "Yes, to civilian law enforcement" or Q133 = "Yes, to both military authorities and civilian law enforcement" or Q133 = "No")] **In retrospect, would you make the same decision about reporting if you could do it over?**

- Yes
- No

2019 Workplace and Gender Relations Survey of Reserve Component Members

142. [Ask if [SAFLAG] = "True"] Would you consider this upsetting situation to be sexual assault?

- Yes
- No

**OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT**

143. [Ask if [SAFLAG] = "True"] Thinking about the unwanted event, has your military leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.*

- Demoted you or denied you a promotion
- Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- Rated you lower than you deserved on a performance evaluation
- Denied you an award you were previously eligible to receive
- Reduced your pay or benefits without doing the same to others
- Reassigned you to duties that do not match your current grade
- Made you perform additional duties that do not match your current grade
- Transferred you to a different unit or installation without your request or agreement
- Ordered you to one or more command-directed mental health evaluations
- Disciplined you or ordered other corrective action
- Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
- Some other action that negatively affected, or could negatively affect, your position or career
- Does not apply, you have not experienced any of the above

144. [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked")] Do you have reason to believe that any of the actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?

- Yes
- No
- Not sure

145. [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" or Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked" or Q143 g = "Marked" or Q143 h = "Marked" or Q143 i = "Marked" or Q143 j = "Marked" or Q143 k = "Marked" or Q143 l = "Marked") AND Q144 = "Yes"] Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to get back at you for making a report (unrestricted or restricted).
- They were trying to discourage you from moving forward with your report.
- They did not believe you.
- They were mad at you for causing a problem for them.
- They did not understand the situation.
- They were trying to help you.
- They were following established protocol by temporarily reassigning you during recovery.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (for example, underage drinking).
- Some other reason
- Not sure

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

**146. [Ask if [SAFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.***

- Made insulting or disrespectful remarks or made jokes at your expense in public
- Excluded you or threatened to exclude you from social activities or interactions
- Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- You did not experience any of the above

**147. [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" OR Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked")]** Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- Yes
- No
- Not sure

**148. [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" OR Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked") AND Q147 = "Yes"]** Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to discourage you from moving forward with your report or discourage others from reporting.
- They were trying to make you feel excluded.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

**149. [Ask if [SAFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.***

- Made insulting or disrespectful remarks or made jokes at your expense to you in private
- Showed or threatened to show private images, photos, or videos of you to others
- Bullied you or made intimidating remarks about the assault
- Was physically violent with you or threatened to be physically violent
- Damaged or threatened to damage your property
- Some other negative action
- Does not apply, you did not experience any of the above

**150. [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" OR Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q149 d = "Marked" or Q149 e = "Marked" or Q149 f = "Marked")]** Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- Yes
- No
- Not sure

**151.** [Ask if [SAFLAG] = "True" AND (Q133 = "Yes, to military authorities" OR Q133 = "Yes, to both military authorities and civilian law enforcement") AND (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q149 d = "Marked" or Q149 e = "Marked" or Q149 f = "Marked") AND Q150 = "Yes"] **Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? Mark all that apply.**

- They were trying to discourage you from moving forward with your report, or discourage others from reporting.
- They were trying to abuse or humiliate you.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

**152.** [Ask if [SAFLAG] = "True" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q149 d = "Marked" or Q149 e = "Marked" or Q149 f = "Marked")] **Were any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) who took these actions in a position of authority/leadership over you?**

- Yes
- No
- Not sure

**153.** [Ask if [SAFLAG] = "True" and (Q146 a = "Marked" or Q146 b = "Marked" or Q146 c = "Marked" or Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q149 d = "Marked" or Q149 e = "Marked" or Q149 f = "Marked")] **Did any of the actions you marked involve social media?** For example, Facebook, Twitter, Kik, Instagram, Snapchat, Jodel.

- Yes
- No

**GENDER-RELATED EXPERIENCES**

Earlier in the survey you indicated that you experienced an unwanted event.

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the past 12 months, and which events happened earlier.

**154.** [Ask if [SAFLAG] = "True"] **Thinking about when the event occurred, how certain are you that it occurred in the past 12 months?** If the event occurred over a long time, think about whether it ever happened after [X Date].

- Definitely occurred AFTER [X Date]
- Not sure if it occurred BEFORE or AFTER [X Date]
- Definitely occurred BEFORE [X Date]

**155.** [Ask if [SAFLAG] = "True" and [Matching Behavior] = "Yes"] **Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...**

- a. Put their penis into your anus, mouth, or vagina.
- b. Put any object or any body part other than a penis into your anus, mouth, or vagina.
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Intentionally touched ANY area of your body.
- f. Made you touch private areas of their body or someone else's body.
- g. Made you touch ANY area of their body or someone else's body.
- h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred.

**156.** [Ask if [SAFLAG] = "True"] **What was the date of your MOST RECENT unwanted event like this?**

Month

Year

2019 Workplace and Gender Relations Survey of Reserve Component Members

**PRIOR EXPERIENCES**

The questions so far have been about things that occurred in the past year. For the next questions, please think about events that happened more than one year ago, BEFORE [X Date]. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

**157. Before [X Date], had anyone... Mark "Yes" or "No" for each item.**

	Yes	No
a. Put a penis, an object, or any body part into your anus, mouth, or vagina when you did not want it and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Made you insert an object or body part into someone's mouth, vagina, or anus when you did not want to and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <u>Attempted to</u> put a penis, an object, or any body part into your anus, mouth, or vagina against your will <u>but it did not happen?</u> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <u>Intentionally</u> touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? <i>Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <u>Intentionally</u> touched ANY area of your body (either directly or through clothing) when you did not want it and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? <i>This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you touch ANY area of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**158. [Ask if Q157 a = "Yes" or Q157 b = "Yes" or Q157 c = "Yes" or Q157 d = "Yes" or Q157 e = "Yes" or Q157 f = "Yes" or Q157 g = "Yes"] Did any of these unwanted experiences happen... Mark "Yes" or "No" for each item.**

	Yes	No
a. <u>Before</u> you joined the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <u>After</u> you joined the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**BYSTANDER INTERVENTION**

The following questions will ask whether you observed a variety of situations at your military workplace in the past 12 months.

**159. In the past 12 months, did you... Mark "Yes" or "No" for each item.**

	Yes	No
a. Observe someone from your military workplace who "crossed the line" with their sexist comments or jokes? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encounter a group or individual from your military workplace being hazed or bullied? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. See someone from your military workplace making unwanted sexual advances on someone? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. See horseplay or roughhousing from your military workplace that "crossed the line" or appeared unwanted? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encounter someone from your military workplace who drank too much and needed help? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See someone from your military workplace grabbing, pushing, or insulting someone? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone from your military workplace taking advantage of someone who was passed out? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. See a situation from your military workplace you thought was a sexual assault or could have led to a sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Hear someone from your military workplace say people who take risks are at fault for being sexually assaulted? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

**160.** [Ask if Q159 a = "Yes" OR Q159 b = "Yes" OR Q159 c = "Yes" OR Q159 d = "Yes" OR Q159 e = "Yes" OR Q159 f = "Yes" OR Q159 g = "Yes" OR Q159 h = "Yes" OR Q159 i = "Yes"] **How did you respond to the situation(s) you observed?**  
**Mark all that apply.**

- I spoke up to address the situation.
- I told someone else about it while it was happening.
- I told someone else about it after it happened.
- I created a distraction.
- I talked to those involved to see if they were okay.
- I intervened in some other way.
- I did not intervene.

Not at all				
Small extent				
Moderate extent				
Large extent				
Very large extent				
g. Encourage victims to report sexual assault?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**162.** During the past 12 months, how often have you experienced any of the following behaviors, where military coworkers... **Mark one answer for each item. You will have the opportunity to tell us about your military supervisor in the next question.**

Very often				
Often				
Sometimes				
Once or twice				
Never				
a. Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were excessively harsh in their criticism of your work performance? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gossiped/talked about you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Used insults, sarcasm, or gestures to humiliate you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Yelled when they were angry with you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**WORKPLACE CLIMATE**

**161.** In the past 12 months, to what extent have you witnessed people in your unit... **Mark one answer for each item.**

Not at all				
Small extent				
Moderate extent				
Large extent				
Very large extent				
a. Make it clear that sexual assault has no place in the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Promote a unit climate based on mutual respect and trust? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Lead by example by refraining from sexist comments and behaviors?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Recognize and immediately correct incidents of sexual harassment? For example, inappropriate jokes, comments, and behaviors.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Publicizing sexual assault report resources? For example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**163.** During the past 12 months, how often have you experienced any of the following behaviors, where your immediate military supervisor... **Mark one answer for each item.**

Very often				
Often				
Sometimes				
Once or twice				
Never				
a. Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Was excessively harsh in their criticism of your work performance? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

	Never	Once or twice	Sometimes	Often	Very often
d. Gossiped/talked about you? .....	<input checked="" type="checkbox"/>				
e. Used insults, sarcasm, or gestures to humiliate you? .....	<input checked="" type="checkbox"/>				
f. Yelled when they were angry with you? .....	<input checked="" type="checkbox"/>				

**164. Are you currently assigned to a military unit where women are uncommon (less than 10% of your military coworkers)?**

- Yes
- No

**WELL-BEING**

Thank you for answering the questions so far. Remember that your answers are confidential.

