
SEXUAL ASSAULT AND SEXUAL HARASSMENT IN THE U.S. MILITARY

Volume 1. Design of the 2014
RAND Military Workplace Study

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Preface

The Department of Defense (DoD) has assessed service member experiences with sexual assault and harassment since at least 1996, when Public Law 104-201 first required a survey of the “gender relations climate” experienced by active-duty forces. Since 2002, four “Workplace and Gender Relations Surveys,” as they are known in 10 USC §481, have been conducted with active-duty forces (in 2002, 2006, 2010, and 2012). DoD conducted reserve-component versions of this survey in 2004, 2008, and 2012.

The results of the 2012 survey suggested that more than 26,000 active-duty service members had experienced *unwanted sexual contacts* in the prior year, an estimate that received widespread public attention and concern. In press reports and congressional inquiries, questions were raised about the validity of the estimate, about what *unwanted sexual contact* included, and about whether the survey had been conducted properly. Although many of these concerns were unfounded, the leadership of the Senate Armed Services Committee urged the Secretary of Defense to conduct an independent assessment of the number of service members who experience sexual assault or sexual harassment.

The Sexual Assault Prevention and Response Office within the Office of the Secretary of Defense selected the RAND Corporation to provide a new and independent evaluation of sexual assault, sexual harassment, and gender discrimination across the military. As such, DoD asked the RAND research team to redesign the approach used in previous DoD surveys if changes would improve the accuracy and validity of the survey results for estimating the prevalence of sexual crimes and violations. In the summer of 2014, RAND fielded a new survey, called the RAND Military Workplace Study.

This report is the first of several that will, collectively, describe the study methodology and its main findings. This first volume describes the survey methods and the rationale for those methods, covering topics related to the survey instrument, sampling, recruitment, and analytic weighting. Reports to be released in spring 2015 will present survey results for active-duty and reserve-component service members in the Army, Navy, Air Force, and Marine Corps (Volume 2), and the Coast Guard (Volume 3).

This research was conducted within the Forces and Resources Policy Center of the RAND National Defense Research Institute, a federally funded research and develop-

ment center sponsored by the Office of the Secretary of Defense, the Joint Staff, the Unified Combatant Commands, the Navy, the Marine Corps, the defense agencies, and the defense Intelligence Community.

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Summary

In early 2014, the Department of Defense (DoD) Sexual Assault Prevention and Response Office asked the RAND National Defense Research Institute (NDRI) to conduct an independent assessment of sexual assault, sexual harassment, and gender discrimination in the military—an assessment last conducted in 2012 by the department itself through the Workplace and Gender Relations Survey. The 2014 RAND Military Workplace Study (RMWS) fielded a new survey in the summer of 2014 to a much larger sample of the military community than previous surveys—men and women, both on active duty and in the reserve component, and including the four DoD military services plus the Coast Guard. The objectives of the 2014 study were to

- establish precise and objective estimates of the percentage of service members who experienced sexual assault, sexual harassment, and gender discrimination in the past year
- describe the characteristics of these incidents, such as where and when they occurred, who harassed or assaulted the member, whether the event was reported, and what services the member sought
- identify barriers to reporting these incidents and barriers to the receipt of support and legal services.

DoD asked the RAND research team to redesign the approach used previously in the Workplace and Gender Relations Survey of Active Duty Personnel (WGRA) surveys if changes would improve the accuracy and validity of the survey results for counting sex crimes and sexual harassment. The approach developed for the RMWS measurement of sexual assault aligns closely with the definitions in the Uniform Code of Military Justice (UCMJ) for Article 120 and Article 80 crimes. The survey measures sexual harassment and gender discrimination, which together we refer to as sex-based military equal opportunity (MEO) violations, using criteria drawn directly from DoD Directive 1350.2. Compared with past surveys that were designed to measure experiences associated with sexual misconduct, our approach offers greater precision in estimating the number of *crimes* and *MEO violations* that have occurred. Specifically, the RMWS measures:

- *sexual assault*, which captures three mutually exclusive categories of sexual assault: *penetrative*, *non-penetrative*, and *attempted penetrative* crimes
- *sex-based MEO violations*, which consist of
 - *sexually hostile work environment*—a workplace characterized by persistent or severe unwelcome sexual advances, or verbal or physical conduct that offends service members
 - *sexual quid pro quo*—incidents in which someone uses his or her power or influence within the military to attempt to coerce sexual behavior in exchange for a workplace benefit
 - *gender discrimination*—incidents in which service members are subjected to mistreatment on the basis of their gender that affects their employment conditions.

DoD, in consultation with the White House National Security Staff, stipulated that the sample size for the RMWS was to include a census of all active-duty women and 25 percent of active-duty men in the Army, Navy, Air Force, Marine Corps, and Coast Guard. In addition, we were asked to include a smaller sample of National Guard and reserve members sufficient to support comparisons of sexual assault and harassment between the active-duty and reserve forces. Subsequently, the U.S. Coast Guard also asked that RAND include a sample of their active-duty and reserve members. In total, therefore, RAND invited close to 560,000 service members to participate in the study, making it the largest study of sexual assault and harassment ever conducted in the military.

The large sample for this study is particularly valuable for understanding the experiences of relatively small subgroups in the population. For example, RAND's survey will provide more information about the experiences of men that have been sexually assaulted within each service and by rank. In the last WGRA, 117 men indicated they had experienced *unwanted sexual contacts*, the term used to refer to events similar to sexual assaults. This low number limits generalizations that can be made about the sexual assault experiences of men in the military.

The large sample associated with the RMWS also gave RAND the opportunity to test how changing the questionnaire itself might have affected survey results. Specifically, we were able to use a segment of our overall sample to draw direct comparisons between rates of sexual assault and sexual harassment as measured using the 2014 RMWS questionnaire and the 2012 WGRA questionnaire. To enable this comparison and others, we randomly assigned respondents to one of four different survey questionnaires:

1. A “long form” consisting of a sexual assault module; a sex-based MEO violation module, which assesses sexual harassment and gender discrimination; and questions on respondent demographics, psychological state, command climate,

- attitudes and beliefs about sexual assault in the military and the nation, and other related issues.
2. A “medium form” consisting of the sexual assault module, the sex-based MEO violation module, and some demographic items.
 3. A “short form” consisting of the sexual assault module, only the screening items from the sex-based MEO violation module, and demographic items. Thus, these respondents did not complete the full, sex-based MEO violation assessment.
 4. A “prior WGRA form,” which included questions from the 2012 WGRA, including the unwanted sexual contact, sexual harassment, and gender discrimination sections from that survey.

The RMWS survey is designed to provide a valid and precise estimate of the number of service men and women who have experienced sexual assault, sexual harassment, or gender discrimination in the past year. Although many of our improvements build on methods developed for the WGRA, the new survey collects more detailed information related to whether the event is consistent with criminal offenses under the UCMJ or violations of MEO. Other improvements in our survey approach include:

- *Simplifying question syntax to improve respondent understanding.* Earlier WGRA surveys used complex questions for the sexual harassment and unwanted sexual contact measure, questions that placed heavy demands on respondents’ reading skills and comprehension. RAND’s approach presented a series of simpler questions asking about behaviorally specific experiences.
- *Clarifying question terminology.* The prior WGRA approach to measuring sexual assault relied on respondents’ understanding of the complex concept of *consent*, and did so without defining the term. The RAND questionnaire avoids use of this term for most definitions of sexual assault. Instead, we substituted the behaviorally specific forms of coercion defined as criteria for sex crimes in Article 120 of the UCMJ. Similarly, we limited use of the term *sexual* in defining the events that might qualify as sexual assault because sexual assaults that would qualify as crimes in Article 120 need not be associated with sexual gratification if they are designed to humiliate or debase the person who is assaulted. Instead, the new RMWS survey inquires about sexual assaults using simple behavioral and anatomical descriptions that make no reference to whether the behaviors were “sexual” or not. Use of such behaviorally and anatomically specific language not only better matches the similarly specific language of Article 120, it also has been the standard approach for accurately assessing sexual assault in survey research conducted with civilian populations for decades (National Research Council, 2014). We believe these changes (and many others like them) clarify the meaning and intent of our survey questions and have improved the reliability and valid-

ity of respondents' answers. Pretesting of the survey indicated that respondents found the items to be clear and easy to understand.

- *Reducing overcounting of offenses due to telescoping.* People often report crimes as occurring more recently than they really did—a tendency that is referred to as *telescoping*. To guard against this phenomenon, RAND implemented several strategies in the RMWS survey that are designed to better orient respondents to the specific timeframe under consideration in each section of the survey.

We took additional steps to increase response rates and reduce nonresponse bias:

- *A shorter survey.* The RMWS survey that most respondents received is shorter than the prior WGRA and could be completed by most respondents in just eight minutes.
- *Maximizing responses to the key questions.* We placed the sexual assault and sexual harassment modules at the beginning of the survey to maximize the number of respondents answering these questions, since historically there has been considerable survey break-off before reaching these core questions.
- *Reaching junior enlisted members and others with limited access to computers.* We made the survey smartphone compatible and developed a communications plan that promoted the survey through many channels, including social media, public service announcements, and print news stories.
- *Compensating for possible survey nonresponse bias.* If sampled service members who choose not to participate in the study have different experiences regarding sexual harassment and assault than those who did participate, our estimates could misrepresent the experience of the full population of service members. Building off the extensive analysis conducted during the 2012 WGRA survey, RAND developed nonresponse weights that allow us to account for a wider set of factors to assess the representativeness of the sample and to reduce nonresponse bias on the key study outcomes.

We cannot yet say how these improvements will affect our estimates of sexual harassment and sexual assault. Some of the changes are likely to increase and others are likely to decrease the number of individuals classified as experiencing sexual assault, sexual harassment, or gender discrimination in the past year. But we believe that the new questions should provide more precise and valid estimates of the offenses of greatest concern to the military and should perform better for tracking changes caused by training and policies to reduce these offenses and violations.

This report is the first in a series that will describe the methodology and results of the RAND Military Workplace Study for DoD active-duty forces, for guard and reserve forces, and for Coast Guard active-duty and reserve forces. This volume covers the study methodology—the study design, questionnaire development, and analytic

methods used in calculating estimates. Survey results will be presented in subsequent reports, including a report of top-line estimates of sexual assault and sexual harassment (by gender, service branch, and type of assault) provided to the DoD Sexual Assault Prevention and Response Office and the U.S. Coast Guard, followed by a series of publicly available reports on the main findings of the study scheduled for release in late spring 2015.

Acknowledgments

We wish to thank the service men and women who took the time to complete the RAND Military Workplace Study survey and share their experiences, even when those experiences were painful to recount.

Many people assisted us with the development of the new survey instrument. The leadership and staff in each of the services' sexual assault prevention and response (SAPR) offices provided many rounds of review, valuable suggestions, and feedback, as did research staff from the Air Force and Army Research Institute. James Clark and Teresa Scalzo consulted on the interpretation of Article 120 of the Uniform Code of Military Justice. Jonathan Welch, RAND, and Tom Bush consulted on the National Guard and reserve form of the survey. The questionnaire further benefited from comments of 24 anonymous service members and recent veterans who agreed to pre-test the survey and provide us with their reactions to it. We express our appreciation to John Boyle, Senior Vice President of ICF International; Richard Baskin, from Decipher Inc.; and Mary Koss, from the University of Arizona, for providing a survey instrument they developed to measure sexual assault experiences among service members in the U.S. Air Force. This instrument was helpful to us in creating the new survey instrument used in this study.

In addition to assisting us with the development of the survey instrument, the members of our scientific advisory board have provided invaluable guidance on difficult decisions throughout the project.

We are grateful for the assistance and expert advice provided to us by the Defense Manpower Data Center (DMDC), and especially to Elizabeth Van Winkle, who shared DMDC experience from prior administrations of the Workplace Gender Relations surveys, and who served as a liaison between RAND and other parts of DMDC. We also thank Paul Rosenfeld for his rapid and careful reviews of the survey licensing materials submitted by RAND to the Office of the Secretary of Defense (OSD) and Major Brandi Ritter in the Office of the Under Secretary of Defense for Personnel and Readiness Research Regulatory Oversight Office for her review and oversight of study human subjects protections.

