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 on active duty on XX, 202X?

🗙 Yes

No, I was separated or retired

- 2. Are you ...?
 - 🔀 Male
 - 🗙 Female
- 3. In the past 12 months, have you been deployed longer than 30 consecutive days?
 - Yes, currently deployed
 - Yes, deployed in the past 12 months, but not currently deployed
 - 🔀 No
- [Ask if Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed"]

Where are/were you deployed?

- 🔀 CONUS
- 🔀 oconus
- 5. What is your current relationship status? *Mark one*.
 - 🔀 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

YOUR MILITARY WORKPLACE

- Suppose that you have to decide whether to stay on active duty. 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 [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.

- 7. Do you currently live in the same house or building that you did on [X Date]?
 - 🗙 Yes
 - 🗙 No
 - Do not remember
- 8. Are you the same rank today that you were on [X Date]?
 - X Yes
 - No No

 - 🔀 Do not remember
- 9. Were you married or dating someone on [X Date]?
 - 🔀 Yes
 - 🔀 No
 - 🔀 Do not remember

GENDER-RELATED EXPERIENCES IN THE MILITARY

In this section, you will be asked about several things that <u>someone from work</u> might have done to you that were upsetting or offensive, and that happened AFTER [X Date].

When the questions say "<u>someone from work</u>," please include <u>any person(s)</u> 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 onor 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.

10. Since [X Date], did someone from work repeatedly tell sexual "jokes" <u>that</u> <u>made you uncomfortable, angry, or</u> <u>upset</u>?



"Someone from work" means any person you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

11. 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].

\times	Yes	
\checkmark	No	

🔀 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 onor 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 make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

•••••	9.7,
\times	Yes
\times	No

"<u>Someone from work</u>" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

13. 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 <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

14. 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

"Someone from work" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

- 15. 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

"<u>Someone from work</u>" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

- 16. 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 onor 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 either take or share sexually suggestive pictures or videos of you when you did not want them to?

\times	Yes
----------	-----

- 🔀 No
- 18. [Ask if Q17 = "Yes"] Did this make you uncomfortable, angry, or upset? Yes
 - No

"Someone from work" means any person you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

19. Since [X Date], did someone from work make <u>repeated</u> attempts to establish an <u>unwanted</u> 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."



- 20. [Ask if Q19 = "Yes"] Did these attempts make you uncomfortable, angry, or upset? Yes
 - 🔀 No

"Someone from work" means any person you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

21. Since [X Date], did someone from work intentionally touch you in <u>a sexual way</u> 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.

- X Yes
- 🗙 No

"<u>Someone from work</u>" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

22. [Ask if Q21 = "Missing" or Q21 = "No"]

Since [X Date], did someone from work repeatedly touch you in <u>any other way</u> that made you uncomfortable, angry, or upset? This could include almost any <u>unnecessary</u> physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

\times	Yes
----------	-----

🔀 No

"Someone from work" means any person you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

- 23. Since [X Date], has someone from work made you feel as if you would get some 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

"<u>Someone from work</u>" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your <u>military</u> work.

24. Since [X Date], has someone from work made you feel like you would get <u>punished or treated unfairly in the</u> <u>workplace if you did not do something</u> 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.

\times	Yes
\times	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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from work.

25. 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?



"<u>Someone from work</u>" means <u>any person</u> you have contact with <u>as part of your military duties</u>. "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 onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from work.

- 26. 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 <u>telling</u> <u>sexual "jokes</u>."

- 27. [Ask if Q10 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 Q10 = "Yes"] Do you think this was ever severe enough that most <u>Service members</u> would have been <u>offended</u> by these jokes if they had heard them? If you are not sure, choose the best answer.
 - X Yes
 - 🗙 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly <u>suggesting</u> that you do not act like a [man][woman] is <u>supposed to</u>. For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

- 29. [Ask if Q11 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 Q11 = "Yes"] Do you think this was ever severe enough that <u>most</u> <u>Service members</u> would have been <u>offended</u> if someone had said these things 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 repeatedly <u>making</u> <u>sexual gestures or sexual body movements</u>.

31. [Ask if Q12 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 Q12 = "Yes"] Do you think this was ever severe enough that most <u>Service members</u> would have been <u>offended</u> by these gestures? If you are not sure, choose the best answer.

Х	Yes
---	-----

No No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by <u>displaying, showing, or</u> <u>sending sexually explicit materials</u> like pictures or videos.

33. [Ask if Q13 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 Q13 = "Yes"] Do you think this was ever severe enough that most <u>Service members</u> would have been <u>offended</u> 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 <u>telling you</u> about their sexual activities.

35. [Ask if Q14 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X	Yes
\times	Yes

Not applicable, they did not know I or someone else wanted them to stop

- 36. [Ask if Q14 = "Yes"] Do you think this was ever severe enough that most <u>Service members</u> would have been <u>offended</u> 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 <u>asking you questions</u> about your sex life or sexual interests.

- 37. [Ask if Q15 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 Q15 = "Yes"] Do you think this was ever severe enough that <u>most</u> <u>Service members</u> would have been <u>offended</u> 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.

39. [Ask if Q16 = "Yes"] Did they <u>continue</u>

this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

🔀 No

40. [Ask if Q16 = "Yes"] Do you think this was ever severe enough that <u>most</u> <u>Service members</u> would have been <u>offended</u> if these remarks had been directed to them? If you are not sure, choose the best answer.

Yes Xo

🔀 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by <u>taking or sharing</u> <u>sexually suggestive pictures or videos of you</u> when you did not want them to.

41. [Ask if Q17 = "Yes" and Q18 = "Yes"]

- Do you think this was ever severe enough that <u>most Service members</u> would have been <u>offended</u> 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.

42. [Ask if Q19 = "Yes" and Q20 = "Yes"]

Did they <u>continue</u> this unwanted behavior even <u>after</u> 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 = "Yes" and Q20 = "Yes"]
 - Do you think this was ever severe enough that <u>most Service members</u> would have been <u>offended</u> 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 <u>touching you</u> <u>unnecessarily</u>.

44. [Ask if (Q21 = "Missing" or Q21 = "No")

AND Q22 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> 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

45. [Ask if (Q21 = "Missing" or Q21 = "No") AND Q22 = "Yes"] Do you think this was ever severe enough that <u>most</u> <u>Service members</u> would have been <u>offended</u> 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.

46. [Ask if Q23 = "Yes"] What led you to believe that you would get a <u>workplace</u> <u>benefit</u> if you agreed to do something sexual? *Mark* "Yes" or "No" for each item.

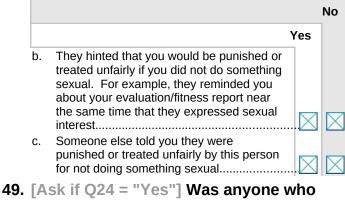
			No
		Yes	
a.	They told you that they would give you a reward or benefit for doing something sexual		
b.	They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your		
	evaluation/fitness report about the same time that they expressed sexual interest		\boxtimes
C.	Someone else told you they got benefits from this person by doing sexual things		\boxtimes

- 47. [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 made you feel as if you would get punished or treated unfairly in the workplace if you did <u>not</u> do something sexual.

48. [Ask if Q24 = "Yes"] What led you to believe that you would get <u>punished or</u> <u>treated unfairly in the workplace</u> if you did <u>not</u> do something sexual? *Mark* "Yes" or "No" for each item.

			No
		Yes	
a.	They told you that you would be punished or treated unfairly if you did not do something sexual		



49. [Ask if Q24 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

\times	Yes
\checkmark	No

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.

- - 🗙 No
- 51. [Ask if Q25 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?
 - 🗙 Yes
 - X No

You indicated that, after [X Date], someone from work <u>mistreated, ignored, excluded, or insulted you</u> because you are a [man][woman].