**165. During the past 12 months, how often did you usually have any kind of drink containing alcohol?**

- Never
- Once a month or less
- 2 to 4 times a month
- 2 to 3 times a week
- 4 or more times a week

**166. [Ask if Q165 = "Once a month or less" or Q165 = "2 to 4 times a month" or Q165 = "2 to 3 times a week" or Q165 = "4 or more times a week"] During the past 12 months, how many drinks containing alcohol did you have on a typical day when drinking?**

- 1 or 2
- 3 or 4
- 5 or 6
- 7 to 9
- 10 or more

**167. [Ask if Q165 = "Once a month or less" or Q165 = "2 to 4 times a month" or Q165 = "2 to 3 times a week" or Q165 = "4 or more times a week"] During the past 12 months, how often did you have [5 or more][4 or more] drinks containing any kind of alcohol within a two-hour period?**

- Never
- 1 or 2 days
- Less than monthly
- Monthly
- Weekly
- Daily or almost daily

**168. [Ask if Q165 = "Once a month or less" or Q165 = "2 to 4 times a month" or Q165 = "2 to 3 times a week" or Q165 = "4 or more times a week"] During the past 12 months, how often have you been unable to remember what happened the night before because you had been drinking?**

- Never
- Once a month or less
- 2 to 4 times a month
- 2 to 3 times a week
- 4 or more times a week

**169. How much do you agree or disagree with the following statements? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I tend to bounce back quickly after hard times.....	<input checked="" type="checkbox"/>				
b. I have a hard time making it through stressful events.	<input checked="" type="checkbox"/>				
c. It does not take me long to recover from a stressful event.....	<input checked="" type="checkbox"/>				
d. It is hard for me to snap back when something bad happens.....	<input checked="" type="checkbox"/>				
e. I usually come through difficult times with little trouble.....	<input checked="" type="checkbox"/>				
f. I tend to take a long time to get over set-backs in my life.....	<input checked="" type="checkbox"/>				

2019 Workplace and Gender Relations Survey of Reserve Component Members

**CULTURE**

170. How much do you agree or disagree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you are sexually assaulted, you can trust the military system to <u>protect your privacy</u> .....	<input checked="" type="checkbox"/>				
b. If you are sexually assaulted, you can trust the military system to <u>ensure your safety following the incident</u> .....	<input checked="" type="checkbox"/>				
c. If you are sexually assaulted, you can trust the military system to <u>treat you with dignity and respect</u> .....	<input checked="" type="checkbox"/>				

171. How much do you agree or disagree with the following statements regarding your current military workplace? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. It would be risky for me to file a sexual harassment complaint .....	<input checked="" type="checkbox"/>				
b. A sexual harassment complaint would not be taken seriously .....	<input checked="" type="checkbox"/>				
c. A sexual harassment complaint would be thoroughly investigated .....	<input checked="" type="checkbox"/>				
d. I would feel comfortable reporting a sexual harassment complaint at my current military workplace .....	<input checked="" type="checkbox"/>				
e. Sexual harassment is not tolerated at my current military workplace .....	<input checked="" type="checkbox"/>				
f. Individuals who sexually harass others get away with it .....	<input checked="" type="checkbox"/>				

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
g. I would be afraid to file a sexual harassment complaint .....	<input checked="" type="checkbox"/>				
h. Penalties against individuals who sexually harass others at work are strongly enforced .....	<input checked="" type="checkbox"/>				
i. Actions are being taken to prevent sexual harassment .....	<input checked="" type="checkbox"/>				

172. My immediate military supervisor... *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Models respectful behavior .....	<input checked="" type="checkbox"/>				
b. Promotes responsible alcohol use .....	<input checked="" type="checkbox"/>				
c. Would correct individuals who refer to coworkers as "honey," "babe," or "sweetie," or use other unprofessional language at work .....	<input checked="" type="checkbox"/>				
d. Would stop individuals who are talking about sexual topics at work .....	<input checked="" type="checkbox"/>				
e. Would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, rubbing someone's shoulders) .....	<input checked="" type="checkbox"/>				
f. Encourages individuals to help others in risky situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide) .....	<input checked="" type="checkbox"/>				

2019 Workplace and Gender Relations Survey of Reserve Component Members

**SOCIAL PERCEPTIONS & EXPERIENCES**

173. Please indicate the degree to which you agree or disagree with each statement. *Mark one answer for each item.*

	Strongly disagree	Somewhat disagree	Slightly disagree	Slightly agree	Somewhat agree	Strongly agree
a. Many women have a quality of purity that few men possess. ....	<input checked="" type="checkbox"/>					
b. Women should be cherished and protected by men.....	<input checked="" type="checkbox"/>					
c. Women seek to gain power by getting control over men. ....	<input checked="" type="checkbox"/>					
d. Every man ought to have a woman whom he adores. ....	<input checked="" type="checkbox"/>					
e. Men are incomplete without women.	<input checked="" type="checkbox"/>					
f. Women exaggerate problems they have at work. ....	<input checked="" type="checkbox"/>					
g. Once a woman gets a man to commit to her, she usually tries to put him on a tight leash. ....	<input checked="" type="checkbox"/>					
h. When women lose to men in a fair competition, they typically complain about being discriminated against.....	<input checked="" type="checkbox"/>					
i. Many women get a kick out of teasing men by seeming sexually available and then refusing male advances.	<input checked="" type="checkbox"/>					

	Strongly disagree	Somewhat disagree	Slightly disagree	Slightly agree	Somewhat agree	Strongly agree
j. Women, compared to men, tend to have a superior moral sensibility.	<input checked="" type="checkbox"/>					
k. Men should be willing to sacrifice their own well-being in order to provide financially for the women in their lives. ....	<input checked="" type="checkbox"/>					
l. Feminists are making unreasonable demands of men. ....	<input checked="" type="checkbox"/>					

174. Please indicate whether you agree or disagree with the following statements. *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control. ....	<input checked="" type="checkbox"/>				
b. Although most women wouldn't admit it, they generally find being physically forced into sex a real "turn on.".....	<input checked="" type="checkbox"/>				
c. If a woman is willing to "make out" with a guy, then it's no big deal if he goes a little further and has sex. ....	<input checked="" type="checkbox"/>				
d. Many women secretly desire to be raped.....	<input checked="" type="checkbox"/>				
e. Most rapists are not caught by the police.....	<input checked="" type="checkbox"/>				

2019 Workplace and Gender Relations Survey of Reserve Component Members

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
f.	If a woman doesn't physically fight back, you can't really say that it was rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	Men from nice middle-class homes almost never rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

175. Please indicate whether you agree or disagree with the following statements. **Mark one answer for each item.**

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a.	Rape accusations are often used as a way of getting back at men. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	All women should have access to self-defense classes. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	It is usually only women who dress suggestively that are raped. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	If the rapist doesn't have a weapon, you really can't call it a rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	Rape is unlikely to happen in the woman's own familiar neighborhood. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	Women tend to exaggerate how much rape affects them. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	A lot of women lead a man on and then they cry rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

176. Please indicate whether you agree or disagree with the following statements. **Mark one answer for each item.**

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a.	It is preferable that a female police officer conduct the questioning when a woman reports a rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	A woman who "teases" men deserves anything that might happen. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	When women are raped, it is often because the way they said "no" was ambiguous. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	Men don't usually intend to force sex on a woman, but sometimes they get too sexually carried away. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	A woman who dresses in skimpy clothes should not be surprised if a man tries to force her to have sex. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	Rape happens when a man's sex drive gets out of control. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

177. Please indicate whether you agree or disagree with the following statements. **Mark one answer for each item.**

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a.	Men are never the victims of rape. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	A woman could never sexually assault a man because men are always interested in sex. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	It's physically impossible for a woman to rape a man. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

**178. Do you have one or more dating apps that use location services on your phone to meet dates nearby (e.g., Tinder, Bumble, Hinge, Plenty of Fish, OKCupid, Grindr, Scruff)?**

- Yes
- No

**179. [Ask if Q178 = "Yes"] How often do you login to one or more of your dating apps?**

- Never
- Once a month
- Several times a month
- Once a week
- Several times a week
- Once a day
- Several times a day or more

**180. [Ask if Q178 = "Yes" and (Q179 = "Once a month" or Q179 = "Several times a month" or Q179 = "Once a week" or Q179 = "Several times a week" or Q179 = "Once a day" or Q179 = "Several times a day or more")] Have you ever met in-person with someone you matched with on a dating app?**

- Yes
- No

**181. [Ask if Q178 = "Yes" and (Q179 = "Once a month" or Q179 = "Several times a month" or Q179 = "Once a week" or Q179 = "Several times a week" or Q179 = "Once a day" or Q179 = "Several times a day or more") and Q180 = "Yes"] In the past year, how many times have you met in-person with someone you matched with on a dating app?**

- Never
- Once
- 2 to 3 times
- 4 to 5 times
- More than 5 times

**182. [Ask if Q178 = "Yes" and Q180 = "Yes"] In the past year, how many casual sexual relationships have you had with a person you matched with on a dating app?**