Several people assisted us with the many technical challenges involved in fielding such a large survey across DoD services. We thank Gary Lindeen at the Headquarters

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We have benefitted from a strong and critical set of internal and external quality assurance reviewers, including Cynthia Cook, Greg Ridgeway, John Winkler, Bernie Rostker, and Daniel Ginsberg, all of whom have provided valuable guidance throughout this effort. We also thank Lane Burgette for assistance with double-checking and troubleshooting our statistical programming.

We also wish to thank the interviewers and helpdesk staff at Westat who supported the survey through its fielding period.

Finally, we wish to thank our sponsors in the OSD Sexual Assault Prevention and Response Office. Nate Galbreath and Major General Jeffrey Snow have provided strong support to the study team throughout the project.

Abbreviations

BAC	blood alcohol content
CDC	Centers for Disease Control and Prevention
DEERS	Defense Enrollment Eligibility Reporting System
DMDC	Defense Manpower Data Center
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
FBI	Federal Bureau of Investigation
GBM	Generalized Boosted Models
HRSAP	Human Resources Strategic Assessment Program
MEO	military equal opportunity
NCWSV	National College Women Sexual Victimization Survey
NCVS	National Crime Victimization Survey
NISVS	National Intimate Partner and Sexual Violence Survey
NRC	National Research Council
NVAWS	National Violence Against Women Study
NWS	National Women's Study
NWS-R	National Women's Study Replication
OMB	Office of Management and Budget

OSD	Office of the Secretary of Defense
OUSD/P&R	Office of the Under Secretary of Defense for Personnel and Readiness
PTSD	posttraumatic stress disorder
RMWS	RAND Military Workplace Study
RSP	Response Systems to Adult Sexual Assault Crimes Panel
SAFE	Survey of Academic Field Experiences
SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SEQ	Sexual Experiences Questionnaire
UCMJ	Uniformed Code of Military Justice
UCR	Uniform Crime Reporting
WDOT	Wisconsin Department of Transportation
WGRA	Workplace and Gender Relations Survey of Active Duty Members
WGRR	Workplace and Gender Relations Survey of Reserve Component Members

The 2014 RAND Military Workplace Study

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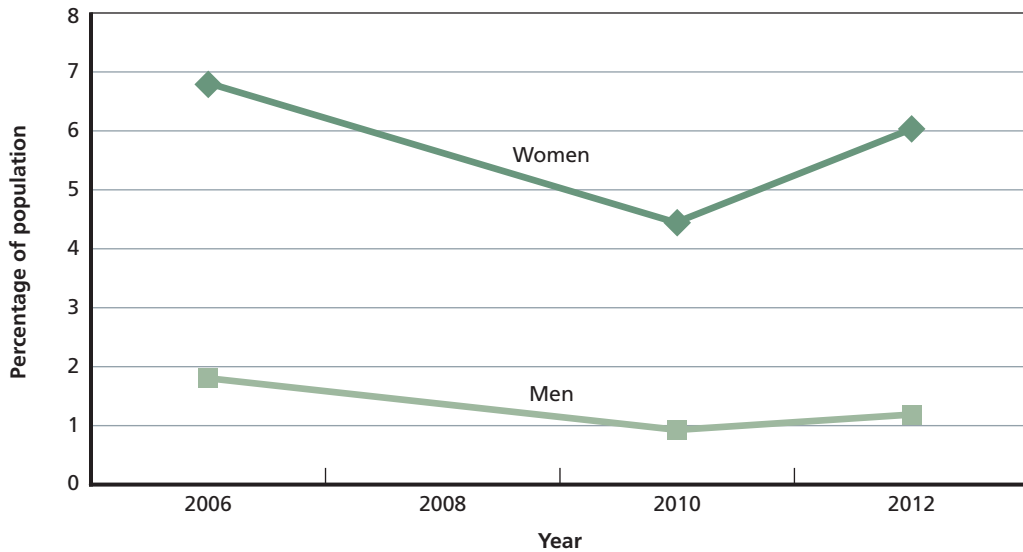
Background: The Workplace and Gender Relations Survey

The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) released the results of the 2012 Workplace and Gender Relations Survey of Active Duty Personnel (WGRA) in May 2013 (DMDC, 2013b). This report showed a sharp increase in the numbers of service members experiencing past-year unwanted sexual contacts in comparison to estimates last made in 2010. The 2012 estimate that 26,000 service members experienced unwanted sexual contacts in the past year were widely reported in the news media, discussed in the blogosphere, cited by members of Congress, and highlighted by advocacy organizations concerned with service members' welfare.

Overall, the 2012 WGRA estimated that 6.1 percent of women and 1.2 percent of men experienced unwanted sexual contact (i.e., rape, attempted rape, or nonconsensual sexual contact) in the past year. The percentage of women had risen since 2010, but was similar to estimates released in 2006 (see Exhibit 1.1); among men, the percentage who experienced unwanted sexual contact had remained steady since 2006. The 2012 study further detailed that, among women who experienced unwanted sexual contact, the most serious event—or the event that had the “greatest effect” on them—was divided evenly among those who had experienced penetrative assaults, attempted assaults, and unwanted sexual touching. For men who experienced unwanted sexual contact, 51 percent indicated that the most serious event was unwanted sexual touching, 10 percent said they experienced completed sex, 5 percent indicated attempted sex, and 34 percent could not be categorized either because the respondent said none of the response options correctly described the event, or because they provided no response.

A confluence of factors around the time the 2012 results were released contributed to prolonged and intense media attention to the problem of sexual assaults in the military. These included the ongoing critical and commercial success of *The Invisible War* (2012) documentary about sexual assault in the military, allegations of sexual misconduct levied against an Army general that received extensive media coverage (Zucchini, 2013), the high-profile dismissal in February 2013 of a fighter pilot's sexual assault conviction by his commanding general (Montgomery, 2013), and the widely

Exhibit 1.1
Trends in the Percentage of Service Men and Women Who Indicated Experiencing Unwanted Sexual Contact in the Past Year



RAND RR870/1-1.1

publicized arrest for sexual battery of the Air Force Sexual Assault Prevention Chief, which occurred just days before the release of the 2012 report (Shinkman, 2013).

The 2012 WGRA report discussed rapes and sexual assaults as forms of *unwanted sexual contact*, but the public discussion that developed around the 26,000 estimate often revealed confusion over just what unwanted sexual contact might include. In some cases, reports explicitly or implicitly suggested that 26,000 service members were raped, as opposed to raped or sexually assaulted in other ways, such as unwanted touching. In other cases, questions were raised about whether unwanted sexual contact might include sexual harassment or even events that are not illegal.

For instance, in a Senate Oversight Hearing in June 2013, one senator suggested that “Unwanted sexual contact is everything from somebody looking at you sideways when they shouldn’t to someone pushing you up against the wall and brutally raping you.” This senator urged service chiefs to develop a metric that would disentangle sexual assault and sexual harassment to better determine how many “women and men are being raped and sexually assaulted on an annual basis” (U.S. Senate, 2013). Although these suggestions were based on a misunderstanding—*unwanted sexual contact* does not include sexual harassment and focuses on rapes and sexual assaults exclusively—this fact did not come to light during the oversight hearing, and indeed those providing testimony agreed with the criticism and recommendations.

Confusion about the 2012 findings also arose from high-profile criticisms of the 2012 WGRA methodology, some of which were also unfounded. A widely cited opinion piece in the *Wall Street Journal* argued that the “26,000 figure is such bad math—derived from an unscientific sample set and extrapolated military-wide—that no conclusions can be drawn from it” (Rodman, 2013). This essay noted that women were disproportionately represented in the sample of 2012 WGRA respondents, making the sample unrepresentative of the military as a whole. This conclusion, however, did not account for the sampling and weighting procedures used to ensure the results from the sample of respondents were representative of the larger population. Such procedures are conventional in all professional survey research, and they are required by the Office of Management and Budget (OMB) for all federal surveys (OMB, 2006). The weighting procedures employed for the 2012 WGRA followed these standard procedures appropriately (DMDC, 2012, 2014).

Others asserted that the focus on sexual assault in the military was politically motivated and that differences between the DoD results and Bureau of Justice Statistics surveys of civilian women called the methodology into question (Scarborough, 2014), despite the fact that the Bureau’s estimates of sexual assault are widely thought to underestimate the extent of the problem (National Research Council, 2014).

Contrary to these critiques, the Defense Manpower Data Center (DMDC) had relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the 2012 WGRA. Nevertheless, the concern that the survey was flawed or unscientific resonated with many who doubted the 26,000 number both inside and outside the Congress and military.

In the National Defense Authorization Act for Fiscal Year 2013, responding to growing concerns about sexual assault in the military, Congress directed the Secretary of Defense to establish the Response Systems to Adult Sexual Assault Crimes Panel to conduct an independent review of the military’s systems to investigate, prosecute, and adjudicate sexual assault and related offenses. Through hearings and expert testimony, this panel closely examined the WGRA and methods for conducting crime victimization surveys to provide a more reliable estimate of the incidence of sexual assault in the military for Congress and the Secretary of Defense. It recommended working with experts in the field to develop a new crime victimization survey, and offered several recommendations for how that survey could improve on the existing one.¹

After discussions with leadership of the Senate Armed Services Committee in the fall of 2013, DoD agreed to have the scheduled 2014 WGRA designed, administered, and analyzed by an independent organization. DoD selected the RAND Corporation to conduct the 2014 survey and additional studies to evaluate the validity of the survey results. This report describes RAND’s approach to estimating the number of service members who experienced sexual assault or sexual harassment in the past year.

The RAND Military Workplace Study

To ensure the independence and validity of the 2014 WGRA, DoD asked the RAND research team to redesign the approach used previously in the WGRA surveys if changes would improve the accuracy and validity of the survey results for criminal and policy violations. More generally, core objectives for the 2014 survey were to

- establish precise and objective estimates of the percentage of service members who experienced sexual assault, sexual harassment, and gender discrimination in the past year
- describe the characteristics of these incidents, such as where and when they occurred, who harassed or assaulted the member, whether it was reported, and what services the members sought
- identify barriers to reporting these incidents and barriers to the receipt of support and legal services.

In consultation with White House staff, DoD stipulated that the survey would go out to a much larger sample of active-duty members than in the past, to include a census of all women and 25 percent of men. Moreover, a smaller sample of guard and reserve members would be included sufficient to support comparisons of sexual harassment and assault in the active-duty and reserve components.

Because we intended to make extensive changes to the measurement of sexual assault and harassment, we proposed that a random subsample of respondents receive the questions used in prior WGRA administrations. Comparison of prevalence rates assessed with the new and old versions of the items would provide important information on whether the two approaches differ in terms of the number or types of sexual assault and harassment they assess. Moreover, overlapping administrations of the old and new survey questions could provide information useful for transitioning between earlier time-series data on these offenses and a new time series if future WGRA surveys incorporate the questionnaire developed by RAND. In addition, we changed the name of the survey from WGRA to the 2014 RAND Military Workplace Study to highlight that it was being conducted independently of DoD and to reduce the association of the survey with other gender-relations surveys that might appeal to a narrower segment of the armed forces population than a more general military workplace construct.

The very large sample size stipulated for this study is particularly valuable for understanding the experiences of relatively small subgroups in the population. For instance, in the smaller 2012 WGRA, 117 men indicated that they had experienced what the WGRA defined as unwanted sexual contact in the past year. This small sample limited the generalizations that could be made about the sexual assault experiences of men in the military. By more than quadrupling the sample size, RAND's data will provide more-detailed information on men's experiences, and the experiences of other subpopulations, with the sexual assault response systems available to them.