52. [Ask if Q26 = "Yes"] Do you think this treatment ever <u>harmed or limited</u> your career? For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

\times	Yes
----------	-----

🔀 No

- 53. [Ask if Q26 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?
 Yes
 - No 🕅
- 54. [Ask if [MEO_FLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] The following question asks about the upsetting situation(s) you experienced, including those situations in which someone from work...
 - a. Repeatedly told sexual jokes
 - b. Repeatedly suggested that you do not act like a [man][woman] is supposed to
 - c. Repeatedly made sexual gestures or sexual body movements
 - d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos
 - e. Repeatedly told you about their sexual activities
 - f. Repeatedly asked you questions about your sex life or sexual interests
 - g. Made repeated sexual comments about your appearance or body
 - h. Took or shared sexually suggestive pictures or videos of you
 - i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you
 - j. Touched you in a sexual way
 - k. Touched you in any way other than sexually that made you uncomfortable, angry, or upset
 - I. Made you feel like you would get some workplace benefit in exchange for doing something sexual
 - m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual
 - n. Said that [men][women] are not as good as [women][men] at your job, or that [men] [women] should be prevented from having your job
 - o. Mistreated, ignored, or insulted you because you are a [man][woman]

55. [Ask if [MEO_FLAG] = "True"] Thinking about the past 12 months, did the unwanted event(s) occur while...

		No
	Yes	
a.	Assigned to your <u>current</u> duty station?	\boxtimes
b.	Assigned to a prior duty station?	\boxtimes
c.	Assigned to your <u>current</u> command?	
d.	Assigned to a <u>previous</u> command?	\square

GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, 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.

56. [Ask if [MEO_FLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"]

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.*

			No
		Yes	
a.	Repeatedly told sexual jokes	\square	\boxtimes
b.	Repeatedly suggested that you do not act like a [man][woman] is supposed to		\boxtimes
C.	Repeatedly made sexual gestures or sexual body movements		\boxtimes
d.	Displayed, showed you, or sent you sexually explicit materials like pictures or videos		\boxtimes
e.	Repeatedly told you about their sexual activities		\boxtimes
f.	Repeatedly asked you questions about your sex life or sexual interests		\boxtimes
g.	Made repeated sexual comments about your appearance or body		\boxtimes
h.	Took or shared sexually suggestive pictures or videos of you		\boxtimes
i.	Made repeated attempts to establish an unwanted romantic or sexual relationship with you		
j.	Touched you in a sexual way		\boxtimes
k.	Touched you in any way other than sexually that made you uncomfortable, angry, or upset		\boxtimes
I.	Made you feel like you would get some workplace benefit in exchange for doing something sexual		
m.	Made you feel like you would get punished or treated unfairly if you refused to do something sexual		
n.	Said that [men][women] are not as good as [women][men] at your job, or that [men] [women] should be prevented from having your job		\bowtie
0.	Mistreated, ignored, or insulted you because you were a [man][woman]		
	sk if [MEO_FLAG] = "True"] How any people were involved in this		

- 57. [Ask if [MEO_FLAG] = "True"] How many people were involved in this upsetting situation?
 - 🔀 One person
 - 🔀 More than one person

- 58. [Ask if [MEO_FLAG] = "True"]
 - Was/were the person(s) who acted this way...
 - All men?
 - All women?
 - A mix of men and women?
- 59. [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
- 60. [Ask if [MEO_FLAG] = "True" AND (Q59 = "Yes, they all were" or Q59 = "Yes, some were, but not all")] At the time of the upsetting situation, what paygrade(s) was/were the military member(s) who acted this way? Mark all that apply. 🗙 E1 E2 E3 $\mathbf{\times}$ E4 E5 E6 E7 E8 \times E9 WO1 CW2 CW3 CW4 CW5 01 02 \times \times O3 O4 O5
 - 🗙 Об
 - Higher than O6
 - Not sure

- 61. [Ask if [MEO_FLAG] = "True"] At the time of the 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 <u>not</u> in your unit?
 - Military member of the same rank as you in your unit?
 - Military member of the same rank as you <u>not in</u> <u>your unit</u>?
 - 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

62. [Ask if [MEO_FLAG] = "True"] Thinking about this situation, about how long did this upsetting situation continue?

- 🔀 It happened one time
- About one week
- 🔀 About one month
- 🔀 A few months
- 🔀 A year or more

63. [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."

			No
		Yes	
a.	At a military installation/ship (for example, on base, on shore duty, etc.)?		\boxtimes
b.	While you were on TDY/TAD, at sea, or during field exercises/alerts?		\boxtimes
C.	During an overseas port visit while deployed?		\boxtimes
d.	While transitioning between operational theaters (for example, going to or returning from forward deployment)?		\boxtimes
e.	While you were in a delayed entry program (DEP) or delayed training program (DTP)?		\boxtimes

			No
		Yes	
f.	While you were in recruit training/basic training?	\square	
g.	While you were in any other type of military combat training?		
h.	While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?		
i.	While you were completing military occupational specialty school/technical training/advanced individual		
	training/professional military education?	\square	\square
j.	While at an official military function (either on or off base)?		
k.	While you were at a location off base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?		\boxtimes
I.	Online on social media or via other electronic communications?		\boxtimes

64. [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 <u>not</u> an official military function
- While you were on a date
- While you were at work during duty hours
- 🔀 While you were on approved leave
- While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?
- While you were in your or someone else's home or quarters
- 🗙 None of the above
- 🗙 Do not recall
- 65. [Ask if [MEO_FLAG] = "True"] At any

point during the upsetting situation, were there any military members present who could have stepped in to help you (for example, by speaking up to address the situation)?

- 🔀 Yes, and someone did step in
- 🗙 Yes, but no one stepped in
- No, there were no military members present who could have stepped in

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), <u>physically or</u> <u>psychologically injure</u>, or create a risk for such injuries, for the purpose of <u>initiation/admission into or affiliation with</u>, change in status or position, or as a condition of continued membership in, any military or DoD civilian organization.

Bullying: Bullying is an act of <u>aggression</u> by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the <u>intent of harming</u> a member of the armed forces or DoD civilian employee physically or psychologically, <u>without a proper military or governmental purpose</u>. 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.

66. [Ask if [MEO_FLAG] = "True"] Based

on the definitions above, would you describe this upsetting situation as... *Mark* "Yes" or "No" for each item.

		No
	Yes	
a.	Hazing?	\boxtimes
b.	Bullying?	\boxtimes

67. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, did you discuss it with... Mark "Yes" or "No" for each item.

Yes a. The person(s) who did this to you?	No
	\square
b. Someone in your unit?	\boxtimes
 c. Your friends or family outside of your unit? d. A chaplain, counselor, or medical personnel? 	

68. [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.

		No
	Yes	
a.	Someone in your chain of command	\boxtimes

	Л	No
	Yes	
b.	Someone in the chain of command of the offender	\boxtimes
c.	Military equal opportunity (MEO) staff or office assigned to receive MEO complaints	\boxtimes
d.	SHARP staff or office	\boxtimes
e.	Inspector General's office	\boxtimes
f.	A military hotline or advice line dedicated to receive MEO or SHARP complaints	\boxtimes

DoD provides three types of military equal opportunity (MEO) complaint options:

- <u>Anonymous complaints</u> are received by a commanding officer or supervisor and allow for reporting of harassment without requiring the individual to divulge any personally identifiable information.
- <u>Informal complaints</u> 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.
- <u>Formal complaints</u> 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.
- 69. [Ask if [MEO_FLAG] = "True" and (Q68 a = "Yes" or Q68 b = "Yes" or Q68 c = "Yes" or Q68 d = "Yes" or Q68 e =
 - "Yes")] What type of complaint did you make?
 - 🔀 Anonymous complaint
 - 🔀 Informal complaint
 - 🔀 Formal complaint
 - 🔀 Not sure
- 70. [Ask if [MEO_FLAG] = "True" and ((Q69 = "Anonymous complaint" or Q69 = "Informal complaint" or Q69 = "Formal complaint" or Q69 = "Not sure")] What actions were taken in response to your complaint? *Mark one answer for each item*.