- Never
- One
- 2 to 3
- 4 to 5
- More than 5

**183. [Ask if Q178 = "Yes" and Q180 = "Yes"] In the past year, how many committed relationships have you had with a person you matched with on a dating app?**

- Never
- One
- 2 to 3
- 4 to 5
- More than 5

**HOW ARE WE DOING?**

**184. In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?**

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

**185. In your opinion, has sexual assault in the military become more or less of a problem over the last 2 years?**

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

**186. Have you had any military training during the past 12 months on topics related to... *Mark all that apply.***

	No
	Yes
a. Sexual assault? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

	No
	Yes
b. Sexual harassment?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

**ADDITIONAL BACKGROUND INFORMATION**

**187. Are you Spanish/Hispanic/Latino?**

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

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

- White
- Black or African American
- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

**189. Do you consider yourself to be... Mark one.**

- Heterosexual or straight?
- Gay or lesbian?
- Bisexual?
- Other (for example, questioning, asexual, undecided, self-identified)
- Prefer not to answer

**190. What is the paygrade of your immediate military supervisor? This is the person that you report to for your military duties and that directs your day to day activities.**

- |  |   |  |
|--|---|--|
| <input checked="" type="checkbox"/> E4 | <input checked="" type="checkbox"/> WO1 | <input checked="" type="checkbox"/> O1             |
| <input checked="" type="checkbox"/> E5 | <input checked="" type="checkbox"/> CW2 | <input checked="" type="checkbox"/> O2             |
| <input checked="" type="checkbox"/> E6 | <input checked="" type="checkbox"/> CW3 | <input checked="" type="checkbox"/> O3             |
| <input checked="" type="checkbox"/> E7 | <input checked="" type="checkbox"/> CW4 | <input checked="" type="checkbox"/> O4             |
| <input checked="" type="checkbox"/> E8 | <input checked="" type="checkbox"/> CW5 | <input checked="" type="checkbox"/> O5             |
| <input checked="" type="checkbox"/> E9 |   | <input checked="" type="checkbox"/> O6             |
|  |   | <input checked="" type="checkbox"/> Higher than O6 |
|  |   | <input checked="" type="checkbox"/> Not sure       |

**191. Is your immediate military supervisor... Mark one answer for each item.**

	Not sure
	No
	Yes
a. The same gender as you?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. The same race/ethnicity as you?.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

**TAKING THE SURVEY**

**192. How did you hear about this survey? Mark all that apply.**

- Postal letter
- E-mail from survey administrator
- E-mail from Service/Guard leadership
- Verbally from Service/Guard leadership
- Social media
- News article
- Friend or peer
- Other

**[Ask if Q192 h = "Marked"] Please specify the other way(s) you heard about this survey. Please do not include any personally identifiable information (PII) that could identify yourself or others.**

**193. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Your feedback is useful and appreciated. Please do not include any personally identifiable information (PII) that could identify yourself or others.**

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2019 Workplace and Gender Relations Survey of Reserve Component Members

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**194. [Ask if Q1 = "No, I was separated or retired"]**  
**Based on your answers to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer.**

**To submit your answer click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or send a fax to 1-763-268-3002.**

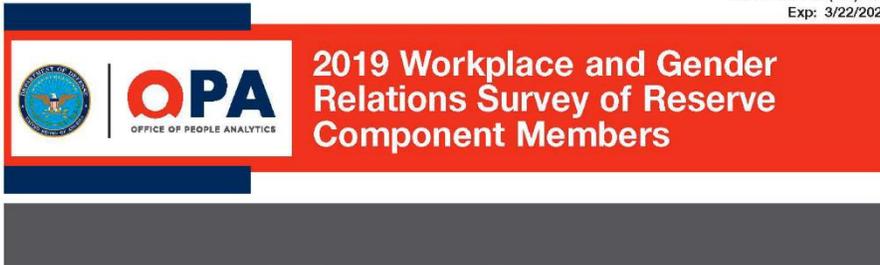
## Paper Survey Instrument

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS



2019 Workplace and Gender Relations Survey of Reserve Component Members

RCS: DD-P&R(QD)1947  
Exp: 3/22/2021



**PRIVACY ADVISORY—PLEASE READ THIS FIRST**

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Most people can complete the survey in about 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

**Additional Information:** 10 USC Sections 136, 1782, 2358, 14 USC 1 and Section 570 of the FY13 NDAA, authorize the Department of Defense to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and Joint Chiefs of Staff. Your responses could be used in future research. Results from these surveys will be posted on the web: [https://www.dmdc.osd.mil/app/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/app/dwp/dwp_surveys.jsp).

OPA uses well-established scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender). Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you. In order to increase efficiency and to improve the user experience for future OPA surveys, participants identified for this survey were randomly assigned to receive different types of recruitment materials. These research conditions pose no harm to participants. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-6522/703-681-8320 or e-mail [DHRA.R202.PR@mail.mil](mailto:DHRA.R202.PR@mail.mil).

Once you return the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to October 28, 2019. Please include your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

Returning this survey indicates your agreement to participate in this research.

Please return your completed survey in the business envelope through a U.S. government mail room or post office.

DEPARTMENT OF DEFENSE  
OFFICE OF PEOPLE ANALYTICS (OPA)  
C/O DATA RECOGNITION CORPORATION  
PO 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

**BACKGROUND INFORMATION**

Thank you for agreeing to participate in this important study.

Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank.

**1. Were you a member of a Reserve component on August 12, 2019?**

- Yes
- No, I was separated or retired ⇨ STOP HERE AND RETURN THE SURVEY

**2. Are you...?**

- Male  Female

**3. What is your current relationship status?**

- Married
- Living with a boyfriend or girlfriend
- In a committed romantic relationship, but not living together
- Divorced and not currently in a relationship
- Widowed and not currently in a relationship
- Never married and not currently in a relationship
- Other or prefer not to say

Barcode

Litho

2019 Workplace and Gender Relations Survey of Reserve Component Members

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

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

**TIME REFERENCE**

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please do NOT include any events that occurred before one year ago from today.

Please try to think of any important events in your life that occurred exactly one year ago such as birthdays, weddings, or family activities. These events can help you remember which things happened before one year ago from today and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

5. Do you currently live in the same house or building that you did one year ago today?

- Yes
- No
- Do not remember

6. Are you the same rank today that you were one year ago today?

- Yes
- No
- Do not remember

7. Were you married or dating someone one year ago today?

- Yes
- No
- Do not remember

The first part of this survey asks about experiences that happened while you were on military duty, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

**GENDER-RELATED EXPERIENCES IN THE MILITARY**

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER one year ago from today.

When the questions say “someone from work,” please include any person you have contact with as part of your **military duties**. “Someone from work” could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your **military work**.

Remember, all the information you share will be kept confidential.

8. Since one year ago today, did someone from work repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

- Yes
- No ⇒ GO TO Q9

8a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

8b. Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

- Yes
- No

9. Since one year ago today, did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like your gender is supposed to? For example, by calling you a fag or gay, a dyke or butch.

- Yes
- No ⇒ GO TO Q10

9a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

Continue to next page.

## 2019 Workplace and Gender Relations Survey of Reserve Component Members

9b. Do you think this was ever severe enough that most Service members would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

- Yes  No

10. Since one year ago today, did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

- Yes  No ⇒ GO TO Q11

10a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

10b. Do you think this was ever severe enough that most Service members would have been offended by these gestures? If you are not sure, choose the best answer.

- Yes  No

11. Since one year ago today, did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).

- Yes  No ⇒ GO TO Q12

11a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

11b. Do you think this was ever severe enough that most Service members would have been offended by seeing these sexually explicit materials? If you are not sure, choose the best answer.

- Yes  No

12. Since one year ago today, did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

- Yes  No ⇒ GO TO Q13

12a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

12b. Do you think this was ever severe enough that most Service members would have been offended by hearing about these sexual activities? If you are not sure, choose the best answer.

- Yes  No

13. Since one year ago today, did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

- Yes  No ⇒ GO TO Q14

13a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

13b. Do you think this was ever severe enough that most Service members would have been offended if they had been asked these questions? If you are not sure, choose the best answer.

- Yes  No

14. Since one year ago today, did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

- Yes  No ⇒ GO TO Q15

14a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

Continue to next page.

2019 Workplace and Gender Relations Survey of Reserve Component Members

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14b. Do you think this was ever severe enough that most Service members would have been offended if these remarks had been directed to them? If you are not sure, choose the best answer.

Yes  No

---

15. Since one year ago today, did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

Yes  No ⇒ GO TO Q16

15a. Did this make you uncomfortable, angry, or upset?

Yes  No ⇒ GO TO Q16

15b. Do you think this was ever severe enough that most Service members would have been offended if it happened to them? If you are not sure, choose the best answer.

Yes  No

---

16. Since one year ago today, did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."

Yes  No ⇒ GO TO Q17

16a. Did these attempts make you uncomfortable, angry, or upset?

Yes  No ⇒ GO TO Q17

16b. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

16c. Do you think this was ever severe enough that most Service members would have been offended by these unwanted attempts? If you are not sure, choose the best answer.