In contrast, it is not necessary to collect general experiences and attitudes from such a large sample, and doing so would be wasteful of service members' time (it would not provide meaningful improvements in survey estimates). Therefore, we designed the survey so that each question was posed to only as many service members as was necessary to provide the needed precision required for the question. We implemented this plan by randomly assigning respondents to receive one of four different survey forms (see Survey Instrument at the end of this report):

1. A “long form,” consisting of a sexual assault module (including screening and follow-up items); a sex-based military equal opportunity (MEO) violation module, which assesses sexual harassment and gender discrimination; and questions on demographics, psychological state, command climate, and attitudes and beliefs about sexual assault. In addition, the long form included service-specific questions that were added at the request of three services. These questions were seen only by members of the service that contributed them.
2. A “medium form,” consisting of the sexual assault module, the sex-based MEO violation module, and some demographic questions.
3. A “short form,” consisting of the sexual assault module, only the screening items from the sex-based MEO violation module, and demographic questions. Thus, these respondents did not complete the full, sex-based MEO violation assessment.
4. The “prior WGRA form,” which, as described above, included questions from the 2012 WGRA, including the unwanted sexual contact, sexual harassment, and gender discrimination assessments from that survey.

Throughout the development of the survey instruments, the study design, and the analysis plan, RAND worked in close consultation with a scientific advisory board that included experts on civilian and military law, the assessment of sexual assault and

Table 1.1
Survey Forms and Modules

Items	Long Form	Medium Form	Short Form	Prior WGRA Form
Demographic questions	✓	✓	✓	✓
Sexual assault module	✓	✓	✓	
Sex-based MEO violation screening items	✓	✓	✓	
Sex-based MEO violation follow-up items	✓	✓		
Attitude and climate questions	✓			
2012 WGRA questions				✓

sexual harassment, victim services, and survey methodology (see page iii for a list of scientific advisory board members). Members of this board contributed their expertise in formal meetings and as they reviewed many iterations of study plans and materials. In addition, RAND researchers consulted with other experts, advocacy groups, and service members, including many who had experienced sexual assault or sexual harassment, to ensure that each survey question assessed the legal construct it was designed to measure as accurately as possible and to ensure that respondents could reliably understand the meaning of each question.

This report is the first in a series that will describe the methodology and results of the RAND Military Workplace Study (RMWS) for DoD active-duty forces, for National Guard and reserve forces, and for Coast Guard active-duty and reserve forces. This volume covers the study methodology—the study design (Chapter Three), questionnaire development (Chapter Four), and analytic methods (Chapter Five) used in calculating estimates—as well as a review of what is known about the prevalence of sexual assault and sexual harassment in civilian and military populations, and some of the challenges of measuring these crimes and violations (Chapter Two). The report closes with a summary of key improvements of the RMWS designed to increase the precision and validity of the survey results.

Measurement of Sexual Harassment and Sexual Assault

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After three decades of research on civilian and military sexual harassment and sexual assault, there continues to be uncertainty about the true percentage of members of the American civilian and military workforces who are sexually harassed. Likewise, estimates of the percentage of American men and women who are sexually assaulted each year or in their lifetimes vary substantially based on measurement differences across surveys. In many ways, this variation serves to illustrate the challenges faced in this research area and the careful decisionmaking that is required. To provide context to the RAND research team's design and methodological decisions presented in this volume, this chapter describes variation in the existing epidemiological estimates of the prevalence of sexual harassment and sexual assault in military and civilian populations, and outlines the measurement challenges that all victimization surveys must address.

Sexual Harassment in the American Civilian and Military Workforce

Sexual harassment is defined by the Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that (a) affects the terms, conditions, or employment decisions related to the individual's job (*quid pro quo* harassment) or (b) creates an intimidating, hostile, or offensive working environment ("hostile workplace" harassment; EEOC, 1980, 29 C.F.R. § 1604.11). It defines *gender discrimination* as a separate equal employment opportunity (EEO) violation involving unfavorable treatment of an applicant or employee because of their gender. In contrast, the most widely used questionnaires assessing sexual harassment typically subsume gender discrimination as one type of sexual harassment (e.g., Fitzgerald, Gelfand, and Drasgow, 1995). As such, most published research makes no distinction between gender discrimination and sexual harassment.

Although researchers have investigated sexual harassment in the workplace since the 1980s, there is a paucity of high-quality epidemiological studies to provide national estimates for the prevalence of workplace sexual harassment among American men and women. In 2003, when Ilies and colleagues published a meta-analysis of sexual harass-

ment rates across studies of smaller organizations or workplace fields, there had not yet been a study of sexual harassment that relied on a nationally representative sample (Ilies et al., 2003). Since 2003, we are aware of two national studies of sexual harassment among civilians (Das, 2009; Shannon, Rospenda, and Richman, 2007). Within the military, estimates are derived from the biennial Workplace and Gender Relations Survey of Active Duty Members (WGRA) and Workplace and Gender Relations Survey of Reserve Component Members (WGRR), and an independent investigation of sexual harassment in a representative sample of former reservists (Street et al., 2008).

Ilies and colleagues (2003) identified 71 studies that reported an incidence rate of sexual harassment in at least one sample of women.¹ Here, we summarize results from only those studies that relied on a random, stratified random, or complete census of an organization. In studies that asked women if they had been “sexually harassed,” an average of 24 percent of surveyed women indicated that they had been sexually harassed (95-percent confidence interval: 19–28 percent). Surveys that asked women to indicate whether they had experienced a series of behaviors consistent with sexual harassment (e.g., “Have you ever been in a situation where you felt you were being subtly bribed with some sort of reward to engage in sexual behavior with a coworker?”; Fitzgerald, Gelfand, and Drasgow, 1995) were associated with a higher average, 58 percent of women (95-percent confidence interval: 52–63 percent; Ilies et al., 2003). For both the direct query method (“have you ever been sexually harassed?”) and the series of sexually harassing experiences, the average rate in military samples was larger than the average of rate in civilian samples (36 percent and 69 percent, respectively; Ilies et al., 2003). Despite the value of meta-analyses to summarize a broad literature on sexual harassment, the rates reported by Ilies and colleagues are challenging to interpret as they combine rates derived from non-comparable periods (e.g., annual, career to date) to produce averages.

In the first sexual harassment study to employ a nationally representative sample of both men and women, Shannon, Rospenda, and Richman (2007) used random-digit dialing to reach a stratified random sample of working adults. Like many other sexual harassment researchers, to assess sexual harassment experience in the past 12 months, they relied on a modified version of the Sexual Experiences Questionnaire (SEQ; a questionnaire that combines sexual harassment and gender discrimination into a single estimate of sexual harassment; Fitzgerald, Gelfand, and Drasgow, 1995). Respondents completed the questionnaire twice, at time points separated by one year, and were counted as sexually harassed if they indicated having experienced any one type of sexually harassing behavior (e.g., unwanted romantic overtures) more than one time (Shannon, Rospenda, and Richman, 2007). Among men, 44 percent indicated that they had experienced incidents consistent with sexual harassment within the two-year study period, and 46 percent of women indicated the same (Shannon, Rospenda, and Richman, 2007). See Table 2.1 for a summary of nationally representative civilian and military surveys assessing sexual harassment.

Table 2.1
Sexual Harassment Survey Comparison Chart

Source	Construct and Definition	Measurement Approach	Prevalence Estimates
Shannon, Rospenda, and Richman (2007)	<u>Sexual Harassment</u> : Unwelcome and offensive behaviors based on one's sex	9 behaviorally specific items derived from the SEQ (Fitzgerald, Gelfand, and Drasgow, 1995). Categorized as sexually harassed when any one item is described as occurring "more than once" or sexual coercion occurred at least once.	<u>Sexual Harassment over 2 years</u> 46% of employed women 44% of employed men
1992 U.S. National Health and Social Life Survey (Das, 2009)	<u>Sexual Harassment</u> : Sexual advances, propositions, or unwanted sexual discussions from co-workers or supervisors.	Single survey item worded as follows: "Sometimes at work, [men/women] find themselves the object of sexual advances, propositions, or unwanted sexual discussions from co-workers or supervisors. The advances sometimes involve physical contact and sometimes just involve sexual conversations. Has this ever happened to you?"	<u>Sexual Harassment over Career</u> 41% of employed women 36% of employed men
Street et al. (2008)	<u>Sexual Harassment</u> : Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that occur in a work setting	The full 24-item, DoD-specific SEQ (Fitzgerald et al., 1999). To be classified as sexually harassed, former reservists had to indicate that four different potentially harassing experiences occurred or at least one severe form of harassment occurred (i.e., <i>quid pro quo</i> exchanges, workplace-based sexual assault).	<u>Sexual Harassment over Military Career</u> 60% of female reservists 27% of male reservists
Workplace and Gender Relations Survey of Active Duty Service Members (DMDC, 2013b)	<u>Sexual Harassment</u> : Crude/offensive behavior (e.g., repeatedly told sexual stories or jokes that are offensive); unwanted sexual attention (e.g., unwanted attempts to establish a romantic sexual relationship despite efforts to discourage it); or sexual coercion (e.g., treated badly for refusing to have sex). <u>Sexist Behavior</u> : Verbal or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent. <u>Gender Discrimination</u> : Treating individuals differently in their employment specifically because of their sex (e.g., unfair or unequal access to professional development resources and opportunities due to a member's gender).	<u>Sexual Harassment</u> : 12 behaviorally specific items derived from the DoD SEQ (Fitzgerald et al., 1999). Categorized as sexually harassed if respondent indicates that one or more items occurred AND indicates that they believe it constituted "sexual harassment." <u>Sexist Behavior</u> : Four behaviorally specific items derived from the DoD SEQ (Fitzgerald et al., 1999). Categorized as experiencing "sexist behavior" if respondent indicates that one or more items occurred. <u>Gender Discrimination</u> : 12 items assessing evaluation, career, and assignment discrimination. Respondents are classified as experiencing gender discrimination if they indicate that a discrimination event occurred in the past 12 months, believe their gender was a factor, and believe at least one event constituted sex discrimination.	<u>Sexual Harassment (Annual)</u> 23% of service women 4% of service men <u>Sexist Behavior (Annual)</u> 47% of service women 15% of service men <u>Gender Discrimination (Annual)</u> 12% of service women 2% of service men

Table 2.1—Continued

Source	Construct and Definition	Measurement Approach	Prevalence Estimates
Workplace and Gender Relations Survey of Reserve-Component Members (DMDC, 2013a)	<p><u>Sexual Harassment</u>: Crude/offensive behavior (e.g., repeatedly told sexual stories or jokes that are offensive); unwanted sexual attention (e.g., unwanted attempts to establish a romantic sexual relationship despite efforts to discourage it); or sexual coercion (e.g., treated badly for refusing to have sex).</p> <p><u>Sexist Behavior</u>: Verbal or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent.</p> <p><u>Gender Discrimination</u>: Treating individuals differently in their employment specifically because of their sex (e.g., unfair or unequal access to professional development resources and opportunities due to a member’s gender).</p>	<p><u>Sexual Harassment</u>: 12 behaviorally specific items derived from the DoD SEQ (Fitzgerald et al., 1999). Categorized as sexually harassed if respondent indicates that one or more items occurred AND indicates that they believe it constituted “sexual harassment.”</p> <p><u>Sexist Behavior</u>: Four behaviorally specific items derived from the DoD SEQ (Fitzgerald et al., 1999). Categorized as experiencing “sexist behavior” if respondent indicates that one or more items occurred.</p> <p><u>Gender Discrimination</u>: 12 items assessing evaluation, career, and assignment discrimination. Respondents are classified as experiencing gender discrimination if they indicate that a discrimination event occurred in the past 12 months, believe their gender was a factor, and believe at least one event constituted sex discrimination.</p>	<p><u>Sexual Harassment (Annual)</u> 18% of female reservists 2% of male reservists</p> <p><u>Sexist Behavior (Annual)</u> 34% of female reservists 10% of male reservists</p> <p><u>Gender Discrimination (Annual)</u> 12% of female reservists 2% of male reservists</p>

Relying on data from the 1992 U.S. National Health and Social Life Survey, Das (2009) estimated that 36 percent of adult men and 41 percent of adult women who have participated in the workforce are sexually harassed at some point during their career. The sample was nationally representative of U.S. adults, and sexual harassment was assessed with a single question. Respondents were queried as follows: “Sometimes at work, [men/women] find themselves the object of sexual advances, propositions, or unwanted sexual discussions from coworkers or supervisors. The advances sometimes involve physical contact and sometimes just involve sexual conversations. Has this ever happened to you?” Unlike the Shannon, Rospenda, and Richman (2007) estimate above, this definition of sexual harassment excludes gender discrimination, but conceivably includes both *quid pro quo* harassment and hostile work environments.