		Do n	ot kn
			No
		Yes	
ι.	The person you told took no action		\mathbf{X}
).	The rules on harassment were explained to everyone		
•	Someone talked to the person(s) to ask them to change their behavior		
۱.	Your work station, schedule, or duties were changed to help you avoid the person(s)		\mathbf{X}

		Do n	ot kn	ov
			No	
		Yes		
e.	The person(s) who took the upsetting action was/were moved or reassigned so that you did not have as much contact with them			D
f.	The person(s) stopped their upsetting behavior		\mathbf{X}	
g.	You were encouraged to drop the issue		\mathbf{X}	D
h.	You were discouraged from filing a formal complaint		\times	
i.	The person(s) who did the upsetting behavior took action against you for complaining. For example, their upsetting behavior became worse or they threatened you			
j.	Your coworkers treated you worse, avoided you, or blamed you for the problem		\mathbf{X}	D
k.	You were punished for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job			
= ' ''Ir	sk if [MEO_FLAG] = "True" 'Anonymous complaint" or Iformal complaint" or Q69 = mplaint" or Q69 = "Not sure	Q69 =	= mal	

satisfied were you with the following aspects of the complaint process? Mark one answer for each item.

		,	Very	diss	atisf	ied
			Diss	atisf	ied	
	Neither satisfied n	or diss	atisfi	ied		
		Satisfi	ed			
	Very sati	sfied				
a.	Availability of information about how to follow-up on a complaint	\boxtimes	\boxtimes	\boxtimes	\boxtimes	\boxtimes
b.	Availability of information about the complaint process and timeliness			\boxtimes	\boxtimes	\boxtimes
C.	Availability of information about victim support resources			\boxtimes	\boxtimes	\boxtimes
d.	Treatment by personnel handling your complaint		\square	\boxtimes	\times	
e.	Amount of time it took/is taking to resolve your complaint		\bowtie		\boxtimes	
f.	How well you were/are kept informed about the progress of your complaint.				\boxtimes	\boxtimes

Very dissatisfied Dissatisfied Neither satisfied nor dissatisfied Satisfied Very satisfied Degree to which your g. privacy was/is being \times \times \times \times protected..... h. The complaint process overall..... 72. [Ask if [MEO_FLAG] = "True" and (Q68 a = "Yes" or Q68 b = "Yes" or Q68 c = "Yes" or Q68 d = "Yes" or Q68 e = "Yes")] How satisfied were you with the outcome of your complaint? Very satisfied Satisfied \times Neither satisfied nor dissatisfied \times X Dissatisfied X Very dissatisfied

- Does not apply, it is still in process
- Does not apply, I do not know the outcome of my complaint

73. [Ask if [MEO FLAG] = "True" and (Q68a and Q68b and Q68c and Q68d and O68e = No)] 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. You felt 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).

You took other actions to handle the situation.

Some other reason

74. [Ask if [MEO_FLAG] = "True"] Do you consider the upsetting situation to have been... *Mark one answer for each item*.

		No
	Ye	es
a.	Sexual harassment?	\boxtimes
b.	Racial/ethnic harassment?	\boxtimes
c.	Religious harassment?	\times
d.	Harassment based on your sexual orientation?	
e.	Harassment based on your gender identity?	\mathbf{X}

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.

<u>The next questions include some graphic words</u>. 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, <u>please include experiences</u> 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 <u>even if you or others had been</u> <u>drinking alcohol, using drugs, or were intoxicated</u>.

The following questions will ask you about events that happened AFTER [X Date].

You will have an opportunity to describe experiences that happened BEFORE [X Date] later in the survey.

Remember, all the information you share will be kept confidential.

75. Since [X Date], did you have any <u>unwanted</u> experiences in which someone put his penis <u>into your</u> anus or mouth (or vagina, if you are a woman)?

X Yes

Please indicate which of the following happened.

76. [Ask if Q75 = "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.

\times	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.

77. [Ask if Q75 = "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.

78. [Ask if Q75 = "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.

79. [Ask if Q75 = "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

- 80. Since [X Date], did you have any <u>unwanted</u> experiences in which someone put any object or any body part <u>other than a penis</u> into your anus or mouth (or vagina, if you are a woman)? The body part could include a finger, tongue, or testicles.
 - 🔀 Yes

🗙 No

81. [Ask if [SA1Flag] = "Not true" and Q80

"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
- 82. [Ask if [SA1Flag] = "Not true" and Q80
 = "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

Please indicate which of the following happened.

83. [Ask if [SA1Flag] = "Not true" and Q80 = "Yes" and (Q81 = "Yes" or Q82 =

"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.

84. [Ask if [SA1Flag] = "Not true" and Q80 = "Yes" and (Q81 = "Yes" or Q82 =

"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.

X Yes

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.

85. [Ask if [SA1Flag] = "Not true" and Q80 = "Yes" and (Q81 = "Yes" or Q82 =

"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.

86. [Ask if [SA1Flag] = "Not true" and Q80 = "Yes" and (O81 = "Yes" or O82 =

"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

- 87. Since [X Date], did anyone <u>make you</u> <u>put</u> 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.
 - X Yes

🔀 No

88. [Ask if [SA2FlagCum] = "Not true" and Q87 = "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.
X Yes

- 89. [Ask if [SA2FlagCum] = "Not true" and Q87 = "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

Please indicate which of the following happened.

90. [Ask if [SA2FlagCum] = "Not true" and Q87 = "Yes" and (Q88 = "Yes" or Q89 = "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.

- X 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.

91. [Ask if [SA2FlagCum] = "Not true" and Q87 = "Yes" and (Q88 = "Yes" or Q89 =

"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
- X 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.

92. [Ask if [SA2FlagCum] = "Not true" and Q87 = "Yes" and (Q88 = "Yes" or Q89 =

"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.

93. [Ask if [SA2FlagCum] = "Not true" and Q87 = "Yes" and (Q88 = "Yes" or Q89 =

"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

- 94. Since [X Date], did you have any <u>unwanted</u> 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

- 95. [Ask if [SA3FlagCum] = "Not true" and Q94 = "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
- 96. [Ask if Q94 = "No" or Q94 = "Missing"] Since [X Date], did you have any <u>unwanted</u> experiences in which someone <u>intentionally touched</u> ANY area of your body (either directly or through clothing)?
 - 🔀 Yes

🗙 No

- 97. [Ask if [SA3FlagCum] = "Not true" and (Q94 = "Yes" or Q96 = "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.

- 98. [Ask if [SA3FlagCum] = "Not true" and ((Q94 = "Yes" and (Q95 = "Yes" or Q97 = "Yes")) or (Q96 = "Yes" and Q97 = "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.

99. [Ask if [SA3FlagCum] = "Not true" and ((Q94 = "Yes" and (Q95 = "Yes" or Q97 = "Yes")) or (Q96 = "Yes" and Q97 =

"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.

100. [Ask if [SA3FlagCum] = "Not true" and ((Q94 = "Yes" and (Q95 = "Yes" or Q97 = "Yes")) or (Q96 = "Yes" and Q97 = "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.

- X Yes

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.

- 101. [Ask if [SA3FlagCum] = "Not true" and ((Q94 = "Yes" and (Q95 = "Yes" or Q97 = "Yes")) or (Q96 = "Yes" and Q97 = "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 No

102. Since [X Date], did you have any <u>unwanted</u> experiences in which someone <u>made you touch</u> 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.

X Yes

🔀 No

103. [Ask if ([SA4FlagCum] = "Not true" or (Q96 = "Yes" and [SA4FLAG] =

"True")) and Q102 = "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.

- X Yes
- No

104. [Ask if Q102 = "No" or Q102 =

"Missing"] Since [X Date], did you have any <u>unwanted</u> experiences in which someone <u>made you touch</u> ANY area of their body or someone else's body (either directly or through clothing)? Yes

- 🔀 No
- 105. [Ask if ([SA4FlagCum] = "Not true" or (Q96 = "Yes" and [SA4FLAG] = "True")) and (Q102 = "Yes" or Q104 = "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.

- 106. [Ask if ([SA4FlagCum] = "Not true" or (Q96 = "Yes" and [SA4FLAG] = "True") and ((Q102 = "Yes" and (Q103 = "Yes" or Q105 = "Yes")) or (Q104 = "Yes" and Q105 = "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.

107. [Ask if ([SA4FlagCum] = "Not true" or (Q96 = "Yes" and [SA4FLAG] = "True") and ((Q102 = "Yes" and (Q103 = "Yes" or Q105 = "Yes")) or (Q104 = "Yes" and Q105 = "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.

X 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.

- 108. [Ask if ([SA4FlagCum] = "Not true" or (Q96= "Yes" and [SA4FLAG] = "True") and ((Q102 = "Yes" and (Q103 = "Yes" or Q105 = "Yes")) or (Q104 = "Yes" and Q105 = "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

Please indicate which of the following happened.