Yes  No

---

17. Since one year ago today, did someone from work intentionally touch you in a sexual way when you did not want them to? This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

Yes ⇒ GO TO Q19  
 No

18. Since one year ago today, did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

Yes  No ⇒ GO TO Q19

18a. Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 Not applicable, they did not know I or someone else wanted them to stop  
 No

18b. Do you think this was ever severe enough that most Service members would have been offended by this unnecessary touching? If you are not sure, choose the best answer.

Yes  No

---

19. Since one year ago today, has someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

Yes  No ⇒ GO TO Q22

Continue to next page.

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2019 Workplace and Gender Relations Survey of Reserve Component Members

20. What led you to believe that you would get a military workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time they expressed sexual interest. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

21. Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes  No

22. Since one year ago today, has someone from work made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

Yes  No ⇒ GO TO Q25

23. What led you to believe that you would get punished or treated unfairly in the military workplace if you did not do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual. ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Continue to next column.

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience. They can happen to both women and men.

The next questions include some graphic words. They describe events that DoD regulations define with precise anatomical language. It is important to use the same names of the specific body parts the DoD uses. This is the best way to determine whether or not people have had these types of experiences. When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, Service member or civilian, someone you knew or a stranger. Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about the events that happened AFTER one year ago from today. You will have an opportunity to describe experiences that happened BEFORE one year ago from today later in the survey. Remember, all the information you share will be kept confidential.

23. Continued. Yes No

b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

24. Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes  No

25. Since one year ago today, did you hear someone from work say your gender is not as good as the opposite gender at your particular job, or your gender should be prevented from having your job?

Yes  No ⇒ GO TO Q28

26. Do you think their beliefs about your gender ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

Yes  No

27. Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes  No

28. Since one year ago today, do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?

Yes  No ⇒ GO TO Q31

29. Do you think this treatment ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

Yes  No

30. Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes  No

2019 Workplace and Gender Relations Survey of Reserve Component Members

GENDER-RELATED EXPERIENCES

31. Since one year ago today, did you have any unwanted experiences in which someone put his penis into your anus, mouth, or vagina?

- Yes  No ⇒ GO TO Q33

32. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.

	Yes	No
a. They used, or threatened to use, physical force to make you comply. For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They threatened you (or someone else) in some other way. For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. It happened without your consent. For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

33. Since one year ago today, did you have any unwanted experiences in which someone put any object or any body part other than a penis into your anus, mouth, or vagina? The body part could include a finger, tongue, or testicles.

- Yes  No ⇒ GO TO Q35

33a. Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.

- Yes  No

Continue to next column.

33b. Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

- Yes  No

If you answered "No" to Q33a and Q33b ⇒ GO TO Q35.

34. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.

	Yes	No
a. They used, or threatened to use, physical force to make you comply. For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They threatened you (or someone else) in some other way. For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. It happened without your consent. For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

35. Since one year ago today, did anyone make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to? A part of the body could include your tongue, fingers, penis, or testicles.

- Yes  No ⇒ GO TO Q37

Continue to next page.

2019 Workplace and Gender Relations Survey of Reserve Component Members

**35a. Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes  No

**35b. Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes  No

If you answered "No" to Q35a and Q35b ⇒ GO TO Q37.

**36. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.**

	Yes	No
<b>a. They used, or threatened to use, physical force to make you comply.</b> For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>b. They threatened you (or someone else) in some other way.</b> For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>d. It happened without your consent.</b> For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**37. Since one year ago today, did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?** Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

Yes ⇒ GO TO Q37b  No ⇒ GO TO Q37a

Continue to next column.

**37a. Since one year ago today, did you have any unwanted experiences in which someone intentionally touched ANY area of your body (either directly or through clothing)?**

Yes ⇒ GO TO Q37c  No ⇒ GO TO Q39

**37b. Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes  No

**37c. Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes  No

If you answered "No" to Q37b and Q37c ⇒ GO TO Q39.

**38. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.**

	Yes	No
<b>a. They used, or threatened to use, physical force to make you comply.</b> For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>b. They threatened you (or someone else) in some other way.</b> For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>d. It happened without your consent.</b> For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2019 Workplace and Gender Relations Survey of Reserve Component Members

39. Since one year ago today, did you have any unwanted experiences in which someone made you touch private areas of their body or someone else's body (either directly or through clothing)? This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

Yes ⇒ GO TO Q39b     No ⇒ GO TO Q39a

39a. Since one year ago today, did you have any unwanted experiences in which someone made you touch ANY area of their body or someone else's body (either directly or through clothing)?

Yes ⇒ GO TO Q39c     No ⇒ GO TO Q41

39b. Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.

Yes                       No

39c. Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes                       No

If you answered "No" to Q39b and Q39c ⇒ GO TO Q41.

40. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.

	Yes	No
a. They used, or threatened to use, physical force to make you comply. For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They threatened you (or someone else) in some other way. For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Continue to next column.

40. Continued.

d. It happened without your consent. For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.....

Yes     No

41. Since one year ago today, did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred?

Yes                       No ⇒ GO TO Q43

41a. Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.

Yes                       No

41b. Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes                       No

If you answered "No" to Q41a and Q41b ⇒ GO TO Q43.

42. The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you. Please indicate which of the following happened.

	Yes	No
a. They used, or threatened to use, physical force to make you comply. For example, use or threats of physical injury, use of a weapon, or threats of kidnapping .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They threatened you (or someone else) in some other way. For example, by using their position of authority or by getting you in trouble with authorities .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Continue to next page.

2019 Workplace and Gender Relations Survey of Reserve Component Members

42. Continued.

- |   | Yes                                 | No                                  |
|---|-------------------------------------|-------------------------------------|
| c. They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. It happened without your consent. For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

If you answered "No" to all questions from Q31 through Q42 ⇒ GO TO Q79.

If you answered "Yes" to any questions from Q31 through Q42 then continue below.

43. Thinking about the past 12 months, please give your best estimate of how many separate occasions you had these unwanted experiences.

Times

44. Were all of these events done by the same person(s)?

- Yes, each incident involved the same person(s)
- No, these events involved different people
- Not sure

**GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT**

The following questions ask about the unwanted event that had the biggest effect on you. Before you continue, please choose the one unwanted event since one year ago today that you consider to be the worst or most serious.

45. Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.

- |  | Yes                                 | No                                  |
|--|-------------------------------------|-------------------------------------|
| a. Put their penis into your anus, mouth, or vagina.....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Put any object or any body part other than a penis into your anus, mouth, or vagina.....  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.....                                       | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Intentionally touched private areas of your body.....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Intentionally touched ANY area of your body.....  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Made you touch private areas of their body or someone else's body ...   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Made you touch ANY area of their body or someone else's body.....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

46. How many people did this to you?

- One person
- More than one person
- Not sure

47. Was/Were the person(s) involved...

- All men?
- All women?
- A mix of men and women?
- Not sure

48. Was/Were any of the person(s) who did this to you a military member?

- Yes, they all were
- Yes, some were, but not all
- No, none were military ⇒ GO TO Q50
- Not sure ⇒ GO TO Q50

49. At the time of the event, what paygrade(s) was/were the military member(s) who did this to you? Mark all that apply.

- E1    E5    WO1    O1
- E2    E6    CW2    O2
- E3    E7    CW3    O3
- E4    E8    CW4    O4
- E9    CW5    O5
- O6
- Higher than O6
- Not sure

2019 Workplace and Gender Relations Survey of Reserve Component Members

50. At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

- Your immediate military supervisor?
- Someone else in your military chain of command (excluding your immediate military supervisor)?
- Some other higher ranking military member in your unit?
- Some other higher ranking military member not in your unit?
- Military member of the same rank as you in your unit?
- Military member of the same rank as you not in your unit?
- Subordinate(s) or someone you manage as part of your military duties?
- DoD/Government civilian(s) working for the military?
- Contractor(s) working for the military?
- None of the above
- Not sure

51. Was/Were the person(s) who acted this way in the same occupational specialty (e.g., MOS, AFSC, rating, or designation) as you?

- Yes, they all were
- Yes, some were, but not all
- No, none were in the same occupational specialty
- Not sure

52. At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

- Your current or former spouse?
- Someone who you have a child with (your child's mother or father)?
- Your significant other (boyfriend or girlfriend) you live with?
- Your current or former significant other (boyfriend or girlfriend) you do/did not live with?
- A friend or acquaintance?
- A family member or relative?
- A stranger?
- Someone from work?
- Someone you met on a dating application or website?
- None of the above
- Not sure

53. Did the unwanted event occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since one year ago from today, please mark "No."*

	Yes	No
a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. While you were in a delayed entry program (DEP) or delayed training program (DTP)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. While you were in Officer Candidate or Training School or Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While at an official military function (either on- or off-base)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

54. Which of the following best describe(s) the situation when this unwanted event occurred? *Mark all that apply.*

- You were out with friends or at a party that was not an official military function.
- You were on a date.
- You were performing a drill period (inactive duty training [IDT]).
- You were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT).
- You were activated in a Title 10 (Federal Authority) status.
- You were deployed.
- You were on TDY/TAD, at sea, or during field exercises/alerts.
- You were on approved leave.
- None of the above
- Do not recall

2019 Workplace and Gender Relations Survey of Reserve Component Members

**Hazing:** Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

**Bullying:** Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose. Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

55. Based on the definitions above, would you describe this unwanted event as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

56. Do you believe the offender(s)... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually harassed you before the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Stalked you before the situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexually harassed you after the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Stalked you after the situation? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. Thinking about this unwanted event, did it make you take steps to leave or separate from the military?