For the military specifically, there are three sources of sexual harassment estimates using a high-quality probability sample: the WGRA, the WGRR, and independent work by Street and colleagues (2008). The Workplace and Gender Relations Surveys rely on stratified, random samples of active-duty service members and reserve-component members. The report associated with the 2012 fielding included the estimate that 4 percent of active-duty service men and 23 percent of active-duty service women indicate that they were sexually harassed in the previous 12 months (DMDC, 2013b). Among reserve and guard members, 2 percent of men and 18 percent of women indicate being sexually harassed in the previous 12 months (DMDC, 2013a). The lower rates of sexual harassment relative to those in civilian samples likely reflect both the difference in time periods and also the study’s more restrictive sexual harassment definition. Respondents are classified as sexually harassed only if they label their experience sexual harassment and only if they indicated that they have had experiences consistent with a hostile workplace or a sexual *quid pro quo* exchange. Labeling is generally not required in civilian studies.

The active-duty and reserve-component surveys assess gender discrimination with two different scales. The first is the four-item subscale of the SEQ, labeled “sexist behavior.” Respondents are classified as having experienced sexist behavior if they indicate that they have experienced one or more sexist behaviors (e.g., a coworker “referred to people of your gender in insulting or offensive terms”). Labeling the experience discrimination or harassment is not necessary. In 2012, based on this scale, 15 percent of active-duty men and 47 percent of active-duty women indicated experiencing sexist behavior (DMDC, 2013b). Among reserve and guard members, 10 percent of men and 34 percent of women indicated that they had experienced sexist behavior (DMDC, 2013a). A separate, 12-item gender discrimination scale includes items assessing negative career actions in which the respondent believes their gender was a factor (e.g., “you were rated lower than you deserved on your last military evaluation” and “your gender was a factor” [DMDC, 2013a]). To be classified as having experienced gender discrimination, a respondent had to both indicate experiencing an adverse career action in which they believed their gender was a factor and explicitly label that experience “sex

discrimination” (DMDC, 2013a). By these criteria, 2 percent of active-duty men and 12 percent of active-duty women were classified as having experienced gender discrimination in the past 12 months (DMDC, 2013b). Among reserve and guard members, the results were the same: 2 percent of men and 12 percent of women were classified as experiencing gender discrimination in the past year.

In an investigation of former members of the reserve forces of the U.S. military, Street and colleagues (2008) accessed a stratified, random sample of recently separated reservists. One strength of their study design was that by sampling from all recently separated reservists (as opposed to current members), the sample includes both satisfied members (e.g., retirees) as well as those who might be more inclined to leave the service (e.g., individuals who have been sexually harassed; Antecol and Cobb-Clark, 2006). The study relied on former reservists’ responses to the 24-item DoD-specific SEQ (Fitzgerald et al., 1999). To be classified as sexually harassed, former reservists had to indicate that they had experienced four different potentially harassing behaviors or at least one severe form of harassment (i.e., *quid pro quo* exchanges). Sixty percent of women and 27 percent of men indicated experiences that were consistent with these criteria during their military service (Street et al., 2008). Controlling for age and race, female former reservists were 5.5 times more likely to indicate that they experienced sexually harassing behaviors during their time in the reserves than were males (Street et al., 2007).

Sexual Assault of American Civilians and Military Service Members

DoD Directive 6495.01 defines sexual assault, consistent with Uniform Code of Military Justice (UCMJ) Article 120, as “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact), or attempts to commit these acts” (DoD, 2013b, 2012). To be clear, DoD defines consent to include “words or overt acts indicating a freely given agreement to the sexual conduct at issue by a competent person,” and consent cannot be satisfied if the person is “sleeping or incapacitated, such as due to age, alcohol or drugs, or mental incapacity” (DoD, 2013b, 2012). These definitions are consistent with most U.S. state statutes on sexual assault, the majority of which include both penetrative and non-penetrative sexual contact crimes, offender behaviors beyond physical force such as threats and intimidation, and inclusion of situations in which the victim is not legally capable of providing consent (Tracy et al., 2012).

According to the Uniform Crime Reporting (UCR) system, 84,376 forcible rapes were reported to United States law enforcement in 2012 (FBI, 2012). This translates to 59.2 forcible rapes per 100,000 females. Unfortunately, for the purpose of document-

ing the extent of the problem, the UCR estimate is limited to only assaults by men against women and only assaults perpetrated by force. (See Table 2.2 for definitions and prevalence estimates for sexual assault in this and other sources.) Furthermore, while the UCR data provides useful information about the number of female forcible rape victims *who report the assault to the criminal justice system*, it provides little insight into the total number of victims because it does not include unreported cases. Sexual assault is a notoriously underreported crime, with investigators estimating that anywhere from 16–98 percent of sexual assaults are not reported to the police (Ahrens et al 2007; Fisher et al., 2003; Jacques-Tiura et al., 2010; National Victim Center and Crime Victims Research and Treatment Center, 1992; Langton et al., 2012; Tjaden and Thoennes, 2000; Truman and Langton, 2014). Similarly, sexual assaults against service members appear to be reported only rarely. For instance, whereas the 2012 WGRA estimated that as many as 26,000 members may have experienced an unwanted sexual contact in the past year, in 2012 only about 3,400 restricted or unrestricted reports of sexual assaults were filed with military officials (DoD, 2013a). Victims face numerous barriers to disclosure, including minimization of the severity of the assault, feeling ashamed or embarrassed, fear that the police will not help them, and fear that the perpetrator will retaliate (Bachman, 1998; Black and Merrick, 2013; Cohn et al., 2013; Fisher et al., 2003; Langton et al., 2012; Walsh et al., 2010).

Given that reporting to the police is not the norm among sexual assault victims, it is generally recommended that UCR data not be used as an indicator of the prevalence of sexual assault victimization among U.S. residents (Bachman, 2012; Fisher and Cullen, 2000). Instead, victimization surveys are the preferred approach to estimate the extent of the crime. Briefly described, victimization surveys consist of contacting a probability sample of the population, asking them questions that capture the types of victimization experiences of interest, and using the data on sexual assault victimization in the sample to estimate the overall prevalence in the population.

The only victimization survey that is conducted yearly is the National Crime Victimization Survey (NCVS; Truman and Langton, 2014). Sponsored by the Bureau of Justice Statistics, the NCVS produces annual estimates of criminal victimization, including sexual assaults. At this writing, the most recent fielding was 2013, which produced an estimated annual prevalence rate of sexual assault of 0.1 percent of the U.S. population (Truman and Langton, 2014). This estimate is almost certainly an underestimate; the NCVS has been widely criticized for employing poor survey design that is expected to bias downward the estimated annual rate of sexual assault (Fisher, 2004; Fisher and Cullen, 2000; Kilpatrick, 2004; Koss, 1996; National Research Council, 2014). For instance, the survey does not provide the respondent with a definition of sexual assault, and it does not query incidents in which the victim was not legally capable of consent (Bureau of Justice Statistics, 2008). Indeed, these and other perceived shortcomings of the NCVS were judged sufficiently severe that a 2014 report from the National Research Council recommended against further use of NCVS esti-

Table 2.2
Sexual Assault Victimization Survey Comparison Chart

Source	Construct and Definition	Measurement Approach	Prevalence Estimates
National College Women Sexual Victimization Study (NCWSVS; Fisher, Cullen, and Turner, 2000)	<u>Rape (completed or attempted)</u> : Unwanted penetration (vaginal, oral, or anal) by force or the threat of force. <u>Unwanted Sexual Contact (completed or attempted)</u> : Unwanted sexual contact (not penetration) with force or the threat of force. Sexual contact includes touching; grabbing or fondling of the breasts, buttocks, or genitals, either under or over clothes; kissing; licking or sucking; or some other form of unwanted sexual contact.	12 behaviorally specific screening questions adapted from the National Women's Study (NWS) followed by an incident report	<u>Rape</u> Academic Year ^a : 2.5% of college women Lifetime: 21.0% of college women <u>Unwanted Sexual Contact</u> Academic Year: 1.9% of college women Lifetime: 35.5% of college women
National College Women Sexual Victimization Survey (Kilpatrick et al., 2007)	<u>Rape</u> : An unwanted sexual act involving oral, anal, or vaginal penetration that occurs (a) by force or threat of force or (b) when the victim is passed out or awake but too drunk or high to know what she is doing or to control her behavior.	Four behaviorally specific items assessing forcible rapes and two behaviorally specific items assessing incapacitated rapes	<u>Rape</u> Annual: 5.2% of women Lifetime: 11.5% of women
National Crime Victimization Survey (NCVS; Truman and Langton, 2014)	<u>Rape (completed or attempted)</u> : Includes both psychological coercion as well as physical force. Forced sexual intercourse means vaginal, anal, or oral penetration by the offenders(s). <u>Sexual Assault (completed or attempted)</u> : Attacks or attempted attacks generally involving unwanted sexual contact between the victim and offender. May or may not involve force and include such things as grabbing or fondling. Includes verbal threats.	Four screening items that query attacks, rape, attempted rape, sexual attacks, and forced or coerced unwanted sexual activity. Respondents do not receive a definition of these constructs.	<u>Rape or Sexual Assault</u> Annual: 0.1% of U.S. residents
National Intimate Partner and Sexual Violence Survey (NISVS; Breiding et al., 2014)	<u>Rape (completed or attempted)</u> : Unwanted vaginal, oral, or anal penetration through the use of physical force or threats to physically harm and includes times when the victim was drunk, high, drugged, or passed out and unable to consent.	21 sexual violence items, 13 of which measured attempted or completed rapes	<u>Attempted/Completed Rape</u> Annual: 1.6% of women Lifetime: 19.3% women; 1.7% of men
National Violence Against Women Study (NVAWS; Tjaden and Thoennes, 1998)	<u>Rape (completed or attempted)</u> : An event that occurred without the victim's consent that involved the use or threat of force to penetrate the victim's vagina or anus by penis, tongue, fingers, or object, or the victim's mouth by penis.	Five behaviorally specific screening questions (adapted from the NWS)	<u>Attempted/Completed Rape</u> Annual: 0.3% of women; 0.1% of men Lifetime: 17.6% of women; 3.0% of men

Table 2.2—Continued

Source	Construct and Definition	Measurement Approach	Prevalence Estimates
National Women's Study (NWS; National Victim Center and Crime Victims Research and Treatment Center, 1992)	Rape (completed): An event that occurred without the woman's consent, involved the use of a force or threat of force, and involved penetration of the victim's vagina, mouth, or rectum.	Four behaviorally specific items assessing forcible rapes	<u>Forcible Rape</u> Annual: 0.7% of women Lifetime: 13% of women
National Women's Study Replication (NWS-R; Kilpatrick et al., 2007)	Rape: An unwanted sexual act involving oral, anal, or vaginal penetration that occurs (a) by force or threat of force or (b) when the victim is passed out or awake but too drunk or high to know what she is doing or to control her behavior.	Four behaviorally specific items assessing forcible rapes and two behaviorally specific items assessing incapacitated rapes	<u>Rape</u> Annual: 0.9% of women Lifetime: 18% of women
Uniform Crime Reports (UCR) Summary Reporting System (FBI, 2012)	Forcible Rape (attempted and completed): Carnal knowledge of a female forcibly and against her will (i.e., forcible vaginal penetration by a penis).	Compilation of official reports filed with law enforcement	<u>Forcible Rape</u> Annual: 0.05% of women
Workplace and Gender Relations Survey of Active Duty Service Members (DMDC, 2013b)	Unwanted Sexual Contact (attempted and completed): Intentional sexual contact that was against a person's will or which occurred when the person did not or could not consent, and includes completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually-related areas of the body.	One gate question with five follow-up items to assess the type of sexual assault	<u>Unwanted Sexual Contact</u> Annual: 6.1% of women; 1.2% of men Military Career: 23% of women; 4% of men Before Military Service: 30% of women; 6% of men
Workplace and Gender Relations Survey of Reserve Component Members (DMDC, 2013a)	Unwanted Sexual Contact (attempted and completed): Intentional sexual contact that was against a person's will or which occurred when the person did not or could not consent, and includes completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually-related areas of the body.	One gate question with five follow-up items to assess the type of sexual assault	<u>Unwanted Sexual Contact</u> Annual: 2.8% of women; 0.5% of men Military Career: 18% of women; 2% of men Before Military Service: 25% of women; 4% of men

^a Incidents that occurred "Since school began in fall 1996." On average, a 6.9-month reporting period (Fisher, Cullen, and Turner, 2000).

mates of sexual assault (National Research Council, 2014). Instead, the expert panel advised the Bureau of Justice Statistics to develop a new, stand-alone survey that relies on state-of-the-art approaches, as identified in the scientific literature, to sexual assault measurement (National Research Council, 2014).

