



## NATIONAL SECURITY RESEARCH DIVISION

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

The RAND project team seeks to interview the following types of agency leadership and staff:

- Agency leadership at the commissioner or chief level
- Unit leadership at the lieutenant or captain level, including individuals responsible for units in which openly gay sworn staff serve (if possible)
- Unit leadership at the sergeant level, including individuals who supervise openly gay sworn staff (if possible)
- Staff responsible for developing and/or implementing policies related to equal employment opportunity (EEO), sexual harassment, and diversity (e.g., human resources or legal personnel)
- Staff responsible for conducting training related to related to equal employment opportunity (EEO), sexual harassment, and diversity (e.g., human resources personnel, training representative)
- Staff responsible for recruiting new sworn staff (e.g., recruiting representative)
- A union representative

Topics the project team may cover during the interviews, with representative questions, include the following:

**Current policies and programs related to the integration of homosexual employees**

- Does your agency expressly address sexual orientation in its non-discrimination policy or in sexual harassment training?
- What measures does your agency take to ensure that new employees and newly promoted leaders are aware of these policies and programs?

**Agency history with respect to homosexual employees**

- At any point in your agency's history, were there any policies that ban homosexuals from working in specific positions or on specific tasks?
- Are there any pivotal events or decisions related to homosexuality that are part of your agency's history and contributed to today's work environment?

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### Support for or opposition to homosexual employees at your agency

- What are the attitudes at your agency regarding its homosexual employees?
- What support or opposition has your agency encountered from external stakeholders (e.g., local residents, affinity or advocacy groups) related to its employment of homosexuals?

### Effects of homosexual employees at your agency

- What changes in recruiting, such as in the number of recruits, or changes in the types of people interested in working at your agency, has your agency observed that appear to be related to its employment of homosexuals?
- Over time, has your agency gained or lost employees as a consequence of its employment of homosexuals?

Please note that, depending on the interviewee's position and expertise, not all topics may be covered in equal depth; interviewees are not expected to have a deep level of knowledge on every topic. The list of topics depicts what we seek to learn as a result of **all** its interviews with agency leadership and staff.

In addition, the RAND project team requests copies of the following types of agency documents, to the extent they are readily available and releasable to the public:

- (If applicable) The agency's non-discrimination policy that included sexual orientation, any policy updates, and related directives or instructions
- Training materials (e.g., sensitivity training class slides, pamphlets for employees) related to diversity, discrimination, and/or sexual harassment
- Guidelines for handling complaints related to sexual harassment or discrimination based on sexual orientation
- (If applicable) Literature describing the benefits available to same sex partners (e.g., health insurance)

For questions related to the RAND project team's visit, please contact Dr. Greg Ridgeway at 310.393.0411 x7734 or gregr@rand.org.

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