

## Survey: Overview

**Overview.** LDSS will distribute the survey link to recruited USAP partners.

**Purpose.** The survey will collect information about organizational and community culture on the ice, perceptions of the issues of sexual assault and harassment, perceptions of leadership support, and the formal and informal interactions between USAP participants on the ice. The surveys will enable the data analysis effort to explore the differences in experience and perceptions based on demographic analysis.

**Length.** Fifteen minutes.

**Scope.** USAP participants from the past 5 years

### **Key Topic Areas:**

- Relationships
- Organizational and community culture
- USAP participants' experiences and perceptions
- Demographics

## Survey: Questions

You are being invited to respond to a survey as a part of a Needs Assessment for the National Science Foundation (NSF), Office of Polar Programs (OPP) and for the United States Antarctic Program (USAP) Sexual Assault Harassment Prevention Training and Response (SAHPR) program. The purpose of the Needs Assessment is to learn more about current conditions relating to sexual assault and harassment on the ice and across OPP and partner organizations and identify feasible recommendations that will support OPP in developing a successful, comprehensive approach to address and prevent sexual assault and harassment.

We are holding several key stakeholder interviews, focus groups, and administering surveys as a part of this Needs Assessment with many USAP participants. We will not be asking you to provide any identifying information. Your participation in this survey is voluntary. Please feel free to skip questions you cannot or do not wish to answer. You may skip and quit at any time.

The survey should take 10 to 15 minutes to complete. We appreciate your time and valuable input.

### **Definitions**

**USAP participants** and community members are defined as all persons working or visiting at a USAP or an NSF managed station, field camp, other facility, ship, or aircraft. This includes, but is not limited to, researchers, students, contractors, federal civilian and military personnel.

**Sexual assault** is defined as intentional sexual contact, characterized by use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent.

**Harassment** is defined as behaviors that demonstrate hostility related to race, gender, age, ability, sexuality, belief system, age, or other identity. Such behaviors may include offensive jokes, slurs, name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and/or interference with work performance.

**USAP Participant Perceptions: Sexual Assault and Harassment**

The following questions will ask you about your view on sexual assault and harassment in the USAP community. For each question, tell us if you agree or disagree. Choices: Strongly Agree; Agree; Disagree; Strongly Disagree; I don't know; Neither Agree nor Disagree

1. Sexual assault is a problem in the USAP community.						
2. Harassment is a problem in the USAP community.						
3. Sexual assault and harassment are important issues to address in the USAP community.						
4. There are members of the USAP community who experience sexual assault more often than others. a. If you agree, what groups experience sexual assault more often? (open) b. Why do you think they experience sexual assault more often?						
5. There are members of the USAP community who experience harassment more often than others. a. If you agree or strongly agree, what groups experience harassment more often? (open) b. Why do you think they experience harassment more often?						
6. There are members of the USAP community who cause harm like sexual assault more						

often than others. a. If you agree, which groups or types of individuals (categories, not names) cause harm like sexual assault more often? (open)						
7. There are members of the USAP community who cause harm like harassment more often than others. a. If you agree, what groups cause harm like harassment more often? (open)						

**USAP Participant Perceptions: Personal Influence**

The following questions will ask you what you believe about your role in preventing sexual assault and harassment. For each question, tell us if you agree or disagree. Choices: Strongly Agree; Agree; Disagree; Strongly Disagree; I don't know; Neither Agree nor Disagree

8. It is possible to prevent sexual assault in the USAP community.						
9. It is possible to prevent harassment in the USAP community.						
10. I have a role to play in preventing sexual assault and harassment in the USAP community.						
11. I don't think there is much I can do about sexual assault and harassment in this community.						
12. I see myself as having the ability to create change in the USAP community.						
13. I can influence others to prevent sexual assault and harassment in the USAP community.						

**USAP Participant Perceptions: Organizational Support**

The following questions will ask you about your thoughts on organizational support for USAP participants. For each question, tell us if you agree or disagree. Choices: Strongly Agree; Agree; Disagree; Strongly Disagree; I don't know; Neither Agree nor Disagree.