In 2010, the Centers for Disease Control and Prevention (CDC) began fielding a recurrent victimization survey of a nationally representative sample of men and women living in the United States. The National Intimate Partner and Sexual Violence Survey (NISVS) definition of rape includes attempted and completed assaults perpetrated either by physical force or facilitated by alcohol or drug intoxication (Black et al., 2011). At this writing, the 2011 fielding had been released with estimates that 1.6 percent of women had been raped in the past year and 19.3 percent in their lifetime (Breiding et al., 2014). For men, the sample was not adequate to estimate a 12 month prevalence rate; the lifetime prevalence of rape among men was 1.7 percent (Breiding et al., 2014).

During the 2010 fielding of the NISVS, and with joint support from DoD, the CDC added an oversample of active-duty service women, of whom 36.3 percent indicated that they had been sexually assaulted in their lifetime, and 5.6 percent indicated that they had experienced a sexual assault in the previous 12 months (Black and Merrick, 2013). Although these estimates appear larger than among civilians, after controlling for demographic differences between active-duty women and civilian women, the annual prevalence of sexual assault among military and non-military women in the NISVS sample was not significantly different (Black and Merrick, 2013). Moreover, the NISVS estimate of the percentage of active-duty women sexually assaulted in the past year was similar to a 2010 DoD estimate (DMDC, 2011).

Three additional notable epidemiological studies have estimated the rate of sexual assault among a nationally representative sample, and two have provided recent, high-quality estimates of sexual victimization among college women. The National Women's Study (NWS) limited measurement to forcible rapes only, a deliberately conservative measure of assaults (National Victim Center and Crime Victims Research and Treatment Center, 1992). Like the NCVS, the survey's longitudinal design permitted bounded interviews, a strategy used to limit *telescoping*—a recall bias in which respondents indicate events occurred more recently than they really did (Lynn et al., 2005; National Research Council, 1984).² According to NWS results, 13 percent of women indicated experiencing a forcible rape in their lifetime, and 0.7 percent of women were forcibly raped in the previous 12 months (National Victim Center and Crime Victims Research and Treatment Center, 1992).

The second nationally representative study, conducted in 1996, was the National Violence Against Women Survey (NVAWS; Tjaden and Thoennes, 1998), results of which indicated that 17.6 percent of women experienced an attempted or completed rape in their lifetime and 0.3 percent experienced an attempted or completed rape in the previous 12 months. Despite the survey title, the NVAWS also included a nationally representative sample of men and estimated that 3.0 percent of men experienced

an attempted or completed rape in their lifetime, and 0.1 percent of men had been assaulted in the past year (Tjaden and Thoennes, 1998). Note that this survey limited incidents to those perpetrated using physical force or threat of force, excluding incidents in which the victim was not legally capable of providing consent.

The National Women's Study Replication (NWS-R; Kilpatrick et al., 2007) was conducted in the fall of 2005 with a national household probability sample of adult women using similar methodology to that used in the previously described NWS. However, in addition to forcible rapes, this survey also measured completed rapes that resulted from an inability to consent due to incapacitation associated with alcohol or drug consumption. Results indicated that 18 percent of U.S. adult women had experienced a lifetime completed rape and that 1 percent had experienced a completed rape during the past year. The percentage of women who had experienced a lifetime forcible rape was 16 percent, in contrast to 13 percent found in the first NWS, which was conducted 15 years previously (National Victim Center and Crime Victims Research and Treatment Center, 1992; Kilpatrick et al., 2007). It is noteworthy that the lifetime and past-year estimates for any rape from the NWS-R were essentially replicated by the NISVS findings.

Two nationally representative studies have assessed sexual violence specifically among college students. The National College Women Sexual Victimization Survey (NCWSV; Fisher, Cullen, and Turner, 2000) surveyed a nationally representative sample of college women attending two- and four-year colleges and universities in the fall of 1996. Nearly 3 percent of college women indicated that they had experienced an attempted or completed rape in the previous academic year (a time frame limited to 7 months on average), and one in five had a lifetime history of attempted or completed rape (Fisher, Cullen, and Turner, 2000). The National College Women Study (NCWS; Kilpatrick et al., 2007) surveyed a representative sample of college women attending two- and four-year colleges and universities in the fall of 2005. The sampling and other methodology were quite similar to that used in the study by Fisher and colleagues described above, but this survey also measured completed rapes involving inability to consent due to incapacitation associated with alcohol and other drug consumption. Among college women, 11.5 percent had experienced a forcible or incapacitated rape in their lifetime and 5.2 percent reported experiencing a rape in the past year. These estimates are not directly comparable with the NCWSV because that study included attempted rapes, whereas the NCWS did not, and because the NCWSV excluded incapacitated rapes. Nevertheless, the findings from these surveys, conducted ten years apart, confirm the high prevalence of sexual assault among college women.

The biennially fielded WGRA provides regular estimates of the rates of "unwanted sexual contact" among military service members (DMDC, 2013a, 2013b). *Unwanted sexual contact* is defined, consistent with the UCMJ, to include both penetrative and non-penetrative sexual assaults (DMDC, 2013c). However, the survey items lack the detail necessary to definitively label the experience a sexual crime; hence, DoD termi-

nology *unwanted sexual contact*. Survey results were used to estimate that 6.1 percent of active-duty women and 1.2 percent of active-duty men experienced unwanted sexual contact (i.e., may have been sexually assaulted) in 2012, and 23 percent of active-duty women and 4 percent of active-duty men experienced unwanted sexual contact during their military career (DMDC, 2013b). Within the reserve component, an estimated 2.8 percent of women and 0.5 percent of men experienced unwanted sexual contact in 2012, and an estimated 18 percent of women and 2 percent of men experienced unwanted sexual contact during their military careers (DMDC, 2013a).

Across national studies, regardless of the estimate selected, these numbers reveal that sexual assault is a significant and widespread problem among both U.S. civilians and military service members. Given differences in survey methodology, time frames, and the crimes included under the sexual assault umbrella, it is difficult to compare estimates across studies to establish a definitive estimate. Nonetheless, collectively, the results illustrate that large numbers of men and women are victimized, and that women have particularly elevated risk of lifetime and past-year victimization. Although continuing to improve measurement precision will provide the data necessary to best target prevention and response resources to those in need, there is no longer a question that an unconscionable number of Americans are survivors of sexual assault.

Challenges in Measuring Sexual Harassment and Sexual Assault

Measuring any stigmatizing behavior or experience in a survey poses methodological challenges (Tourangeau and Yan, 2007). Respondents may be reluctant to participate fully and candidly, the researcher and respondent may not share the same definitions of the event, and seemingly trivial methodological changes can substantially influence survey results. Below we review the primary challenges associated with designing a high-quality survey to measure the prevalence of sexual harassment and sexual assault. The reviewed measurement choice points and their likely effect on prevalence estimates are summarized in Table 2.3.

What Events Are Included and How They Are Defined

In any victimization survey, decisions are made about what the survey is attempting to measure (e.g., what types of unwanted sexual events will be included in the survey) and how included events should be defined (e.g., should sexual harassment or sexual assault events be defined using legal definitions or should these events be defined more broadly to include the events that are unpleasant but not illegal). Once decisions have been made about which events to include and how they should be defined, the next critical issue is how exposure to those events should be defined for the survey respondent and measured (e.g., what specific questions will be asked to measure whether respondents

Table 2.3
Sexual Harassment and Sexual Assault Measurement Decisions and Likely Influence on Estimated Prevalence of These Experiences

Measurement Decision	Prevalence Estimate
Require respondent to self-label the event as “sexual harassment” or “sexual assault”	Depressed
Define sexual assault narrowly (e.g., to include only forceful assaults or only vaginal assaults)	Depressed
Single gating question to assess entire class of experiences with further assessment only of respondents who respond “yes” to the gating question	Depressed
Sexual assault questions embedded in a survey context that assesses crimes	Depressed
Experience defined consistently with the local jurisdiction or to capture legal requirements that are shared across most jurisdictions	Varies
Nonresponse bias: Invited respondents’ choices to participate are non-random	Varies
Provide a list of explicit and behaviorally specific questions that assess the relevant events	Increased
Define sexual assault inclusively to include all types of sexual assault (e.g., assaults that occur while the victim is incapacitated)	Increased
Comprehensive list of screening questions administered to all respondents	Increased
Sexual assault questions embedded in a public health or neutral survey context	Increased
Respondent completes survey in a private setting	Increased

have experienced the events that will be included in the survey). All of these decisions are important, and how they are decided can substantially influence survey results.

There has been limited variation in measurement of sexual harassment, partially due to the reliance on one widely disseminated measure of sexual harassment—the SEQ (Fitzgerald, Gelfand, and Drasgow, 1995). Nonetheless, researchers do use different approaches to defining sexual harassment via this questionnaire. While it is common to categorize any respondent who indicates experiencing at least one sexually harassing behavior as “sexually harassed” (e.g., Shannon, Rospenda, and Richman, 2007), some researchers select more conservative thresholds, such as requiring that the respondent also label their experience as “sexual harassment” (DMDC, 2013b). Others require respondents to indicate that they experienced four or more events to establish that the harassment was persistent (Street et al., 2007). As noted above, rates of sexual harassment derived from studies that only require respondents to indicate experiencing sexually harassing behaviors typically are higher than rates of sexual harassment that require the victim to indicate that they believe the experience constituted sexual harassment.

In contrast, sexual assault measures vary substantially both in the events being measured and the definitions of the construct. For example, some surveys define sexual

assault narrowly (e.g., forceful, penetrative assaults only), whereas others use a broad definition that captures penetrative and non-penetrative assaults, attempted and completed assaults, and those perpetrated by force, threats, or when the victim was not capable of providing legal consent. Not surprisingly, these definitional differences are associated with dramatic differences in the estimated rates and make it difficult to synthesize or compare sexual assault estimates across studies. (See Table 2.2 for review of sexual assault definitions across surveys.)

The lack of consensus in research definitions of sexual assault may be due, in part, to differences in the legal definitions of sexual assault across states. State law varies as to whether injury is required to substantiate that force was used, whether proof of consent requires words or action (i.e., disallowing inaction as an indicator of consent), the minimum age of consent (ranges from 10 to 18), the extent to which intoxication due to alcohol or drugs indicates inability to consent, and whether non-penetrative sexual contact crimes must include skin-to-skin touching or whether touching through clothing is included (Fisher and Cullen, 2000; Tracy et al., 2012). Some researchers have sought to match the definition of sexual assault within their jurisdiction (Koss and Gidycz, 1985), whereas others capture legal requirements that are relatively stable nationwide (Black et al., 2011; Fisher and Cullen, 2000; Kilpatrick et al., 2007).