- 109. [Ask if ([SA4FlagCum] = "Not true" or (Q96 = "Yes" and [SA4FLAG] = "True") and ((Q102 = "Yes" and (Q103 = "Yes" or Q105 = "Yes")) or (Q104 = "Yes" and Q105 = "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.
 - X Yes
 - 🔀 No
- 110. Since [X Date], did you have any <u>unwanted</u> experiences in which someone <u>attempted to</u> put a penis, an object, or any body part into your anus, mouth, or vagina, <u>but no penetration</u> <u>actually occurred</u>?
 - 🔀 Yes
 - 🔀 No
- 111. [Ask if [SA3FlagCum] = "Not true" and Q110 = "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
- **112.** [Ask if [SA3FlagCum] = "Not true"

and Q110 = "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.

113. [Ask if [SA3FlagCum] = "Not true" and Q110 = "Yes" and (Q111 = "Yes" or Q112 = "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.

- 114. [Ask if [SA3FlagCum] = "Not true" and Q110 = "Yes" and (Q111 = "Yes" or Q112 = "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.

115. [Ask if [SA3FlagCum] = "Not true" and Q110 = "Yes" and (Q111 = "Yes" or Q112 = "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

Please indicate which of the following happened.

116. [Ask if [SA3FlagCum] = "Not true" and Q110 = "Yes" and (Q111 = "Yes" or O112 = "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].

117. [Ask if [SAFLAG] = "True" and

[MATCHING BEHAVIOR] = "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.
- Put any object or any body part <u>other</u> <u>than a penis</u> 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. <u>Intentionally</u> touched private areas of your body.
- e. <u>Intentionally</u> 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. <u>Attempted</u> to put a penis, an object, or any body part into your anus, mouth, or vagina, <u>but no penetration actually</u> <u>occurred</u>.

118. [Ask if [SAFLAG] = "True"] Thinking

about the past 12 months, please give your best estimate of how many <u>separate occasions</u> you had these unwanted experiences.

- 119. [Ask if [SAFLAG] = "True" and Q118 >1] Were all of these events done by
 - the same person(s)? Yes, each incident involved the same person(s)
 - Yes, each incident involved the same person(s
 - No, these events involved different people
 - 🔀 Not sure
- **120.** [Ask if [SAFLAG] = "True" and O118 >1 & Q119 = "No"] Was/were any of 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 not/did not live with? A person you were casually intimate with but not in an exclusive relationship with? A friend or acquaintance? \times 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

GENDER-RELATED EXPERIENCES WITH

BIGGEST EFFECT The following questions ask about the unwanted event that had the <u>biggest effect on you</u>. Before you continue, please

choose the one unwanted event since [X Date] that you consider to be the worst or most serious. **121.** [Ask if [SAFLAG] = "True" and Q118

> 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.

			No
		Yes	
a.	Put their penis into your anus, mouth, or vagina		\boxtimes

	Ν	125. [Ask if [SAFLAG] = "True" and (Q124
	Yes	= "Yes, they all were" or Q124 = "Yes, some were, but not all")] At the time of
t	Put any object or any body part <u>other than</u> <u>a penis</u> into your anus, mouth, or vagina	the event, what paygrade(s) was/were
C	object into someone's mouth, vagina, or	the military member(s) who did this to you? <i>Mark all that apply</i> .
С	anus I. <u>Intentionally</u> touched private areas of your	
e	body . Intentionally touched ANY area of your	
	body	
f	Made you touch private areas of their body or someone else's body	
Ç	. Made you touch ANY area of their body or 💦 📊	E5 E6
ł	someone else's body . <u>Attempted</u> to put a penis, an object, or any	
	body part into your anus, mouth, or vagina, but no penetration actually	
	occurred	
122.	[Ask if [SAFLAG] = "True"] How	WO1
r	nany people did this to you?	CW2
	🗙 One person	CW3
	🗙 More than one person	CW4
	Not sure	CW5
123.	[Ask if [SAFLAG] = "True"] Was/	
	Nere the person(s) involved	02
	All men?	03
	All women?	04
	A mix of men and women?	05
	Not sure	06
124	[Ask if [SAFLAG] = "True"] Was/	Higher than O6
	Vere any of the person(s) who did this	Not sure
	o you a military member?	_
	Yes, they all were	

X Yes, some were, but not all

🔀 No, none were military

Not sure

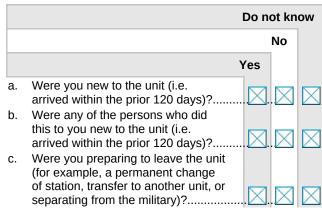
OPA

126. [Ask if [SAFLAG] = "True"] At the	Do not know
time of the event, was/were the person(s) who did this to you <i>Mark</i>	No
all that apply.	Yes
Your immediate military supervisor?	d. Were any of the persons who did this to you preparing to leave the
Someone else in your military chain of command (excluding your immediate military supervisor)?	unit?
Some other higher ranking military member in your unit?	129. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the
Some other higher ranking military member <u>not</u> in your unit?	person(s) who did this to you Mark all that apply.
Military member of the same rank as you in your unit?	Your current or former spouse?
Military member of the same rank as you <u>not in</u> <u>your unit</u> ?	Someone you have a child with (your child's mother or father)?
Subordinate(s) or someone you manage as part of your military duties?	Your significant other (boyfriend or girlfriend) you live with?
DoD/Government civilian(s) working for the military?	Your current or former significant other (boyfriend or girlfriend) you <u>do not/did not live</u> with?
Contractor(s) working for the military?	A person you were casually intimate with but not in an exclusive relationship with?
Not sure	A friend or acquaintance?
127. [Ask if [SAFLAG] = "True" and (Q124	A family member or relative?
= "Yes, they all were" or Q124 = "Yes,	A stranger?
some were, but not all")] Was/Were the	Someone from work?
person(s) who acted this way in the	Someone you met on a dating application or
same occupational specialty (e.g.,	website?
MOS, AFSC, rating, or designation) as	None of the above
you?	Not sure
Yes, they all were	
🔀 Yes, some were, but not all	130. [Ask if [SAFLAG] = "True"] Did the
No, none were in the same occupational specialty	unwanted event occur Mark "Yes" or

128. [Ask if [SAFLAG] = "True"]-At the time of the unwanted event... *Mark one*

answer for each item.

Not sure



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."

			No
		Yes	
a.	At a military installation/ship (for example, on base, on shore duty, etc.)?		\boxtimes
b.	While you were on TDY/TAD, at sea, or during field exercises/alerts?		
C.	While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?		
d.	During an overseas port visit while deployed?		\boxtimes
e.	While transitioning between operational theaters (for example, going to or returning from forward deployment)?		\boxtimes

			No
		Yes	
f.	While you were in a delayed entry program (DEP) or delayed training program (DTP)?		\square
g.	While you were in recruit training/basic training?		\boxtimes
h.	While you were in any other type of military combat training?		\boxtimes
i.	While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?		
j.	While you were attending military occupational specialty school/technical training/advanced individual training/ professional military education?		
k.	While at an official military function (either on- or off-base)?		\boxtimes
I.	While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?		
	[Ask if [SAFLAG] = "True"] Wh	en di	d

- 131. [Ask if [SAFLAG] = "True"] When did this unwanted event occur? Mark all that apply.
 - While you were out with friends or at a party that was <u>not</u> an official military function
 - 🔀 While you were on a date
 - 🔀 While you were at work during duty hours
 - 🔀 While you were on approved leave
 - While you were in your or someone else's home or quarters
 - 🗙 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), <u>physically or psychologically injure</u>, or create a risk for such injuries, for the purpose of <u>initiation/admission into or affiliation with</u>, 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 <u>aggression</u> by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the <u>intent of harming</u> a member of the armed forces or DoD civilian employee physically or psychologically, <u>without a proper</u> <u>military or governmental purpose</u>. 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.

132. [Ask if [SAFLAG] = "True"] Based on

the definitions above, would you describe this unwanted event as... Mark "Yes" or "No" for each item.

		No
	Yes	
a.	Hazing?	\square
b.	Bullying?	\boxtimes

133. [Ask if [SAFLAG] = "True"] Did the offender(s)... Mark "Yes" or "No" for each item.