Yes                       No

58. At the time of this unwanted event had you been drinking alcohol? Even if you had been drinking, it does not mean that you are to blame for what happened.

Yes             No             Not sure

59. Just prior to this unwanted event... Mark one answer for each item.

	Do not know	No	Yes
a. Did the person(s) who did this to you buy or give you alcohol to drink? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

60. At the time of this unwanted event, had the person(s) who did it been drinking alcohol?

Yes             No             Not sure

DoD provides two types of sexual assault reports.

- **Restricted** reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- **Unrestricted** reports start an official investigation in addition to allowing the services available in restricted reporting.

61. Did you report this unwanted event? This could have been a restricted report, an unrestricted report, or a report to civilian law enforcement.

Yes, to military authorities  
 Yes, to civilian law enforcement ⇒ GO TO Q63  
 Yes, to both military authorities and civilian law enforcement  
 No ⇒ GO TO Q63

61a. What type of report did you initially make to a military authority?

A restricted report  
 An unrestricted report ⇒ GO TO Q62  
 Unsure what type of report I initially made ⇒ GO TO Q62

61b. If making a restricted report was not an option, what would you have done? Mark one.

Made an unrestricted report  
 Sought civilian confidential resources  
 Not reported  
 Not sure

61c. What happened with your restricted report? Mark one.

It remained restricted and I am not aware of any investigation that occurred  
 I chose to convert it to unrestricted  
 I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your chain of command and they initiated an investigation)  
 Unable to recall

2019 Workplace and Gender Relations Survey of Reserve Component Members

62. What were your reasons for reporting the event to a military authority? *Mark all that apply.*

- Someone else made you report it or reported it themselves
- To stop the offender(s) from hurting you again
- To stop the offender(s) from hurting others
- It was your civic/military duty to report it
- To punish the offender(s)
- To discourage other potential offenders
- To get medical assistance
- To get mental health assistance
- To stop rumors
- Someone you told encouraged you to report
- You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future
- Media coverage of the #MeToo movement
- Some other reason

If you reported your sexual assault to a military authority (Q61) ⇒ GO TO Q64.

63. What were your reasons for not reporting the event to a military authority? *Mark all that apply.*

- You thought it was not serious enough to report.
- You did not want more people to know.
- You did not want people to see you as weak.
- You wanted to forget about it and move on.
- You did not think your report would be kept confidential.
- You did not think anything would be done.
- You did not trust the process would be fair.
- You felt partially to blame.
- You thought you might get in trouble for something else you did.
- You felt ashamed or embarrassed.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You thought it would make your work situation unpleasant.
- You did not want to hurt the person's career.
- You did not want to hurt the person's family.
- You were worried about potential negative consequences from the person(s) who did it.
- You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you a troublemaker).
- Some other reason

64. In retrospect, would you make the same decision about reporting if you could do it over?

- Yes
- No

65. Would you consider this upsetting situation to be sexual assault?

- Yes
- No

2019 Workplace and Gender Relations Survey of Reserve Component Members

**OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT**

**66. Thinking about the unwanted event, has your leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.***

- Demoted or denied you a promotion
- Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- Rated you lower than you deserved on a performance evaluation
- Denied you an award you were previously eligible to receive
- Reduced your pay or benefits without doing the same to others
- Reassigned you to duties that do not match your current grade
- Made you perform additional duties that do not match your current grade
- Transferred you to a different unit or installation without your request or agreement
- Ordered you to one or more command directed mental health evaluations
- Disciplined you or ordered other corrective action
- Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
- Some other action that negatively affected, or could negatively affect, your position or career
- Does not apply, you have not experienced any of the above ⇒ GO TO Q69

If you reported your sexual assault to a military authority (Q61) continue. Otherwise ⇒ GO TO Q69.

**67. Do you have reason to believe that any of the actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?**

- Yes
- No
- Not sure

**68. Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.***

- They were trying to get back at you for making a report (unrestricted or restricted).
- They were trying to discourage you from moving forward with your report.
- They did not believe you.
- They were mad at you for causing a problem for them.
- They did not understand the situation.
- They were trying to help you.
- They were following established protocol by temporarily reassigning you during recovery.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (e.g., underage drinking).
- Some other reason
- Not sure

**69. Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.***

- Made insulting or disrespectful remarks or made jokes at your expense, in public
- Excluded you or threatened to exclude you from social activities or interactions
- Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- You did not experience any of the above ⇒ GO TO Q72

If you reported your sexual assault to a military authority (Q61) continue. Otherwise ⇒ GO TO Q72.

**70. Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- Yes
- No
- Not sure

2019 Workplace and Gender Relations Survey of Reserve Component Members

71. Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to discourage you from moving forward with your report or discourage others from reporting.
- They were trying to make you feel excluded.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

72. Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*

- Made insulting or disrespectful remarks or made jokes at your expense, in private
- Showed or threatened to show private images, photos, or videos of you to others
- Bullied you or made intimidating remarks about the assault
- Was physically violent with you or threatened to be physically violent
- Damaged or threatened to damage your property
- Some other negative action
- Does not apply, you did not experience any of the above ⇒ GO TO Q76

If you reported your sexual assault to a military authority (Q61) continue. Otherwise ⇒ GO TO Q76.

73. Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- Yes
- No
- Not sure

74. Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- They were trying to discourage you from moving forward with your report or discourage others from reporting.
- They were trying to abuse or humiliate you.
- They were friends with the person(s) whom you indicated committed the sexual assault.
- They did not believe you.
- Some other reason
- Not sure

75. Was/Were any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) who took these actions in a position of authority/leadership over you?

- Yes
- No
- Not sure

If you experienced any behaviors in Q69 or Q72 then continue. Otherwise ⇒ GO TO Q77.

76. Did any of the actions you marked involve social media? For example, Facebook, Twitter, Kik, Instagram, Snapchat, Jodel.

- Yes
- No

**GENDER-RELATED EXPERIENCES**

Earlier in the survey you indicated that you experienced an unwanted event. It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the past 12 months, and which events happened earlier.

77. Thinking about when the event occurred, how certain are you that it occurred in the past 12 months? If the event occurred over a long time, think about whether it happened after one year ago today.

- Definitely occurred AFTER one year ago today
- Not sure if it occurred BEFORE or AFTER one year ago today
- Definitely occurred BEFORE one year ago today

78. What was the date of your MOST RECENT unwanted event like this?

MM / YYYY

2019 Workplace and Gender Relations Survey of Reserve Component Members

**PRIOR EXPERIENCES**

The questions so far have been about things that occurred in the past year. For the next questions, please think about events that happened more than one year ago. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

“Did not consent” means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

**79. Before one year ago today, had anyone... Mark “Yes” or “No” for each item.**

	Yes	No
a. Put a penis, an object, or any body part into your anus, mouth, or vagina when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Made you insert an object, or any body part into someone’s mouth, vagina, or anus when you did not want to and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina against your will but it did not happen? .....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
d. Intentionally touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? <i>Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
e. Intentionally touched ANY area of your body (either directly or through clothing) when you did not want it and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else’s body (either directly or through clothing) when you did not want it and did not consent? <i>This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles</i> .....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
g. Made you touch ANY area of their body or someone else’s body (either directly or through clothing) when you did not want it and did not consent?.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**80. Did any of these unwanted experiences happen... Mark “Yes” or “No” for each item.**

	Yes	No
a. Before you joined the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. After you joined the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**81. How much do you agree or disagree with the following statements? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I tend to bounce back quickly after hard times.....	<input checked="" type="checkbox"/>				
b. I have a hard time making it through stressful events.....	<input checked="" type="checkbox"/>				
c. It does not take me long to recover from a stressful event ...	<input checked="" type="checkbox"/>				
d. It is hard for me to snap back when something bad happens ..	<input checked="" type="checkbox"/>				
e. I usually come through difficult times with little trouble.....	<input checked="" type="checkbox"/>				
f. I tend to take a long time to get over set-backs in my life.....	<input checked="" type="checkbox"/>				

**82. How much do you agree or disagree with the following statements? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you are sexually assaulted, you can trust the military system to protect your privacy.....	<input checked="" type="checkbox"/>				
b. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident .....	<input checked="" type="checkbox"/>				
c. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect .....	<input checked="" type="checkbox"/>				

2019 Workplace and Gender Relations Survey of Reserve Component Members

**ADDITIONAL BACKGROUND INFORMATION**

**83. Are you Spanish/Hispanic/Latino?**

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

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

- White
- Black or African American
- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

**85. Do you consider yourself to be... Mark one.**

- Heterosexual or straight?
- Gay or lesbian?
- Bisexual?
- Other (for example, questioning, asexual, undecided, self-identified)?
- Prefer not to answer

**86. How did you hear about this survey? Mark all that apply.**

- Postal letter
- E-mail from survey administrator
- E-mail from Service/Guard leadership
- Verbally from Service/Guard leadership
- Social media
- News article
- Friend or peer
- Other

