



RAND Update of 1993 Study Sexual Orientation and U.S. Military Personnel Policy

Human Resources Policy and Program Questionnaire

Please circle the correct responses and fill in information as indicated.

1. Does your agency include sexual orientation in its non-discrimination policy?
Yes
No
a. If yes, please provide the date that this type of diversity was included in the policy: _____
2. Does your agency expressly address same sex harassment or harassment related to sexual orientation in its sexual harassment policies?
Yes
No
3. Does your agency require employees to complete diversity or sensitivity training?
Yes
No
a. If yes, does this training expressly refer to sexual orientation as a type of diversity?
Yes
No
4. Please indicate which of the following benefits are available to spouses, domestic partners of the opposite sex, and those of the same sex. Place a mark or check in each box as appropriate.

	Available to spouses	Available to opposite sex domestic partners	Available to same sex domestic partners
Health insurance			
Dental insurance			
Vision insurance			
Relocation support (e.g., trip expenses for partner)			
Support on temporary assignments (i.e., agency covers expenses for partner to accompany employee)			
Visas and in-country status for international assignments			

5. Does your agency have a recognized association, employee network, or affinity group for its gay and lesbian employees?
Yes
No

For questions related to this questionnaire or to return a completed version of it to RAND, please contact Laura Castaneda, Ph.D. at 310.393.0411, ext 6897 or laurawc@rand.org. Dr. Castaneda will be leading the effort for this particular site visit.

For general information about the project, please contact Dr. Greg Ridgeway at 310.393.0411, ext 7734 or gregr@rand.org.