Behavioral Specificity of Survey Questions

Sexual assault and sexual harassment laws are complex and often poorly understood by the general public. Many people, for example, are hesitant to label as rape assaults that do not produce injury or assaults in which the victim was intoxicated even if all legally required elements are present (Schwartz and Leggett, 1999; Bondurant, 2001; Layman, Gidycz, and Lynn, 1996). Moreover, it cannot be assumed respondents know or understand the legal definition of rape, sexual assault, and other sexual contact crimes in their state and use the definitions consistently when describing their personal experiences. Because of these known misunderstandings about what constitutes sexual assault, survey items that ask individuals directly about whether they have ever been raped, sexually assaulted, or sexually harassed underestimate the true extent of these experiences (Fisher and Cullen 2000; National Research Council, 2014). To avoid these problems, published recommendations for measurement of sexual assault and harassment typically endorse the use of behaviorally specific questions (Bachman, 1998; Fisher and Cullen, 2000; Kilpatrick, 2004; Koss, 1996; National Research Council, 2014).

Behaviorally specific questions provide a detailed, lay description of the legal elements necessary to categorize the incident. Instead of asking a respondent whether she has ever been raped, a behaviorally specific item asks whether she has ever had unwanted vaginal sex because the person used physical force to make her (for example). Instead of asking whether the respondent has ever been sexually harassed, a behaviorally specific approach would ask questions about specific examples of sexual harass-

ment, such as whether the respondent has ever heard repeated offensive sexual jokes in the workplace. Structuring items in clear, specific terms helps to minimize subjective interpretations of the constructs. Provided the questions include all the attributes necessary to categorize the event within the legal framework, affirmative responses can be used to estimate rates of rape, sexual assault, or sexual harassment.

Given that many different kinds of experiences can be categorized as sexual harassment and sexual assault, measurement of these constructs requires multiple, behaviorally specific questions. Comprehensive lists of questions that ask respondents to consider different forms of sexual assault or harassment seem to aid recall and increase disclosure about unwanted events (Bachman, 2000; Fisher, 2004; Tjaden and Thoennes, 1998). Although 30 years have elapsed since the development of behaviorally specific measures of sexual assault, there is still no universally accepted gold-standard measure of sexual assault (Bachman, 2012). Each of the national surveys used different measures of sexual victimization.

Gating Questions

Administration of large epidemiological studies, particularly those designed to estimate experiences that have a low probability of occurring, can be a costly undertaking. To both reduce cost and limit the time burden on respondents, survey designers strive to minimize the length of survey instruments. One strategy to reduce survey length has been to ask a single “gate” question to assess an entire class of events. Respondents who respond “yes” to the item receive additional questions to clarify the nature of the event(s), whereas those who respond “no” to the item skip past these additional questions. For example, the WGRA uses a single question to assess whether the respondent may have been sexually assaulted in any way in the past year. Respondents who responded “yes” to the gate question receive additional questions that gather the necessary detail about the experience (DMDC, 2013c). The use of a single gating question—no matter how broad—tends to result in lower recall and disclosure of sexual assault (Crowell and Burgess, 1996; Fisher and Cullen, 2000). One item may lack the detail necessary to cue a victim’s memory of all events in a class. Even when the gating question is detailed (as is the case with the 2012 WGRA item), respondents may process only some elements of the definition and fail to recognize that their experience could be included in other elements of the item (National Research Council, 2014). Generally, it is recommended that surveys assessing sensitive behaviors and experiences avoid gating questions, and rely instead on a series of questions for all respondents (Bachman, 2012; Fisher and Cullen, 2000; National Research Council, 2014).

Reading Level

It is generally recommended that surveys designed for the American public be targeted at a high school reading level or below. Both vocabulary and sentence complexity contribute to reading level, and it has proved challenging to design sexual assault and

sexual harassment screening questions that are targeted to an appropriate reading level. Part of the challenge is that simple, easy-to-read words like “sex” or “rape” can be difficult to interpret. Readers may believe they understand the meaning of these terms, but in fact have personal meanings that differ from the intent of the survey designers (National Research Council, 2014). Young adults, for example, often exclude oral sex from their personal interpretation of the word sex (Sanders and Reinisch, 1999), which can create error if the survey designer interprets their responses as inclusive rather than exclusive of this form of sexual intercourse.

The solution to this problem has been to create survey items that explicitly define the targeted event so as to eliminate any interpretational errors. An unfortunate side effect of this approach is that it introduces long, complex sentence structures that increase the required reading level. For example, the sexual assault gating question used in the 2012 WGRA (see Exhibit 4.2 in Chapter Four) requires a minimum of 12 years of formal education to read, and most reading-ease calculators consider the question to require substantially greater reading skills than those associated with college graduates.³ Although the item includes the necessary elements to define the crime, to do so the sentence becomes long, unwieldy, and difficult to parse for readers with lower literacy levels. Investigators working with populations known to have high literacy, such as college students, have been able to rely on these items given their respondents’ reading skill. However, investigators seeking to survey broad, general populations are cautioned against using an approach that attempts to reduce interpretational error by substituting error due to limited literacy. Attention to reading level must not be lost in pursuit of other goals.

Survey Context

The context in which survey questions are asked can be as influential as the questions themselves. For example, the NCVS has been widely criticized for embedding questions about sexual assault within a survey of criminal behavior (National Research Council, 2014; Fisher and Cullen, 2000). Critics argue that the low rate of sexual assault estimated by this survey relative to other national surveys is due in part to the fact that respondents are cued to consider “crimes” (National Research Council, 2014; Fisher and Cullen, 2000). Given that so few sexual assault victims personally label the event as a crime (Bondurant, 2001; Fisher, Cullen, and Turner, 2000; Layman, Gidycz, and Lynn, 1996), it is perhaps unsurprising that they fail to disclose their experiences on a survey that directs respondents to consider crimes committed against them. To correct this bias, it is generally recommended that questioning about sexual harassment and sexual assault be conducted either in a neutral context or in the context of public health topics (Bachman, 2012; National Research Council, 2014).

Mode of Survey Administration and Privacy

The mode in which a survey is administered and privacy while completing the survey can significantly influence estimated rates of sensitive behaviors and experiences (National Research Council, 2014; Tourangeau and Yan, 2007; Yu, Stasny, and Li, 2008). Modes of administration include face-to-face interviews in which a trained interviewer reads survey items, telephone interviews, and self-administered surveys in which the respondent completes the survey either on paper or via computer. Survey modes that permit more privacy (e.g., computer-based assessments) tend to produce higher estimates for sensitive behaviors than do other survey modes (e.g., telephone interviews; Hussain et al., 2013; Percy and Mayhew, 1997; Tourangeau and Smith, 1996; Turner et al., 1998; Yu, Stasny, and Li, 2008). With this in mind, it is preferable that surveys that measure sensitive topics select among feasible administration techniques the one that affords the greatest degree of privacy (National Research Council, 2014; Tourangeau and Yan, 2007). If interviewers are the only feasible way to administer a survey, guidelines recommend that the interviewer remind respondents about the confidentiality of their responses and also suggest that respondents complete the interview in an area where their family members, coworkers, or others are unlikely to overhear their responses (National Research Council, 2014; Yu, Stasny, and Li, 2008).

General Survey Problems

Two general survey methodology challenges are particularly important to consider for surveys of sexual harassment and sexual assault. First, generally and across national studies, fewer and fewer people have been willing to take part in research surveys. The Pew Research Center for the People and the Press, for instance, has reported that its typical response rate for telephone surveys in 1997 was 36 percent. By 2000, that number had fallen to 28 percent. In 2006 it was 21 percent, and by 2012 telephone surveys had just a 9 percent response rate (Kohut et al., 2012). Similar trends are seen in large government surveys, such as the National Household Education Survey (National Research Council, 2013), across survey administration modalities (in person, web-based, and telephone; National Research Council, 2013), and in surveys of military populations. The DMDC at DoD has documented declines in response rates across the military populations it surveys, including active-duty and reserve-component members, DoD civilians, and spouses of military members (Falk, 2012).

Declining participation in surveys likely results from multiple factors, including growth in the number of households with cell phones but no landlines; passage of the Do-Not-Call Implementation Act in 2003 (U.S.C. § 6101); “survey fatigue,” or the growing sense among many in the population that they are asked to complete too

many surveys; and a growing interest among many in protecting their time and privacy (Kohut et al., 2012; National Research Council, 2013).

Low participation rates present a clear threat to the validity of surveys. When those who participate in the survey are a true random sample of the population, their responses can be taken to represent those of the population from which they are drawn. That is, because they are selected at random, there should be no systematic differences between the findings from the sample and those that a survey of the entire population would yield. However, when individuals in a random sample of the population self-select out of the survey at high rates, there is a genuine possibility that the remaining survey participants are no longer representative of the population from which they were drawn. For instance, if people who have been sexually harassed are more likely to participate in a survey about workplace gender relations than those who have no such experiences, then as the survey response rate declines, those with sexual harassment experiences will make up a growing share of survey respondents. Alternatively, if people who have been sexually harassed are more likely to not participate (because the topic is too upsetting for them), then the estimated prevalence rate will be biased downward. If only 10 percent of the sample do not participate, the effect of this nonresponse bias might be small. But with nonresponse rates typical of recent WGRA and other studies (76 percent nonresponse for the 2012 WGRA and 66–70 percent in earlier versions), the risk of nonresponse biases entering survey estimates is considerable.

Because low response rates threaten the validity of survey estimates, it is important to maximize response rates in all surveys of sexual harassment and sexual assault. In addition, surveys must adopt nonresponse weighting techniques that can reduce the impact of nonresponse bias (Heeringa, West, and Berglund, 2010; Little and Rubin, 2002; Lohr, 2010).⁴ This is standard practice in all professional survey research and is a required element of most government survey research (OMB, 2006). It has been used to reduce nonresponse bias in all prior WGRA administrations (DMDC, 2012; DMDC, 2014). Nonresponse weighting in military populations can be an especially powerful tool because DoD maintains detailed personnel records that offer a wealth of information about every service member, just the kind of information that can identify factors on which the responders and nonresponders may differ from one another. Once those variables are identified, the respondents can be weighted so that the analytic sample matches the true population on those variables.

Finally, even when nonresponse weights are used to reduce biases introduced by low participation rates, studies need to examine whether nonresponse bias remains in survey estimates. Even a comparatively small nonresponse rate could, in theory, lead to biased estimates that are not adequately corrected with nonresponse weights. Therefore, the Office of Management and Budget (OMB), for instance, provides guidance to federal agencies that nonresponse bias must be investigated when participation rates fall below 80 percent (OMB, 2006). This kind of study has rarely been done in surveys

of sexual harassment and assault. An exception is that as part of its analysis of the 2012 WGRA results, DMDC conducted several nonresponse bias studies, none of which provided strong evidence that such bias presented a problem for the 2012 estimates (DMDC, 2014).

Study Design

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The 2014 RAND Military Workplace study (RMWS) was implemented as a confidential, web-based survey of active-duty, guard, and reserve service members. The survey was designed to meet the overarching project objectives of estimating the percentage of service members who experienced sexual assault and sexual harassment, as well as describing those experiences. Specifically, it was designed to accomplish the following:

- Maximize response rates subject to time and budget constraints by making the survey smartphone compatible, promoting it actively with the help of the Office of the Secretary of Defense (OSD) and the services, keeping it as short as possible for most respondents, and increasing the number of email invitations relative to the prior Workplace and Gender Relations Survey of Active Duty Personnel (WGRA).
- Provide respondents with assurances of higher levels of confidentiality, in particular the assurance that their survey responses would not be shared with the Department of Defense (DoD) in a way that could identify them even if subpoenaed by a court of law.
- Minimize respondent burden by keeping the number of people answering each survey question to the minimum required for precise population estimates on that measure. As a result, sexual assault questions were asked of the full sample of all active-duty women and 25 percent of men, while other types of measures were assessed on smaller samples.
- Compare prevalence estimates for unwanted sexual contact and sexual harassment using the earlier WGRA surveys with estimates from new, more-detailed measures of sexual assault and sex-based military equal opportunity (MEO) violations (sexual harassment and gender discrimination).
- Broaden the representativeness of respondents by reducing emphasis in the project title and recruitment materials on “gender relations,” “sexual assault,” and “sexual harassment.” Using these terms could introduce unwanted associations between an individual’s decision to respond to the survey and their personal experiences with sexual assault or harassment that could bias the results.