**TAKING THE SURVEY**

**87. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not include any Personally Identifiable Information (PII). Your feedback is useful and appreciated.**

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Please print.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

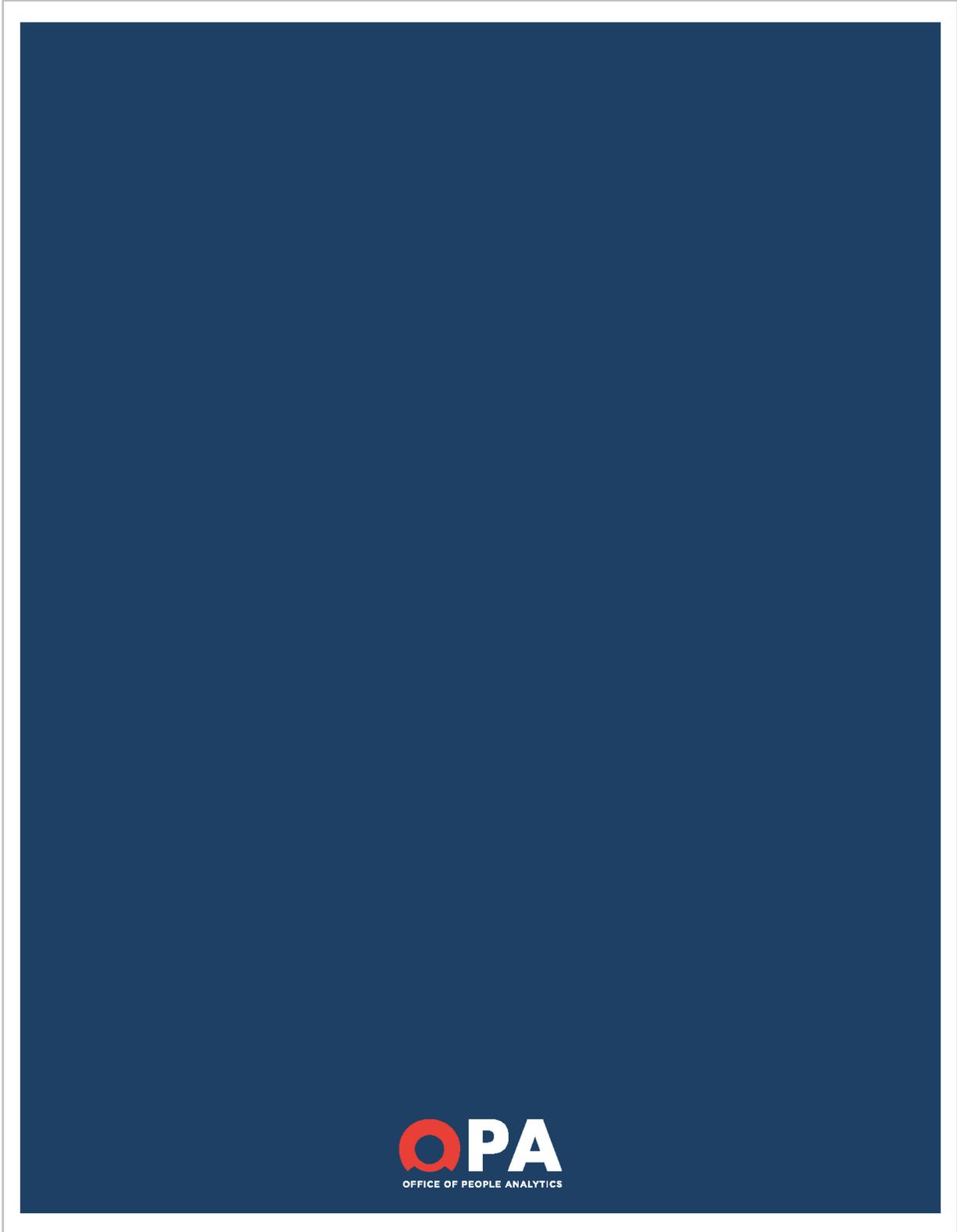
- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - o To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:  
 Toll-Free: 1-877-995-5247  
 DSN: 877-995-5247  
 Other: 202-540-5962  
 Worldwide: <https://www.safehelpline.org/> or [www.sapr.mil/](http://www.sapr.mil/)
- 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.
  - o 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:	1-888-231-4058
•Coast Guard:	1-888-992-7387		

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# Appendix H. Survey Outreach

DATA  
DRIVEN  
SOLUTIONS  
FOR  
DECISION  
MAKERS





## Survey Outreach



MANPOWER AND  
RESERVE AFFAIRS

**OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE**  
1500 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1500

200000



\*\*\*\*\*AUTO\*\*SCH 5-DIGIT 12345  
SAMPLE NAME  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
ANYTOWN MN 12345-1234

August 6, 2019

Dear Sample Name:

One of the top priorities in my role as the Principal Deputy Assistant Secretary of Defense for Manpower and Reserve Affairs is to ensure DoD leadership has your views and experiences in mind when they make policies that affect your personal and military life. Surveys are one of the best tools we have to measure your views and experiences.

I recognize you receive many surveys and those requests continue to rise. However – the DoD is making every effort to reduce survey burden. The Office of People Analytics (OPA) is leading this effort by sending only one survey to the entire National Guard and Reserve this year. This is your best chance to have your voice heard!

The OPA survey will help assess your attitudes and opinions toward military service and your workplace, as well as your experiences, over the past year. This survey contains Congressionally-mandated content on various topics, including financial readiness, gender relations, and racial/ethnic issues. The survey contains three sections; you will be randomly selected to receive only one section, which should take less than 30 minutes to complete. The survey is confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Data from prior surveys resulted in important changes to DoD policies and programs, including targeted pay raises, changes to the military retirement system, improved sexual assault/harassment reporting, equal opportunity policies to address discriminatory behavior, and programs to stop predatory lending. Participation will ensure your Service and Congress can evaluate the impact of these changes and identify areas for improvement. Results from previous surveys can be found at: <https://dhra.deps.mil/sites/OPA/opa-survey/SitePages/Home.aspx>

The survey is voluntary; however, I encourage you to complete it to ensure DoD leadership can evaluate the impact of programs that effect you most. The survey is considered "Official Business" and can be completed during duty hours or on personal time. The survey will open on August 16, 2019 at the following website: <https://www.dodsurveys.mil>. Your unique Ticket Number is AXXXXXXX

Your participation in this year's single OPA survey of the National Guard and Reserve will help maintain the morale, health, and well-being of our force and continue making the U.S. Military the best profession in the world. Thank you for your dedication to our country.

Sincerely,

Virginia S. Penrod  
Principal Deputy

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307.

01234567002

### HOW DO I PARTICIPATE?



You'll need a Ticket Number each time you access the survey website. The tear-out card to the right contains your Ticket Number. The tear-out card was designed to fit in your wallet. Please remove and save for future use.

18569



THE 2019 OPA SURVEY

Survey Start Date: August 16, 2019

Registration for:

**SAMPLE NAME**

1: Log onto: <https://www.dodsurveys.mil>

2: Enter your Ticket Number: AXXXXXXX

If you have any questions, leave a message at 1-800-881-5307 or email [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil)

-Thank You-



MANPOWER AND  
RESERVE AFFAIRS

**OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE**

1500 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1500

Keyline  
Name 1  
Address Line 1  
Address Line 2  
Address Line 3  
City, ST Zip5-Zip4

September 12, 2019



Dear Mr. Name:

You recently received an invitation to complete the Office of People’s Analytics’ (OPA) only DoD-wide survey of the National Guard and Reserve for 2019. If you have already completed the survey, thank you for your time. If you have not, I encourage you to complete it today.

I recognize you receive many surveys and those requests continue to rise. To address this issue, the Office of People Analytics (OPA) is striving to reduce survey burden by sending only one survey to the entire National Guard and Reserve this year. The survey contains three sections; you were randomly selected to receive only one.

The survey is voluntary; however, I encourage you to take a few minutes to complete it to ensure the results capture the attitudes and opinions of the entire National Guard and Reserve. Additionally, OPA has received a federal “Certificate of Confidentiality” that provides OPA with additional protection against any attempt to subpoena confidential survey records.

This is your opportunity to help us continue focusing our efforts to improve the overall quality of life for our members. Whether positive or negative, the Department wants to know about your attitudes, opinions, and experiences to ensure they have the ability to make decisions that are in your best interest. Data from prior surveys have resulted in important changes to DoD policies and programs, including improved sexual assault/harassment reporting. Your responses matter!

The survey is now available at the following website: <https://www.dodsurveys.mil> Your unique Ticket Number is: **XXXXXXX** The survey is considered “Official Business” and can be completed during duty hours or on personal time. You can complete either the paper survey included in this package or access the survey website.

Thank you for making the U.S. military the best profession in the world.

Sincerely,

Virginia S. Penrod  
Principal Deputy

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307.