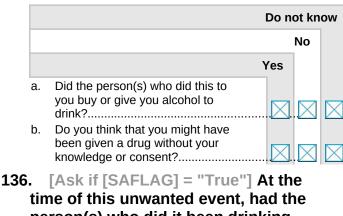
		No
	Yes	
a.	Sexually harass you before the situation?	\boxtimes
b.	Stalk you before the situation?	\boxtimes
C.	Sexually harass you <u>after</u> the situation?	\boxtimes
d.	Stalk you after the situation?	

134. [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

135. [Ask if [SAFLAG] = "True"] Just prior to this unwanted event... *Mark one answer for each item*.

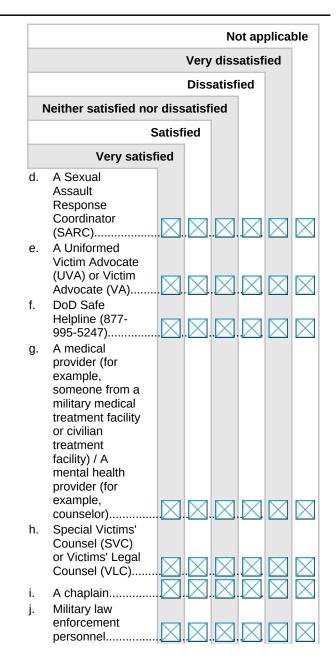


ume	of this unwanted event, had the
perso	on(s) who did it been drinking
alcoh	nol?

Х	Yes

- 🗙 No
- Do not know
- 137. [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? If you have not interacted with the individual or service provider, please mark "Not applicable."





DoD provides two types of sexual assault reports.

- <u>Restricted</u> reports allow people to get information, collect evidence, and receive medical treatment and counseling <u>without starting an official investigation of the</u> <u>assault</u>.
- <u>Unrestricted</u> reports <u>start an official investigation</u> in addition to allowing the services available in restricted reporting.

138. [Ask if [SAFLAG] = "True"] Did you report this unwanted event to the military? This could have been either a restricted or unrestricted report.

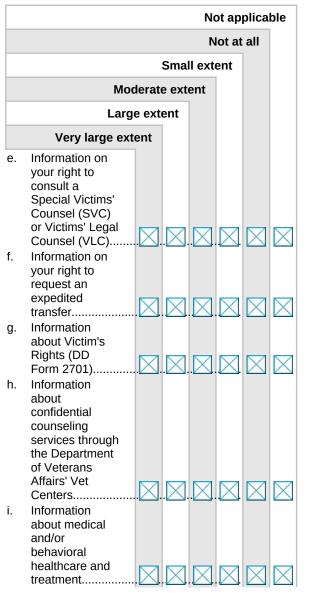
- 🗙 Yes
- 🔀 No

DoD provides two types of sexual assault reports.

- <u>Restricted</u> reports allow people to get information, collect evidence, and receive medical treatment and counseling <u>without starting an official investigation of the</u> <u>assault</u>.
- <u>Unrestricted</u> reports <u>start an official investigation</u> in addition to allowing the services available in restricted reporting.
- 139. [Ask if [SAFLAG] = "True" and O138 = "Yes"] Did you initially make... A restricted report? An unrestricted report? V Unsure what type of report I initially made **140.** [Ask if [SAFLAG] = "True" and Q138 = "Yes" and Q139 = "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 \mathbf{X} example, someone you talked to about it notified your chain of command and they initiated an investigation) 🔀 Unable to recall 141. [Ask if [SAFLAG] = "True" and Q138 = "Yes" and O139 = "A restricted report?"] 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

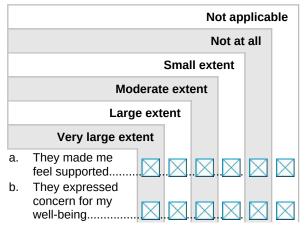
142. [Ask if [SAFLAG] = "True" and Q138 = "Yes"] After reporting this unwanted event, to what extent were you provided the following? *Mark one answer for each item*.

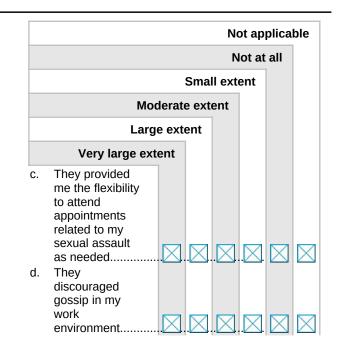
				No	ot ap	plica	ble
				N	ot at	all	
		:	Sma	ll ext	ent		
	Мо	derate	e ext	ent			
	Larg	ge exte	ent	1			
	Very large ex	tent					
a.	Safety planning						
	information						
	regarding your						
	immediate						
	situation (for example, steps						
	to take should						
	the offender try						
	to contact you,						
	information						
	regarding a Military						
	Protective Order						
	or Civilian						
	Protective						
	Order, risk		\times	\square	\mathbf{X}	\square	\mathbf{X}
b.	assessment)						
υ.	Accurate up-to- date information						
	on your case						
	status		\times		\mathbf{X}	\bowtie	${}$
c.	Information to						
	address your						
	confidentiality concerns (for						
	example, your						
	right to privacy)		\times	\square	\times	\mathbf{X}	\times
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						
	management, or make referrals)	X	\times	\mathbb{X}	X	X	X



143. [Ask if [SAFLAG] = "True" and Q138

= "Yes"] After reporting this unwanted event, to what extent were you provided the following from your <u>leadership</u>? *Mark one answer for each item*.





2021 Workplace and Gender Relations Survey--Active Component Content

= " rep	[Ask if [SAFLAG] = "True" and Q138 No"] What were your reasons for <u>not</u> porting the unwanted event to a	2
<u>mil</u>	itary authority? <i>Mark all that apply.</i> 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.	
\times	You did not think anything would be done.	
\mathbf{X}	You did not trust the process would be fair.	-
X	You felt partially to blame.	
\times	You thought you might get in trouble for something else you did.	
\times	You felt ashamed or embarrassed.	
\boxtimes	You thought it might hurt your performance evaluation/fitness report or your career.	
\times	You thought it would make your work situation unpleasant.	
\times	You did not want to hurt the person's career.	
\times	You did not want to hurt the person's family.	
\boxtimes	You were worried about potential negative consequences from the person(s) who did it.	
\boxtimes	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).	I
\boxtimes	Some other reason	
= " wo abo	[Ask if [SAFLAG] = "True" and (Q138 Yes" or Q136 = "No")] In retrospect, uld you make the same decision out reporting if you could do it over? Yes	: !
	[Ask if [SAFLAG] = "True"] Would	
	u consider this unwanted event to be	
-	kual assault?	

- 🗙 Yes
- 🗙 No

147. [Ask if [SAFLAG] = "True"] At the time of the unwanted event, were you... Mark "Yes" or "No" for each item

			No
		Yes	
a.	Under orders that restricted you to your home because of the COVID-19 pandemic?	\bowtie	\boxtimes
b.	Under orders that restricted or prohibited departure from or entry to the military installation or ship you work on because of the COVID-19 pandemic?	\boxtimes	

148. [Ask if Q133 a = "Yes" Earlier you indicated that prior to the unwanted event you've been describing, you were sexually harassed by the same person(s). Which of the following describe their harassing behaviors? Mark "Yes" or "No" for each item.

			No
		Yes	
a.	Told sexual jokes or stories	\square	\boxtimes
b.	Made repeated attempts to establish an unwanted romantic or sexual relationship with you, made sexual comments about		
	your body, or repeatedly asked about your sex life		\boxtimes
C.	Touched you in a sexual way or in any way that made you uncomfortable, angry or upset		
d.	Other sexually harassing behavior(s)		\square

[Ask if (Q148 d = "Yes")] You indicated

experiencing some other sexually harassing behavior(s) before the unwanted event. Please specify. Please do not include any personally identifiable information.

149. [Ask if Q133 a = "Yes"] About how long before the unwanted event did the sexual harassment begin?