In this chapter, we describe the survey and sampling design, the methods used to conduct the fieldwork, and the review process leading to the approval of this study design.

Sample Design and Selection

Active Component

Sample frame. The active-duty population included all Army, Navy, Air Force, Marine Corps and Coast Guard active-duty members listed in the May 2014 Defense Enrollment Eligibility Reporting System (DEERS) database maintained by the Defense Manpower Data Center (DMDC) who are not members of the reserve component, a population of 1,371,880.¹ For continuity with earlier WGRA surveys we matched the exclusion criteria previously used to define WGRA sampling frames.² Specifically, we excluded from the total population all members

1. with fewer than 6 months of service as of August 1, 2014 (12,469)³
2. who were listed in the May 2014 DMDC data as general officers or flag officers (941)
3. who were under the age of 18 as of August 1, 2014 (72).

An additional 171 records were duplicates and 1,554 were missing an entry date, making verification of their eligibility impossible. These additional records were also removed from the sampling frame. These exclusion criteria resulted in a sampling frame of 1,356,673 active-duty service members, which serves as the inferential population for this study.

Sample selection. DoD asked RAND to ensure that the primary active-duty sample included all active-duty women in the sample frame and 25 percent of active-duty men. This was designed to provide enough respondents who had experienced a sexual assault in the past year so that the characteristics of those assaults could be analyzed with sufficient statistical precision. To ensure proportionate representation in the sample across services and pay grades, men were grouped into 20 sampling strata defined by the intersection of the five services and four pay grade categories (E1-E4, E5-E9, O1-O3, O4-O6). Warrant officers were included within the E5-E9 stratum during sampling. Selection probabilities in each of the 20 strata were equivalent (.25). The resulting sample included 491,680 active-duty members, of whom 41 percent were women. The distribution of the sampling frame and the drawn sample is listed in Table 3.1.

Table 3.1
Size of the Active-Duty Sampling Frame and Sample, by Gender, Service, and Pay Grade

	Totals		Women		Men	
	Frame	Sample	Frame	Sample	Frame	Sample
Total number	1,356,673	491,680	203,343	203,343	1,153,330	288,337
Column percentages:						
Army	37.1%	36.2%	34.2%	34.2%	37.6%	37.6%
E1-E4	15.8%	15.6%	15.2%	15.2%	15.9%	15.9%
E5-E9	15.3%	14.2%	11.9%	11.9%	15.9%	15.9%
O1-O3	3.6%	4.0%	4.8%	4.8%	3.4%	3.4%
O4-O6	2.3%	2.3%	2.3%	2.3%	2.3%	2.3%
Navy	23.1%	24.3%	27.0%	27.0%	22.4%	22.4%
E1-E4	9.3%	10.6%	13.6%	13.6%	8.5%	8.5%
E5-E9	10.0%	9.8%	9.2%	9.2%	10.2%	10.2%
O1-O3	2.3%	2.5%	2.9%	2.9%	2.1%	2.1%
O4-O6	1.5%	1.5%	1.3%	1.3%	1.5%	1.5%
Air Force	23.2%	25.1%	29.2%	29.2%	22.1%	22.1%
E1-E4	8.2%	8.7%	9.9%	9.9%	8.0%	8.0%
E5-E9	10.3%	11.2%	13.2%	13.2%	9.8%	9.8%
O1-O3	2.6%	3.0%	4.0%	4.0%	2.3%	2.3%
O4-O6	2.1%	2.1%	2.1%	2.1%	2.0%	2.0%
Marines	13.7%	11.6%	6.8%	6.8%	15.0%	15.0%
E1-E4	8.1%	6.9%	4.3%	4.3%	8.8%	8.8%
E5-E9	4.2%	3.5%	1.9%	1.9%	4.6%	4.6%
O1-O3	0.9%	0.8%	0.5%	0.5%	1.0%	1.0%
O4-O6	0.5%	0.4%	0.1%	0.1%	0.5%	0.5%

Table 3.1—Continued

	Totals		Women		Men	
	Frame	Sample	Frame	Sample	Frame	Sample
Coast Guard	2.9%	2.9%	2.9%	2.9%	2.9%	2.9%
E1-E4	0.9%	1.0%	1.2%	1.2%	0.8%	0.8%
E5-E9	1.5%	1.3%	1.0%	1.0%	1.6%	1.6%
O1-O3	0.3%	0.3%	0.4%	0.4%	0.3%	0.3%
O4-O6	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%

NOTE: Warrant officers were included in the E5-E9 groups for the purposes of sampling.

Reserve Component

Sample frame. The reserve-component population included all members of the Selected Reserves in the Army, Navy, Air Force, Marine Corps, and Coast Guard, including both National Guard and reserve members, listed in the May 2014 DMDC dataset—a population of 823,524.⁴ Exclusion criteria were similar to those for the active-duty sample. Specifically, we excluded from the total population those

1. with fewer than 6 months of reserve-component service as of August 1, 2014 (16,760)⁵
2. who were listed in the May 2014 DMDC data as general officers or flag officers (628)
3. who were under the age of 18 as of August 1, 2014 (4,462).

Also, we could not determine active-duty or reserve status for 24 records; another 7 individuals were missing service affiliation. These additional records were excluded from the sampling frame. These exclusion criteria resulted in a sampling frame of 801,643 reserve members, which serves as the inferential population for this study.

Sample selection. The objectives for the reserve sample differ from those for the active-duty sample. Specifically, the primary objectives for including reserves are: (1) to compare overall rates of sexual assault and sex-based MEO violations between the active-duty and reserve components for men and women, and (2) to establish whether the new survey questions developed by RAND work in the selected reserve population. Because we do not intend to produce separate prevalence estimates within each reserve component by service, pay grade, or other detailed reporting categories, we required a much smaller sample size for guard and reserve compared to active duty.

We sampled about 60,000 guard and reserve members from the four DoD services using stratified random sampling. The sample includes 27,004 women and 33,003 men to ensure that estimates for reserve-component men and women (the primary

reporting categories) have statistical precision similar to the reporting categories for the active-duty sample (e.g., female Marines, female junior officers). The DoD sample sizes above correspond to selection probabilities of 5.1 percent and 18.3 percent for men and women, respectively. These sampling probabilities were applied to the six DoD reserve-component strata to ensure the same distribution in the sample as in the population across components. Survey wording was adjusted to be appropriate for reserve-component survey participants, as is described in more detail in the questionnaire development section.

We sampled from the Coast Guard reserve at different rates than the DoD reserve component members. Whereas the reserve-component analyses for those services was planned to span all reserve components, the Coast Guard reserve analysis was planned as a stand-alone comparison to Coast Guard active-duty prevalence estimates. That is, Coast Guard reserve is a primary reporting category for this study. Because of the comparatively small size of the Coast Guard reserve (7,592 members) and its historically low rate of sexual assault, we included all Coast Guard reserves in the sample⁶ for a combined total of 67,599 reserve members across all five services (Table 3.2).

Assignment to Survey Forms

To compare rates of sexual assault and sex-based MEO violations (sexual harassment and gender discrimination) as measured on the new instrument with rates of unwanted sexual contact and sexual harassment as measured on the WGRA surveys, we assigned individuals within our overall sample to one of several survey forms. Specifically, we randomly assigned 100,000 individuals from the overall DoD active-duty sample to the prior WGRA form survey, consisting of questions taken from the 2012 WGRA. The prior WGRA form sample was designed to yield statistical precision that is similar

Table 3.2
Size of the Guard and Reserve Sampling Frame and Sample, by Gender and Service

	Totals		Women		Men	
	Frame	Sample	Frame	Sample	Frame	Sample
Total number:	801,643	67,599	148,679	28,271	652,964	39,328
Column percentages:						
Army	65.7%	58.5%	64.4%	62.0%	66.0%	55.9%
Navy	7.4%	7.0%	8.7%	8.3%	7.1%	6.0%
Air Force	21.1%	20.0%	25.0%	24.1%	20.2%	17.1%
Marines	4.8%	3.3%	1.1%	1.1%	5.7%	4.8%
Coast Guard	0.9%	11.2%	0.9%	4.5%	1.0%	16.1%

to, or slightly better than, estimates based on the 2012 WGRA using the same questions.⁷ Members of the Coast Guard were not given the prior WGRA form survey because they were not included in the 2012 WGRA.

In addition to having different forms of the survey that correspond to the new survey versus 2012 WGRA measures, we also created three slightly different versions of the new survey form for random assignment among those who received the new instrument. The overall goal of these different forms was to increase response rates and to decrease survey burden without compromising statistical precision. This approach is based on the observation that different types of measures require different sample sizes to ensure similar precision levels, depending on the rate at which we expect service members to select them.

The total active-duty sample size of those who received the new survey instrument is approximately 400,000 individuals. Such a large sample is especially valuable for gaining a clear understanding of the characteristics of rare events. For example, the 2012 WGRA survey (with a sample size of approximately 100,000) yielded only 832 respondents who reported an unwanted sexual contact (DMDC, 2013d).⁸ Because many important questions on the WGRA survey were necessarily restricted to respondents who experienced an unwanted sexual contact, it was difficult to provide precise estimates of the characteristics of these events—particularly when broken down into multiple reporting categories (e.g., branch of service). To address that limitation, the new sexual assault measure was given to a much larger number of active-duty service members than that in the 2012 WGRA.

However, such a large sample size—400,000—is not required to establish precise estimates for other phenomena, such as service member opinions about the military, and there are good reasons to avoid surveying more people than necessary to provide an estimate with adequate precision for a particular question. Specifically, surveying more people than needed

- wastes resources and service members' time
- may contribute to "survey fatigue," thereby reducing respondent willingness to participate in other surveys where their responses are essential for good estimates
- may result in longer than necessary surveys, potentially reducing sampled members' willingness to participate.

In designing the RMWS, therefore, we sought to ensure sufficient numbers of respondents to support detailed analyses of sexual assaults, the primary outcome with lowest prevalence. We needed fewer respondents to produce precise estimates for the prevalence and experiences of those reporting sex-based MEO violations in the past year, because these events have historically had higher prevalence compared to sexual assault. For example, the 2012 WGRA contained about four times as many individuals who experienced sexual harassment as experienced unwanted sexual contact. Simi-

larly, we need even fewer respondents to establish precise estimates of service members' beliefs on topics such as whether sexual harassment is increasing or decreasing in the military, because all service members are likely to respond to these questions, in comparison to the smaller percentage of respondents who provide information about experiencing a sexual assault.

Therefore, to ensure that we surveyed sufficient numbers to measure low-rate events while reducing the overall respondent burden, we eliminated some questions from the survey for some individuals in our sample. Specifically, we randomly assigned those receiving the new RAND instrument to one of three versions:

1. a “long form” that includes the sexual assault module, the sex-based MEO violation module, demographic questions, and supplementary items that can be answered by all respondents
2. a “medium form” that includes the sexual assault module, the sex-based MEO violation module, and demographic questions
3. a “short form” that includes the sexual assault module, the screening questions from the sex-based MEO violation module without the follow up questions, and demographic questions.

Individuals in the overall sample who had not been assigned to receive the prior WGRA form were randomly assigned to one of the three versions of the new questionnaire. The number of people assigned to each of the forms was determined by the sample size requirements for the various types of measures.

- Approximately 60,000 of the active-duty DOD sample were randomly assigned to receive the long form. In addition, 6,250 from the active-duty Coast Guard sample were randomly assigned to receive the long form.⁹
- Of the remaining members in the active-duty sample, about one-half were randomly assigned to receive the short form, and half were assigned the medium form.