18570

01234567001



MANPOWER AND  
RESERVE AFFAIRS

**OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE**

1500 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1500

October 9, 2019

200000  

 Keyline  
 Name 1  
 Address Line 1  
 Address Line 2  
 Address Line 3  
 City, ST Zip5-Zip4  
 Country

Dear Mr. Name:

I recently contacted you about participating in the only DoD-wide survey of the National Guard and Reserve administered by the Office of People Analytics (OPA) this year. Your completed responses have not yet been received and the survey will close soon. If you recently completed the survey, thank you. If for any reason you have not, please reconsider and take the time to complete it today.

DoD leadership remains committed to ensuring the National Guard and Reserve maintain effective programs and policies that directly impact both your professional and personal life. Data collected from previous surveys have resulted in important changes across the DoD, including targeted pay raises, improved sexual assault/harassment reporting, equal opportunity policies to address discriminatory behavior, and programs to protect against predatory lending. Your responses matter!

The survey is available at the following website: <https://www.dodsurveys.mil> Please go to the website and enter your unique Ticket Number to access the survey you were randomly selected to receive. Your unique Ticket Number is **XXXXXXXX**. The survey is considered "Official Business" and can be completed during duty hours or on personal time.

While participation is voluntary, I encourage you to take the time to complete the survey. The survey is confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records. The attitudes and opinions collected via the survey will ensure the Department continues improving your overall military experience.

If you have partially completed the survey but have not clicked the "Submit Button," please log onto the website above, complete as many items as you can, and submit your responses. After November 8, 2019, we will consider the items you have completed your intended response.

Thank you for your continued dedication to our country.

Sincerely,

Virginia S. Penrod  
Principal Deputy

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive. For questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307.



18570

01234567002

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Monday, August 19, 2019 1:23 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Sergeant Sample:

Your Ticket Number: AXXXXXXX  
Survey Site: <https://www.dodsurveys.mil>

You have been selected to participate in the Office of People Analytics' (OPA) only DoD-wide survey of the National Guard and Reserve. In support of DoD's efforts to reduce burden, OPA is conducting only one National Guard and Reserve survey this year. The survey contains three sections; you will be randomly selected to receive ONLY ONE. The survey should take less than 30 minutes to complete.

The OPA survey will help assess your military service experiences and workplace opinions over the past year. This is your best chance to have your voice heard.

This survey contains Congressionally-mandated content on a variety of topics, including financial readiness, gender relations, and racial/ethnic issues. The survey is voluntary and confidential; however, we highly encourage your participation. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

The survey is now available at the OPA website: <https://www.dodsurveys.mil>

"Copy and paste" this link into the web address box of your Internet browser (be sure to enter the link into the address box, not into a search engine, such as Google). Once you have accessed the website, you will need to enter your Ticket Number to log on: AXXXXXXX

After entering your Ticket Number, you will be routed to a secure website to capture your survey responses. You do not have to complete the survey in one sitting—you can start and stop as necessary. The survey is set to close on November 8, 2019. The survey is considered "Official Business" and can be completed during duty hours.

Your participation in this year's OPA survey of the National Guard and Reserve will help maintain the morale, health, and well-being of our force and continue making the U.S. Military the best profession in the world. Thank you for your dedication to our country.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the

survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Wednesday, August 28, 2019 1:31 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Sergeant Sample:

Your Ticket Number: AXXXXXXXX  
Survey Website: <https://www.dodsurveys.mil>

You were recently invited to participate in the 2019 Workplace and Gender Relations Survey of Reserve Component Members administered by the Office of People Analytics (OPA) this year. While the survey is voluntary, your responses will be used for policy decisions that directly impact you and your family. Your individual responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Please access the survey website and enter your ticket number listed above. As "Official Business," you can complete the survey using government equipment. You can also forward it to your personal e-mail if you prefer completing the survey at home or elsewhere.

Thank you for your dedicated support to our U.S. Military.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

ADDITIONAL INFORMATION: If you have any questions or concerns, please reply to this message, e-mail WGR-Survey@mail.mil, or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Monday, September 09, 2019 1:07 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

We have received many responses on the Office of People Analytics' single DoD-wide survey of the National Guard and Reserve and want to thank all who have taken the time to respond. If you have not had a chance to complete the survey, we encourage you to do so. The survey covers a range of Congressionally-mandated topics, including financial readiness, gender relations, and racial/ethnic issues.

DoD remains committed to supporting and improving the lives of National Guard and Reserve members and their families. We want to know about your experiences and opinions—positive or negative. Previous findings from this survey have been used to address many issues, including pay raises, sexual assault/harassment reporting, discriminatory behavior, and predatory lending. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Thank you for your support of the OPA survey program.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Wednesday, September 18, 2019 1:28 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNN  
Survey Website: <https://www.dodsurveys.mil>

The Office of People Analytics recently requested your participation in the single DoD-wide survey of the National Guard and Reserve. DoD leadership uses these survey responses to help to improve the readiness and morale of your Service and unit. Because this data will be used to inform policies that affect you, we strongly encourage participation to add your experiences and perspective of military culture. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Thank you for your participation in this year's survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail WGR-Survey@mail.mil, or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Friday, September 27, 2019 1:32 PM  
To: [asample@xyz.com](mailto:asample@xyz.com)  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

If you have already taken the Office of People Analytics' single survey of the National Guard and Reserve, your input is greatly appreciated—thank you!

It is the responsibility of your Service and the DoD to provide you and your family with the best programs and support possible. As part of these efforts, you have been selected to receive this survey. The survey is the only one of its kind given to National Guard and Reserve members this year; results will be used to improve military programs and policies for individuals like yourself.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Again, thank you for completing the survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Thursday, October 10, 2019 1:12 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request  
Signed By: wgr-survey@mail.mil

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

You have been selected to participate in this year's Office of People Analytics (OPA) single survey of the National Guard and Reserve.

The survey covers a range of Congressionally-mandated topics, including financial readiness, gender relations, and racial/ethnic issues. OPA shares these results with DoD policy offices who use the findings to help improve military programs and policies for you and your family.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to access confidential survey records.

Again, thank you for completing the survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

ADDITIONAL INFORMATION: If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Friday, October 18, 2019 2:08 PM  
To: asample@xyz.com  
Subject: DoD Official Notification - Your action is requested  
Signed By: wgr-survey@mail.mil

Dear Captain Sample:

I recognize you receive many surveys, so the DoD is making every effort to reduce survey burden. This year the Office of People Analytics (OPA) will only send one survey to National Guard and Reserve members.

The survey is open now at <https://www.dodsurveys.mil> and is considered official business, meaning you can take your survey during duty hours. I encourage you to take it today.

Thousands of service members complete this survey each year.

Previous findings from OPA surveys have been used to address big issues that affect you and future service members—for example, pay raises, predatory lending, sexual assault or harassment, and discriminatory behavior. While your participation is voluntary it is essential, because the results are used to help our senior military leaders make decisions. In fact, the results go all the way to Congress.

The survey takes less than 30 minutes to complete and your responses are confidential. Don't miss out on your chance to be heard.

Your Ticket Number: ANNNNNNN

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Friday, October 25, 2019 1:43 PM  
To: asample@xyz.com  
Subject: Deadline Approaching: DoD Official Notification  
Signed By: wgr-survey@mail.mil

Captain Sample:

I recognize you receive many surveys, so the DoD is making every effort to reduce survey burden. This year the Office of People Analytics (OPA) will only send one survey to National Guard and Reserve members.

The survey is open now at <https://www.dodsurveys.mil> and is considered official business, meaning you can take your survey during duty hours. I encourage you to take it today.

Thousands of service members complete this survey each year.

Previous findings from OPA surveys have been used to address big issues that affect you and future service members—for example, pay raises, predatory lending, sexual assault or harassment, and discriminatory behavior. While your participation is voluntary it is essential, because the results are used to help our senior military leaders make decisions. In fact, the results go all the way to Congress.

The survey takes less than 30 minutes to complete and your responses are confidential. Don't miss out on your chance to be heard.

Your Ticket Number: ANNNNNNN

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Friday, November 1, 2019 1:27 PM  
To: asample@xyz.com  
Subject: DoD Official Notification - Final Request  
Signed By: wgr-survey@mail.mil

Captain Sample:

There is still time to take your survey, the only survey you'll receive from the Office of People Analytics (OPA) this year. I recognize you receive many surveys, so the DoD is making every effort to reduce survey burden.

The survey will close on November 8, 2019. While your participation is voluntary, this is your last chance to share your experiences and help the DoD improve policies and programs that will impact you and your fellow Service members.

This survey is official business and can be completed using government equipment or wherever you feel most comfortable.

Your responses are confidential. Be assured that all data will be reported in the aggregate—no individual data will be reported.

Again, thank you for your participation.

Survey Website: <https://www.dodsurveys.mil>  
Your Ticket Number: ANNNNNNN

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Monday, August 19, 2019 1:23 PM  
To: bsample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Sergeant Sample:

Your Ticket Number: AYYYYYYY  
Survey Site: <https://www.dodsurveys.mil>

You have been selected to participate in the Office of People Analytics' (OPA) 2019 Workplace and Gender Relations Survey of Reserve Component Members. In support of DoD's efforts to reduce burden, OPA is conducting only one National Guard and Reserve survey this year. The survey contains three sections; you will be randomly selected to receive ONLY ONE. The survey should take less than 30 minutes to complete.