- 🔀 The same day
- 🔀 About one week
- 🔀 About one month
- X A few months
- 🔀 A year or more

- 150. [Ask if Q133 a = "Yes"] Did you make a complaint about this sexual harassment experience to any of the following military individuals or organizations? Mark all that apply Someone in your chain of command Someone in the chain of commander of the offender Military equal opportunity (MEO) staff or office assigned to receive MEO complaints Inspector General's office that apply. A military hotline or advice line dedicated to receive MEO or SHARP complaints N/A, I did not make a complaint \mathbf{X} 151. [Ask if O150a = "Marked" or O150b = "Marked" or Q150c = "Marked" or O150d = "Marked" or O150e = "Marked"] When did you make the \times sexual harassment complaint? Before the unwanted event After the unwanted event
 - 🗙 Do not recall
 - 152. [Ask if Q133b = "Yes"] Earlier you indicated that prior to the unwanted event you were stalked by the same person(s). Which of the following describe their stalking behaviors? *Mark* "Yes" or "No" for each item.

			No
		Yes	
a.	Showed up at your home or workplace unannounced or uninvited		\boxtimes
b. c.	Followed you or waited for you at places Sent you unwanted messages, emails, or phone calls	⊠	
d. e.	Used social media to track or follow you Other stalking behavior(s)		
	- ()		

[Ask if (Q152 e = "Yes")] You indicated experiencing some other stalking behavior(s) before the unwanted event. Please specify. Please do not include any personally identifiable information.

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

153. [Ask if [SAFLAG] = "True"] 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 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 \mathbf{X} mental health evaluations \times 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 \mathbf{X} could negatively affect, your position or career Does not apply, you have not experienced any \mathbf{X} of the above

- 154. [Ask if [SAFLAG] = "True" and Q138 = "Yes" and (Q153 a = "Marked" or Q153 b = "Marked" or Q153 c = "Marked" or Q153 d = "Marked" or Q153 e = "Marked" or Q153 f = "Marked" or Q153 g = "Marked" or Q153 h = "Marked" or Q153 i = "Marked" or Q153 j = "Marked" or Q153 k = "Marked" or Q153 I = "Marked")] Do you have reason to believe that any of the actions you marked in the previous item were <u>only</u> based on your report of sexual assault (i.e., not based on your conduct or performance)?
 - 🔀 Yes
 - 🔀 No
 - 🔀 Not sure
- 155. [Ask if [SAFLAG] = "True" and Q138 = "Yes" and (Q153 a = "Marked" or Q153 b = "Marked" or Q153 c = "Marked" or Q153 d = "Marked" or Q153 e = "Marked" or Q153 f = "Marked" or Q153 g = "Marked" or Q153 h = "Marked" or Q153 i = "Marked" or Q153 j = "Marked" or Q153 k = "Marked" or Q153 I = "Marked" AND Q154 = "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
 - \mathbf{X} 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)
 - \mathbf{X} Some other reason
 - Not sure

156. [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 \mathbf{X} 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 **157.** [Ask if [SAFLAG] = "True" and Q138 = "Yes" and (Q156 a = "Marked" or O156 b = "Marked" or O156 c =

"Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- X Yes
- 🗙 No
- 🗙 Not sure
- **158.** [Ask if [SAFLAG] = "True" and Q138 = "Yes" and (Q156 a = "Marked" or Q156 b = "Marked" or Q156 c =

"Marked")] 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

159. [Ask if [SAFLAG] = "True"] Following	161. [Ask if [SAFLAG] = "True" and Q138
the unwanted event, have any of your	= "Yes" and (Q159 a = "Marked" or
military peers and/or coworkers	Q159 b = "Marked" or Q159 c =
(including those in your chain of	"Marked" or Q159 d = "Marked" or
command or DoD civilians) done any of	Q159 e = "Marked" or Q159 f =
the following? <i>Mark all that apply</i> .	"Marked")] Why do you believe your
Made insulting or disrespectful remarks or made jokes at your expense to you in <u>private</u>	military peers and/or coworkers (including those in your chain of
Showed or threatened to show private images, photos, or videos of you to others	command or DoD civilians) took the
Bullied you or made intimidating remarks about the assault	actions you marked as happening to you? Mark all that apply.
Was physically violent with you or threatened to be physically violent	They were trying to discourage you from moving forward with your report, or discourage others from reporting
Damaged or threatened to damage your property	They were trying to abuse or humiliate you
Some other negative action	They were friends with the person(s) whom you indicated committed the sexual assault
Does not apply, you did not experience any of the above	They did not believe you
160. [Ask if [SAFLAG] = "True" and Q138	Some other reason
= "Yes" and (Q159 a = "Marked" or	Not sure
Q159 b = "Marked" or Q159 c = "Marked" or Q159 d = "Marked" or Q159 e = "Marked" or Q159 f = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report? Yes No	 162. [Ask if [SAFLAG] = "True" and Q138 = "Yes" and (Q161 a = "Marked" or Q161 b = "Marked" or Q161 c = "Marked" or Q161 d = "Marked" or Q161 e = "Marked" or Q161 f = "Marked")] Were any of your military peers and/or coworkers (including DoD civilians) who took these actions in a position of authority/leadership over

you? X Yes No

Not sure

Not sure

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.

- 163. [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]

164. [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 or mouth (or vagina, if you are a woman).
- b. Put any object or any body part <u>other</u> <u>than a penis</u> into your anus or mouth (or vagina, if you are a woman).
- Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. <u>Intentionally</u> touched private areas of your body.
- e. <u>Intentionally</u> 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. <u>Attempted to</u> put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman), <u>but no</u> <u>penetration actually occurred</u>.

165. [Ask if [SAFLAG] = "True"] What was the date of your MOST RECENT

unwanted event like this?

Month

	•
Year	
	•

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened <u>more than one year ago.</u> <u>BEFORE [X Date]</u>. These are all experiences that you did not tell us about earlier in the survey.

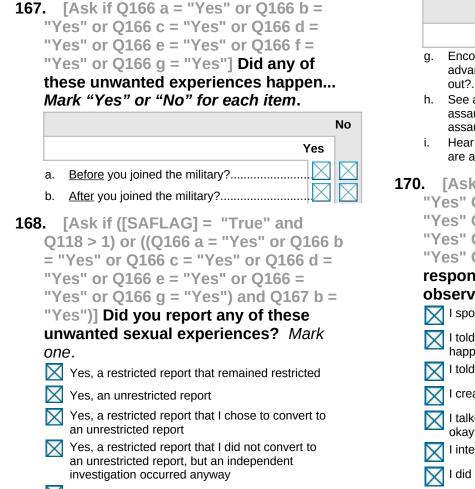
These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means that you told or showed them that you were unwilling, that they used physical force or threats to make you do it, or that they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

166. <u>Before [X Date]</u>, had anyone... *Mark* "Yes" or "No" for each item.

			No
		Yes	
a.	Put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) when you did not want it and did not consent?		
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?		
c.	<u>Attempted to</u> put a penis, an object, or any body part into your anus or mouth (or vagina, if you are a woman) against your will <u>but it did not happen</u> ?		
d.	Intentionally touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? Private areas include buttocks, inner thigh, breasts, groin, anus, vagina,		
e.	penis, or testicles Intentionally touched ANY area of your body (either directly or through clothing) when you did not want it and did not consent?		
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</i> <i>might have involved the person pressing</i> <i>their private areas on you. Private areas</i>		
g.	include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles 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?	\square	\mathbf{X}



No, I have never filed a report

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations in the past 12 months. These situations could have taken place at your military work or outside of the military workplace.

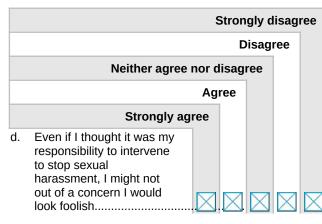
169. In the past 12 months, did you... Mark "Yes" or "No" for each item.