14. I believe that the organization/institution I work for wants me to be safe at work.						

15. I believe that if a co-worker or myself reports an incident of sexual assault or harassment, the organization/institution I work for will thoroughly investigate.						
16. I believe that the organization/institute I work for supports employees or contractors who experience sexual assault or harassment.						
17. I believe that the organization/institute I work for holds those people who cause harm (like sexual assault and harassment) accountable.						
18. If I saw behaviors that could lead to or constitute sexual assault or harassment, I have leaders or colleagues I can turn to for help.						
19. I trust that the leadership of the organization/institute I work for is doing their best to prevent sexual assault and harassment.						
20. The information I have received from sexual assault and harassment is valuable to me.						
21. I have a positive perception of efforts to address sexual assault and harassment for USAP participants.						
22. I understand the reporting process for sexual harassment because of the training I received						
23. I understand the process for reporting the crime of sexual assault because fo the training that I received						
24. I understand the process for making an internal (non-criminal) report of sexual assault because fo the training I received.						
25. I am confident if I needed more information about the reporting process I know where to find it.						

**USAP Participant Perceptions: Community Norms**

The next set of questions will ask you about what USAP participants think or do. For each question, tell us if you agree or disagree. Choices: Strongly Agree; Agree; Disagree; Strongly Disagree; I don't know; Neither Agree nor Disagree. Make your best guess.

26. USAP participants think that everyone should do something to keep things like sexual assault and harassment from happening.						
27. Alcohol plays a role in the incidence or prevalence of sexual assault.						
25. USAP participants know what to do if someone reported sexual harassment to them.						
28. USAP participants will go out of their way to help someone who has experienced sexual assault or harassment.						
29. USAP participants will intervene if they see warning signs that could lead to sexual assault.						
30. USAP participants will intervene if they see someone harassing another person.						
31. USAP participants will check in with someone who looks uncomfortable because of the way someone else is showing they are interested in them sexually.						
32. USAP participants will talk to others in the community about sexual assault or harassment prevention or post comments online on social media that support preventing sexual assault or harassment.						
33. I believe that existing alcohol use policies are appropriate and sufficient regarding the use of alcohol on the ice.						

## Demographic Information

Tell us more about yourself.

1. Which category most matches your current position?
  - a. Grantee/Research team member
  - b. Grantee/PI
  - c. Contractor: Seasonal, direct labor
  - d. Contractor: Full-time employee
  - e. Federal civilian personnel
  - f. Military personnel
  - g. Other, please specify:

2. Where was your most recent duty station?
  - a. McMurdo: Local
  - b. McMurdo: Near field
  - c. McMurdo: Deep field
  - d. South Pole
  - e. Palmer
  - f. Research Vessel
  - g. Other, please specify:
  
3. What is your age?
  - a. 18-24
  - b. 25-35
  - c. 36-45
  - d. 46-55
  - e. 56 and older
  - f. Prefer not to answer
  
4. What is your gender identity?
  - a. Woman
  - b. Man
  - c. Trans Woman
  - d. Trans Man
  - e. Intersex
  - f. Gender non-conforming/non-binary
  - g. Prefer not to answer
  - h. Other, please specify:
  
5. Which term best describes your sexual identity (check all that apply?)
  - a. Heterosexual
  - b. Gay/Lesbian
  - c. Bisexual
  - d. Asexual
  - e. Pansexual
  - f. Prefer not to answer
  - g. Other, please specify:
  
6. What is your race/ethnic background? (Check all that apply.)
  - a. White
  - b. Black or African American
  - c. Asian
  - d. Pacific Islander
  - e. Native American/American Indian/First Nations/Indigenous
  - f. Hispanic/Latino/a/x
  - g. Middle Eastern/North African

- h. Prefer not to answer
  - i. Non-white Hispanic/Latino/a/x:
7. How many times have you deployed as a USAP participant?
- a. 1 time
  - b. 2-3 times
  - c. 3-5 times
  - d. 5 or more times
8. When was your last deployment?
- a. Summer 2021
  - b. Winter 2021
  - c. Summer 2020
  - d. Winter 2020
  - e. Summer 2019
  - f. Winter 2019
  - g. Summer 2018
  - h. Winter 2018
  - i. Summer 2017
  - j. Winter 2017
  - k. 2016 or before
9. Of the following levels of education, please tell us the highest level you have completed:
- a. Secondary (completed high school)
  - b. Some post-secondary
  - c. Post-secondary (completed college/university)
10. Finally, it would be helpful if you would tell us where your income is between:
- a. Less than \$25,000
  - b. \$25,000 to \$40,000
  - c. \$40,001 to \$55,000
  - d. \$55,001 to \$75,000
  - e. \$75,001 to \$90,000
  - f. More than \$90,000

Thank you for taking the time to complete this survey. Along with others, your responses will be used to inform a comprehensive approach to address and prevent sexual assault and harassment for all USAP participants.