The OPA survey will help assess your military service experiences and workplace opinions over the past year. This is your best chance to have your voice heard.

This survey contains Congressionally-mandated content on a variety of topics, including sexual assault, sexual harassment, and gender relations in the workplace. The survey is voluntary and confidential; however, we highly encourage your participation. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

The survey is now available at the OPA website: <https://www.dodsurveys.mil>

"Copy and paste" this link into the web address box of your Internet browser (be sure to enter the link into the address box, not into a search engine, such as Google). Once you have accessed the website, you will need to enter your Ticket Number to log on: AYYYYYYY

After entering your Ticket Number, you will be routed to a secure website to capture your survey responses. You do not have to complete the survey in one sitting—you can start and stop as necessary. The survey is set to close on November 8, 2019. The survey is considered "Official Business" and can be completed during duty hours.

Your participation in the 2019 Workplace and Gender Relations Survey of Reserve Component Members will help maintain the morale, health, and well-being of our force and continue making the U.S. Military the best profession in the world. Thank you for your dedication to our country.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

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survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Wednesday, August 28, 2019 1:31 PM  
To: bsample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Sergeant Sample:

Your Ticket Number: AYYYYYYY  
Survey Website: <https://www.dodsurveys.mil>

You were recently invited to participate in the only DoD-wide survey of the National Guard and Reserve administered by the Office of People Analytics (OPA) this year. While the survey is voluntary, your responses will be used for policy decisions that directly impact you and your family. Your individual responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Please access the survey website and enter your ticket number listed above. As "Official Business," you can complete the survey using government equipment. You can also forward it to your personal e-mail if you prefer completing the survey at home or elsewhere.

Thank you for your dedicated support to our U.S. Military.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

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From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Monday, September 09, 2019 1:07 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

We have received many responses on the Office of People Analytics' 2019 Workplace and Gender Relations Survey of Reserve Component Members and want to thank all who have taken the time to respond. If you have not had a chance to complete the survey, we encourage you to do so. The survey covers a range of Congressionally-mandated topics, including sexual assault, sexual harassment, and gender relations in the workplace.

DoD remains committed to supporting and improving the lives of National Guard and Reserve members and their families. We want to know about your experiences and opinions—positive or negative. Previous findings from this survey have been used to address many issues, including sexual assault/harassment prevention, reporting, and retaliation. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Thank you for your support of the OPA survey program.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

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If you would like to verify the survey's legitimacy, please call 1-571-372-1034 or DSN 372-1034 for a list of currently licensed OPA surveys. In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and display that license as a Report Control Symbol (RCS) with an expiration date. The RCS is visible on the survey you receive.

From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Wednesday, September 18, 2019 1:28 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

The Office of People Analytics recently requested your participation in the 2019 Workplace and Gender Relations Survey of Reserve Component Members. DoD leadership uses these survey responses to help to improve the readiness and morale of your Service and unit. Because this data will be used to inform policies that affect you, we strongly encourage participation to add your experiences and perspective of military culture. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Thank you for your participation in this year's survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

ADDITIONAL INFORMATION: If you have any questions or concerns, please reply to this message, e-mail WGR-Survey@mail.mil, or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

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From: Workplace and Gender Relations Survey [mailto:wgr-survey@mail.mil]  
Sent: Friday, September 27, 2019 1:33 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

If you have already taken the Office of People Analytics' 2019 Workplace and Gender Relations Survey of Reserve Component Members, your input is greatly appreciated—thank you!

It is the responsibility of your Service and the DoD to provide you and your family with the best programs and support possible. As part of these efforts, you have been selected to receive this survey. The survey is the only one of its kind given to National Guard and Reserve members this year; results will be used to improve military programs and policies for individuals like yourself.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on November 8, 2019.

Please access the survey website and enter your ticket number listed at the top of this email. This survey is "Official Business" and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. OPA has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Again, thank you for completing the survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

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From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>  
Sent: Thursday, October 10, 2019 1:13 PM  
To: asample@xyz.com  
Subject: The Office of People Analytics (OPA): A Survey Request  
Signed By: wgr-survey@mail.mil

Dear Captain Sample:

Your Ticket Number: ANNNNNNN  
Survey Website: <https://www.dodsurveys.mil>

You have been selected to participate in this year's Office of People Analytics (OPA) 2019 Workplace and Gender Relations Survey of Reserve Component Members.

The survey covers a range of Congressionally-mandated topics, including sexual assault, sexual harassment, and gender relations in the workplace. OPA shares these results with DoD policy offices who use the findings to help improve military programs and policies for you and your family.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on November 8, 2019.

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Again, thank you for completing the survey.

Sincerely,

Dr. Ashlea Klahr  
Director, Health and Resilience Research Division  
Office of People Analytics (OPA)

**ADDITIONAL INFORMATION:** If you have any questions or concerns, please reply to this message, e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil), or leave a message at 1-800-881-5307. If you do not wish to participate or receive additional reminders, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your responses after starting this survey, notify the Survey Processing Center prior to November 8, 2019. You will be required to provide your Ticket Number.

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**REPORT DOCUMENTATION PAGE**

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The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

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<b>1. REPORT DATE (DD-MM-YYYY)</b> 01-05-2020		<b>2. REPORT TYPE</b> Final Report		<b>3. DATES COVERED (From - To)</b> August-November 2019	
<b>4. TITLE AND SUBTITLE</b> 2019 Workplace and Gender Relations Survey of Reserve Component Members: Overview Report				<b>5a. CONTRACT NUMBER</b>	
				<b>5b. GRANT NUMBER</b>	
				<b>5c. PROGRAM ELEMENT NUMBER</b>	
<b>6. AUTHOR(S)</b> Breslin, R.; Klahr, A.; Hylton, K.; Petusky, M.; White, A.; Tercha, J.				<b>5d. PROJECT NUMBER</b>	
				<b>5e. TASK NUMBER</b>	
				<b>5f. WORK UNIT NUMBER</b>	
<b>7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)</b> Office of People Analytics 4800 Mark Center Drive Alexandria, VA 22350				<b>8. PERFORMING ORGANIZATION REPORT NUMBER</b> OPA Report No. 2020-054	
<b>9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)</b> Sexual Assault Prevention and Response Office 4800 Mark Center Drive Alexandria, VA 22350				<b>10. SPONSOR/MONITOR'S ACRONYM(S)</b>	
				<b>11. SPONSOR/MONITOR'S REPORT NUMBER(S)</b>	
<b>12. DISTRIBUTION/AVAILABILITY STATEMENT</b> Approved for public release, distribution unlimited.					
<b>13. SUPPLEMENTARY NOTES</b>					
<b>14. ABSTRACT</b> The following report provides an overview of the results of the 2019 Workplace and Gender Relations Survey of Reserve component Members (2019 WGRR). The survey provides key insights as to the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Reserve component; Service member attitudes and beliefs vis-à-vis these issues; and, perceptions of unit climate. The 2019 WGRR continues a line of military sexual assault and sexual harassment research dating back to 1988. OPA conducted surveys of active duty members on gender issues in 1988, 1995, 2002, 2006, 2010, 2012, 2016, and 2018. OPA expanded this line of research to the Reserve components in 2004, 2008, 2012, 2015, and 2017.					
<b>15. SUBJECT TERMS</b> Sexual Assault, Sexual Harassment, Gender Discrimination, Unit/Command Climate					
<b>16. SECURITY CLASSIFICATION OF:</b>			<b>17. LIMITATION OF ABSTRACT</b>	<b>18. NUMBER OF PAGES</b>	<b>19a. NAME OF RESPONSIBLE PERSON</b>
<b>a. REPORT</b>	<b>b. ABSTRACT</b>	<b>c. THIS PAGE</b>			Klahr, Ashlea M.
UU	UU	SAR	SAR	392	<b>19b. TELEPHONE NUMBER (Include area code)</b> 571-372-1789

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## INSTRUCTIONS FOR COMPLETING SF 298

**1. REPORT DATE.** Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

**2. REPORT TYPE.** State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

**3. DATES COVERED.** Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

**4. TITLE.** Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

**5a. CONTRACT NUMBER.** Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

**5b. GRANT NUMBER.** Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

**5c. PROGRAM ELEMENT NUMBER.** Enter all program element numbers as they appear in the report, e.g. 61101A.

**5d. PROJECT NUMBER.** Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

**5e. TASK NUMBER.** Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

**5f. WORK UNIT NUMBER.** Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

**6. AUTHOR(S).** Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

**7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES).** Self-explanatory.

**8. PERFORMING ORGANIZATION REPORT NUMBER.** Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

**9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES).** Enter the name and address of the organization(s) financially responsible for and monitoring the work.

**10. SPONSOR/MONITOR'S ACRONYM(S).** Enter, if available, e.g. BRL, ARDEC, NADC.

**11. SPONSOR/MONITOR'S REPORT NUMBER(S).** Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

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**13. SUPPLEMENTARY NOTES.** Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

**14. ABSTRACT.** A brief (approximately 200 words) factual summary of the most significant information.

**15. SUBJECT TERMS.** Key words or phrases identifying major concepts in the report.

**16. SECURITY CLASSIFICATION.** Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

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