			No
		Yes	
a.	Observe someone who "crossed the line" with their sexist comments or jokes?		
b.	Encounter a group or individual being hazed or bullied?		\boxtimes
c.	See someone making unwanted sexual advances on someone?	\mathbf{X}	\boxtimes
d.	See horseplay or roughhousing that "crossed the line" or appeared unwanted?		\boxtimes
e.	Encounter someone who drank too much and needed help?		\boxtimes
f.	See someone grabbing, pushing, or insulting someone?		\boxtimes

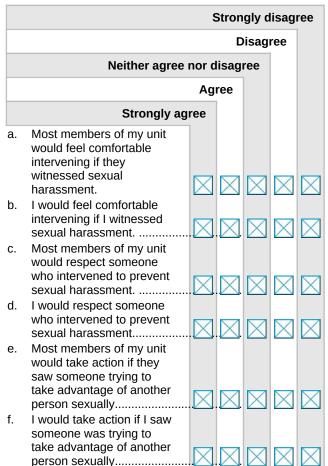
		Yes
g.	Encounter someone who was taking advantage of someone who was passed out?	
h.	See a situation you thought was a sexual assault or could have led to a sexual assault?	
i.	Hear someone say people who take risks are at fault for being sexually assaulted?	
_	[Ask if Q171 a = "Yes" OR Q17	1b =
	es" OR Q171 c = "Yes" OR Q17	
	es" OR Q171 e = "Yes" OR Q17	
	es" OR Q171 g = "Yes" OR Q17	
	es" OR Q171 i = "Yes"] How die	
		u you
	spond to the situation(s) you	
	served? <i>Mark all that apply.</i> I spoke up to address the situation.	
\mathbf{X}	I told someone else about it while it was happening.	
X	I told someone else about it after it happen	ed.
\times	I created a distraction.	
\times	I talked to those involved to see if they wer okay.	e
X	I intervened in some other way.	
\times	I did not intervene.	

171. How much do you agree or disagree with the following statements? *Mark* one answer for each item.

		ę	Stron	gly d	lisag	ree
			C	isag	ree	
	Neither agree	nor d	lisag	ree		
		Ag	ree			
	Strongly ag	ree				
a. b.	I am more likely to intervene to stop sexual harassment if I know the victim than if I do not. I am more likely to intervene to stop sexual harassment if I know the person committing the behaviors than if I do not know them			\boxtimes	\boxtimes	\boxtimes
c.	I am hesitant to intervene when someone's sexual conduct is questionable because I am not sure other people in my unit would support me				\bowtie	



172. How much do you agree or disagree with the following statements? *Mark* one answer for each item.



WORKPLACE CULTURE AND CLIMATE

173. In the past 12 months, to what extent have you witnessed people in your unit... *Mark one answer for each item*.

				N	lot at	all
			Sma	ll ext	ent	
	Мо	derat	e ext	ent		
	Larg	je ext	ent			
	Very large ext	tent				
a.	Promote a unit climate based on mutual respect and trust?			\boxtimes	\boxtimes	\boxtimes
b.	Refrain from sexist comments and behaviors?			\boxtimes	\boxtimes	\boxtimes
C.	Recognize and immediately correct incidents of sexual harassment?				\bowtie	\boxtimes
d.	Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?				\square	

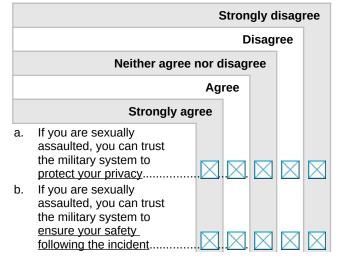
174. During the past 12 months, how often have you experienced any of the following behaviors, where your coworkers or immediate supervisor... *Mark one answer for each item*.

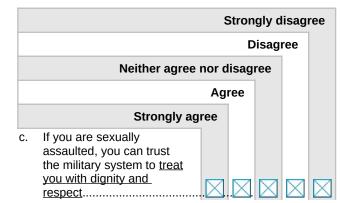
				Ve	ry of	ten	
Often							
	Sometimes						
	Once or twice						
		Never					
a.	Did not provide information or assistance when you needed it?			\boxtimes	\boxtimes		
b.	Were excessively harsh in their criticism of your work performance?			\boxtimes	\boxtimes	\boxtimes	
c.	Took credit for work or ideas that were yours?		\square		\boxtimes	\boxtimes	
d.	Gossiped/talked about you?			\boxtimes	\boxtimes	\boxtimes	
e.	Used insults, sarcasm, or gestures to humiliate you?		\square		\boxtimes		
f.	Yelled when they were angry with you?		\times	\boxtimes	\times	\boxtimes	

175. How much do you agree or disagree with the following statements regarding your current military workplace? *Mark one answer for each item*.

	Strongly disagree					
			D	isag	ree	
	Neither agree	nor c	lisag	ree		
		Ag	ree			
	Strongly ag	jree				
a.	It would be risky for me to file a sexual harassment complaint.	\boxtimes	\boxtimes		\boxtimes	
b.	A sexual harassment complaint would not be taken seriously				\boxtimes	
с.	A sexual harassment complaint would be thoroughly investigated				\boxtimes	
d.	I would feel comfortable reporting a sexual harassment complaint				\boxtimes	
e.	Sexual harassment is not tolerated		\boxtimes	\boxtimes	\times	\boxtimes
f.	Individuals who sexually harass others get away with it				\boxtimes	\boxtimes
g.	l would be afraid to file a sexual harassment complaint		\boxtimes		\boxtimes	
h.	Penalties against individuals who sexually harass others at work are strongly enforced				\bowtie	
i.	Actions are being taken to prevent sexual harassment			\boxtimes	\boxtimes	\boxtimes

176. How much do you agree or disagree with the following statements? *Mark one answer for each item*.

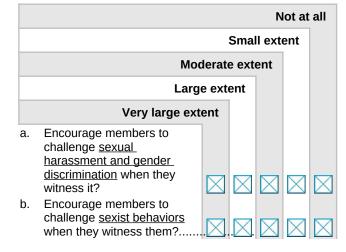




177. How much do you agree or disagree with the following statements about your <u>immediate supervisor</u>? *Mark one answer for each statement*.

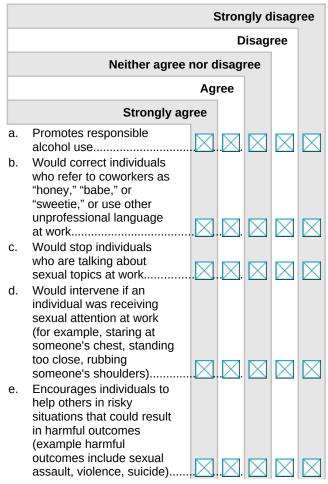
Strongly disagre						
Disagree						
		Ag	ree			
	Strongly ag	gree				
a.	You trust your supervisor.	\boxtimes	\boxtimes	\square	\times	\boxtimes
b.	Your supervisor ensures that all assigned personnel are treated fairly				\boxtimes	
C.	Your supervisor evaluates your work performance fairly			\boxtimes	\bowtie	

178. To what extent does your immediate supervisor... *Mark one answer for each item*.



				Ν	lot at	ta
		Small extent				
	Мо	derat	e ext	ent		
	Larg	je ext	ent			
	Very large ex	tent				
c.	Create a culture of prevention by encouraging members, witnesses, and bystanders to report situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide)?					0

179. My immediate supervisor... Mark one answer for each item.



180. If a coworker were to report a sexual assault, my chain of command would... *Mark one answer for each item*.

		Strongly disagree				
Disagree						
	Neither agree	e nor d	lisag	ree		
		Ag	ree			
	Strongly a	gree				
a.	Take the report seriously.	\boxtimes	\boxtimes	\boxtimes	\boxtimes	\boxtimes
b.	Keep the knowledge of the report limited to those with a need to know		. 🖂	\boxtimes	\boxtimes	\boxtimes
c.	Discourage military members/employees from spreading rumors and					
	speculation about the allegation			\boxtimes	\boxtimes	
d.	Promote healthcare, legal, or other support services to the reporter				\boxtimes	
e.	Support the individual for		\times		\boxtimes	\boxtimes

181. How would you rate the climate in your unit regarding... *Mark one answer for each item*.

					Po	oor
		Fair				
			Go	od		
	V	ery go	ood			
	Excel	llent				
a.	Unit cohesion?	\boxtimes	\times	\square	\times	\geq
b.	Respect Service members have for others from diverse backgrounds?			\boxtimes	\boxtimes	
c.	How women and men treat each other?		\boxtimes		\boxtimes	
d.	Support for <u>male</u> victims of sexual assault?		\times		\boxtimes	
e.	Support for <u>female</u> victims of sexual assault?		\times		\boxtimes	

182. Are you currently assigned to a military unit where women are 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.

- 183. 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
- 184. [Ask if Q183 = "Once a month or less" or Q183 = "2 to 4 times a month" or Q183 = "2 to 3 times a week" or Q183 = "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
- 185. [Ask if Q183 = "Once a month or less" or Q183 = "2 to 4 times a month" or Q183 = "2 to 3 times a week" or Q183 = "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

 I or 2 days

 Monthly
 - 🗙 Less than monthly
 - 🗙 Weekly

X Daily or almost daily

186. [Ask if Q183 = "Once a month or less" or Q185 = "2 to 4 times a month" or Q185 = "2 to 3 times a week" or Q183 = "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

187. How much do you agree or disagree with the following statements? *Mark* one answer for each item.

	Strongly disagree					
			D	isag	ree	
	Neither agree	nor d	lisag	ree		
		Ag	ree			
	Strongly ag	jree				
a.	I tend to bounce back quickly after hard times.	\boxtimes	\boxtimes	\boxtimes	\boxtimes	\boxtimes
b.	I have a hard time making it through stressful events		\boxtimes	\boxtimes	\boxtimes	\boxtimes
C.	It does not take me long to recover from a stressful event		\square	\boxtimes	\boxtimes	\square
d.	It is hard for me to snap back when something bad happens			\boxtimes	\boxtimes	
e.	I usually come through difficult times with little trouble		\mathbb{X}	\boxtimes	\boxtimes	\boxtimes
f.	I tend to take a long time to get over set-backs in my life				\boxtimes	

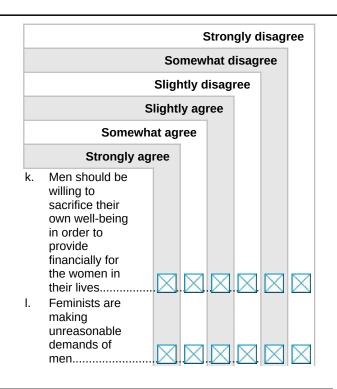
188. During the past 12 months, due to the COVID-19 pandemic, to what extent were you affected by... *Mark one answer for each item.*

Not at all						all
			Sma	ll ext	ent	
	М	oderate	e ext	ent		
	Lar	ge ext	ent			
	Very large ex	xtent				
a.	Orders to remain at home?	\boxtimes	\boxtimes		\boxtimes	\boxtimes
b.	Restrictions from leaving your military installation or ship?		\boxtimes		\boxtimes	\boxtimes
C.	Restrictions from visiting off-base establishments (for example, restaurants, bars, clubs, or other places where people gather)?				\times	\boxtimes
d.	Restrictions from visiting <u>on-base</u> establishments (for example, restaurants, clubs, the bowling alley)?		. 🖂		\bowtie	
e.	Restrictions from attending social gatherings of a certain size (for example, 10 or more).	\boxtimes	\bowtie		\bowtie	
f.	Having to primarily work from home?		\boxtimes	\square	\boxtimes	\boxtimes
g.	Requirements to social distance (for example, stay a certain distance away from others) while					
h.	you were at work? A <u>personal decision</u> to avoid social gatherings			\boxtimes	\boxtimes	\bowtie
	with friends, peers, or coworkers?		\boxtimes		\boxtimes	

SOCIAL PERCEPTIONS AND EXPERIENCES

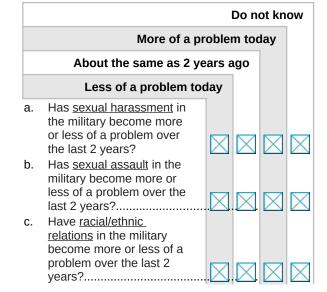
189. Please indicate the degree to which you agree or disagree with each statement. *Mark one answer for each item.*

			5	Stron	igly d	lisag	ree
		So	mew	hat c	lisag	ree	
		Sligh	tly d	lisag	ree		
		Slightl	-	-	1		
_		-					
	Somewh		ee				
	Strongly a	gree					
a.	Many women have a quality of purity that few men possess		\boxtimes				\boxtimes
b.	Women should be cherished and protected by men		\boxtimes				\boxtimes
c.	Women seek to gain power by getting control over men		\bowtie			\boxtimes	\times
d.	Every man ought to have a woman whom he adores		\times				\boxtimes
e.	Men are incomplete without women		\bowtie				\boxtimes
f.	Women exaggerate problems they have at work		\mathbf{X}				\boxtimes
g. h.	Once a woman gets a man to commit to her, she usually tries to put him on a tight leash When women						\boxtimes
	lose to men in a fair competition, they typically complain about being discriminated against		\bowtie				\mathbf{X}
i.	Many women get a kick out of teasing men by seeming sexually available and						
j.	then refusing male advances Women, compared to	⊠	X.				\boxtimes
	men, tend to have a superior moral sensibility		\times		\boxtimes	\boxtimes	\times



HOW ARE WE DOING?

190. In your opinion...



191. Have you had any military training during the <u>past 12 months</u> on topics related to... *Mark all that apply.*

			No
		Yes	
a.	Sexual assault?	\square	\boxtimes
b.	Sexual harrassment?	\square	\boxtimes

Authority for determining how allegations of sexual assault are handled after the investigation rests with the Commander. However, Commanders do not make military justice decisions on their own. Every Commander is informed and advised by military attorneys throughout the case and at each key stage of the military justice process. Commanders must consult with a military attorney about the evidence in a sexual assault case before deciding whether a court martial is justified.

192. If a decision was made to transfer prosecution decisions for sexual assault from commanders to lawyers, to what extent do you think this change would increase reporting of sexual assault?

- 🗙 Very large extent
- ☑ Large extent
- Moderate extent
- Small extent
- 🔀 Not at all

ADDITIONAL BACKGROUND INFORMATION

193. Are you Spanish/Hispanic/Latino?

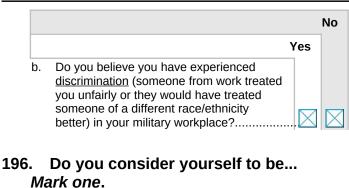
- 🔀 No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/ Hispanic/Latino

194. 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)

195. As a result of your race/ethnicity... Mark "Yes" or "No".

			No
		Yes	
a.	Do you believe you have experienced <u>harassment</u> (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?		



Heterosexual or straight?

- Gay or lesbian?
- 🔀 Bisexual?
- Something else (for example, questioning, asexual, undecided, self-identified)
- 🔀 Prefer not to answer
- 197. What sex were you assigned at birth, on your original birth certificate? *Mark* one.
 - 🗙 Female
 - 🔀 Male

198. How do you describe yourself? *Mark* one.

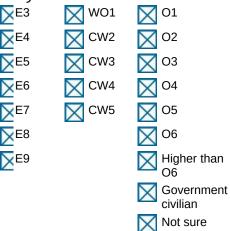
one

- 🔀 Man
- 🔀 Woman

🔀 Transgender (male to female)

- X Transgender (female to male)
- Do not identify as a male, female, or transgender
- Nefer not to answer

199. 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.



- 200. Are you currently serving as a supervisor to, or leader responsible for, other Service members?_
 - 🔀 Yes
 - 🗙 No
- 201. Is your immediate supervisor... Mark one answer for each item.

		Not s	ure
		No	
	Yes		
a.	The same gender as you?	\boxtimes	\boxtimes
b.	The same race/ethnicity as you?	$ \times$	\boxtimes

202. [Ask if XSVC = "Air Force"] Are you currently serving as a member of the Space Force?_

- Yes
- 🗙 No

TAKING THE SURVEY

203. [Ask if [SAFLAG] = "True" OR Q167b =

"Yes"] The DoD is conducting a study to hear from survivors about their experiences with the military response, investigation, and justice process for sexual assault. Would you like to learn more about this study?_

- 🔀 Yes
- 🔀 No
- 204. Thank you for participating in the survey. 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 enter personally identifiable information. Your feedback is useful and appreciated.

NE. [Ask if Q1 = "No, I was separated or

retired"] Based on your answer 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(s).To submit your answers click *Submit*. For further help, please call our Survey Processing Center tollfree at 1-800-881-5307, e-mail wgrsurvey@mail.mil, or send fax to 1-763-268-3002.