This results in approximately 400,000 sampled individuals assigned to receive the new sexual assault module, 230,000 assigned to receive the full sex-based MEO violation module, and 66,000 assigned to receive the questions about military climate and attitudes (see Table 3.3). While the entire sample received the sexual assault module, we reduced the number who received the full sex-based MEO violation module. This was done after ensuring that there would be an estimated 6,000 respondents or more who will have experienced a sex-based MEO violation (estimated under the assumptions that the response rate and rates of sexual harassment would be similar to that of the 2012 WGRA). Even with a large portion of the sample assigned to a form that does not include the full sex-based MEO violation module, we expected twice as many service members to indicate that they experienced sexual harassment as to indicate they

Table 3.3
Sample Sizes for RMWS Survey Forms and Modules (Active-Duty Sample)

Items	Long Form	Medium Form	Short Form	Sample Size
Demographic questions	✓	✓	✓	391,680
Sexual assault module	✓	✓	✓	391,680
Sex-based MEO violation screening items	✓	✓	✓	391,680
Sex-based MEO violation follow-up items	✓	✓		229,047
Supplementary questions	✓			66,133
Sample size	66,133	162,914	162,633	391,680

experienced sexual assault, so we will have a sufficient number to achieve the levels of precision needed for sexual harassment analyses.

The more limited objectives for reserve-component analyses did not require either the long form or the prior WGRA form. Instead, equal numbers of the reserve sample were assigned to the short or the medium form.

Differences in Sampling from the 2012 WGRA Survey

Our approach to sampling differs from that used by DMDC for the 2012 WGRA, primarily because of the much larger sample size in 2014 and some different objectives.

In 2012, DMDC used more than 250 sampling strata, many with differing sampling probabilities. The purpose of this sampling plan was twofold: to minimize total sample size and to ensure sufficient numbers of respondents in each of 74 reporting domains (listed in Appendix B of DMDC, 2012). Because separate prevalence estimates are required of some groups with lower response rates than others (e.g., junior enlisted), DMDC oversampled low response-rate groups to ensure enough respondents to produce estimates with adequate precision. In addition, Marine Corps leadership asked DMDC to oversample Marines in the 2012 WGRA at a rate almost four times greater than other services.

For the 2014 RMWS, we sampled all active-duty women, so no oversampling of women is possible. It would, however, be feasible to oversample certain groups of men. As was the case for the 2012 WGRA, oversampling would be a prudent decision if we would not otherwise have enough respondents in a key reporting domain to provide prevalence estimates with acceptable precision. However, if our response rates are comparable to those of the 2012 WGRA, we expect to have larger sample sizes in all the 2012 WGRA reporting domains even without oversampling.¹⁰ Moreover, the use of different sampling probabilities across reporting domains involves trade-offs in precision: while it increases precision within the smaller reporting categories that are oversampled, it reduces precision for larger categories and can reduce precision for the

overall study. Given (a) the large numbers expected in each reporting category planned for the 2014 RMWS, (b) the larger overall sample size in 2014, and (c) the inability to oversample subgroups of women, the 2014 sample design does not need to oversample on the basis of pay grade, race, or service, as was done in 2012.

Fielding the Survey

The RMWS was a web-based survey fielded between August 13, 2014, and September 24, 2014, by Westat under subcontract to RAND. This period was preceded by a one-week soft rollout in which 3,000 sampled individuals were invited to take the survey. The purpose of the soft rollout was to test whether all systems were working as designed, including questionnaire programming, “whitelisting” of email invitations so that they were not blocked by DoD spam or security filters, survey helpdesk services, and the compatibility of the web survey with the wide range of browsers and devices that respondents were expected to use (the survey interface was designed to be compatible with smartphones and tablets, in addition to computers).

All sampled members received up to three letters by mail and nine emails requesting their participation in the study.¹¹ Personalized letters included (a) copies of a signed letter from the service member’s Chief of Service explaining the study and its importance, (b) instructions for accessing the survey with a unique login credential, and (c) a list of frequently asked questions about the study. Email and letter invitations were discontinued when members completed the survey or asked not to be contacted further.¹²

During the survey fielding period, RAND and DoD leadership sought to draw attention to the survey and to emphasize its importance in public communications using several means. These included messages from military officials on Facebook and Twitter, *DoD News* stories, public service announcements that ran on Armed Forces Network and could be linked to on YouTube, and messages from RAND on Twitter and Facebook, as well as other means. In an effort to recruit junior enlisted members who were expected to have especially low response rates, RAND purchased advertising on Facebook and Duffleblog (a satirical news website with a military audience) and ran public service announcements through those venues as well.

Study Reviews and Approval

RAND’s Institutional Review Board reviewed and approved the study procedures and survey instrument to ensure that it met all human subjects’ protection protocols. The Office of the Under Secretary of Defense for Personnel and Readiness (OUSD/P&R) and the Coast Guard’s Institutional Review Board conducted second-level review of human subjects’ protections. The study procedures, or portions of them, also received

reviews and approvals by the OSD Office of General Counsel, the Chief Privacy Officer of OSD and the Joint Staff, the DMDC Chief Privacy Officer, DMDC survey protocol review, OUSD/P&R Records management, and the Joint Chiefs of Staff. The project received licensing approval from the Washington Headquarters Service after receiving approvals from the OUSD/P&R. In addition, we solicited multiple rounds of reviews and comments with researchers and leadership from each service's headquarters sexual assault prevention office.

The sample design, questionnaire, survey methods, and statistical analyses were developed in collaboration with the scientific advisory board. This 12-member board included statisticians, survey methodologists, experts in relevant civilian and military law, and scientists who study sexual assault in civilian, military, or veteran populations.

Questionnaire Development

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The overarching objective for instrument development was to create questions that would yield valid estimates of respondents' experiences of past-year sexual assault, sexual harassment, and gender discrimination, as these are defined by law and Department of Defense (DoD) policies. The module assessing sexual assault was designed to use the definitions and criteria listed in the Uniform Code of Military Justice (UCMJ) for Article 120 crimes. Our survey questions measuring sexual harassment and gender discrimination align closely with the definitions of those violations as described in DoD directives, which themselves are patterned on federal civil rights law.¹ In developing the instrument, we sought to

- address criticisms of the 2012 WGRA when possible
- retain 2012 WGRA questions, when highly relevant to policy
- follow research-based recommendations for the assessment of sexual assault and sexual harassment
- aid the respondent in focusing their attention on the time frame covered by each question
- minimize distress among those who experienced sexual harassment or assault
- ask the fewest possible questions to obtain the data necessary to make precise estimates.

Thus, in the measurement of sexual assault and sexual harassment, we sought to develop simple sets of questions that could be used to correctly classify respondents' experiences according to the complex criteria set out in DoD regulations and the UCMJ defining military equal opportunity (MEO) violations and sexual assault crimes. In addition to breaking down complex laws and regulations into questions amenable to a self-administered survey format, we also sought to introduce technical changes to improve respondents' understanding and therefore to enhance the validity of their answers. Each of these domains will be discussed in turn below.

To achieve these goals, the instrument development team worked through multiple rounds of discussion and input from the scientific advisory board for this project

and from the Sexual Assault Prevention and Response Office (SAPRO) and the service sexual assault prevention and response (SAPR) leads.

Since several parts of the survey differed substantially from the 2012 WGRA, we conducted interviews to test the new items. We recruited 24 service members and recent veterans by convenience sampling through social and professional networks and volunteers from advocacy organizations. These individuals were diverse with respect to gender; branch of service; component; rank; prior experiences of sexual harassment, gender discrimination, or sexual assault; and sexual orientation. Using cognitive interviewing techniques (Sirken et al., 1999), we asked participants to review the survey questions and reflect on what the question meant; identify any ambiguous, confusing, or service-specific wording; determine whether the questions captured the relevant experiences; and determine whether the questions created any distress. The survey was further modified based on this feedback, and reviewed again by the scientific advisory board and SAPR service leads and researchers. At the end of this process, we consulted with individual members of the scientific advisory board and outside experts on specific questions that posed special problems of interpretation or formulation.

The version of the survey delivered to National Guard and reserve members was based on the active-component survey with modifications to reflect the reserve component. Several experts reviewed the instrument to adjust wording to ensure the questions were applied only to their military workplace, and to use appropriate terms for the guard and reserve context.

Development of the Sex-Based MEO Violations Module

Clarification of Military Equal Opportunity Violations

We sought to improve alignment between the survey measures of sexual harassment and gender discrimination, and MEO definitions of these offenses.² DoD Directive 1350.2 defines sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature” when either (a) “submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career,” or (b) “submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person,” or (c) “such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.” DoD regulations specify that to be actionable, sexual harassment “need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (DoD, 2003). It does not suffice that an unusually sensitive person took offense at the conduct, if a reasonable person would not have found the conduct especially offensive and the behavior was not pervasive. In

addition to sexual harassment, MEO violations also include gender discrimination as a form of unlawful discrimination “that is not otherwise authorized by law or regulation” (DoD, 2003).

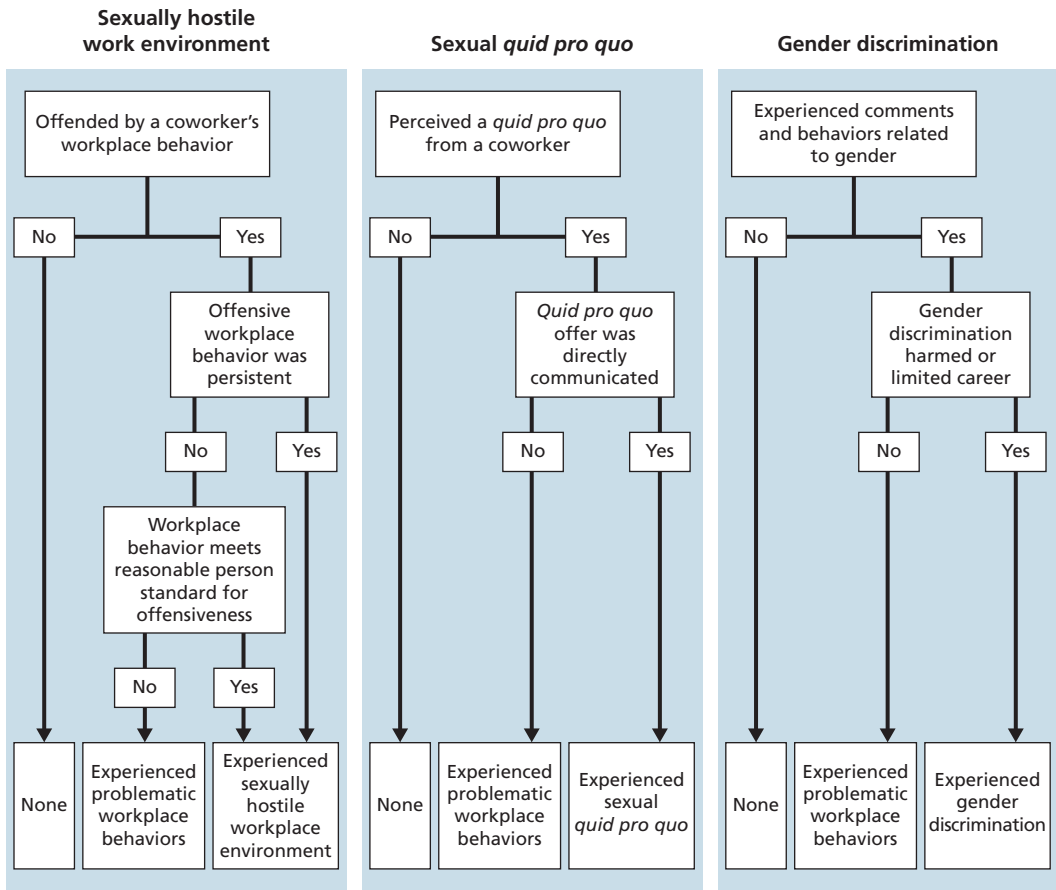
In the new sex-based MEO violation module, we include questions to assess gender discrimination and two forms of sexual harassment: *quid pro quo* harassment and *hostile workplace* harassment. *Quid pro quo* harassment under federal civil rights law refers to “any use . . . of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the armed forces” (10 U.S.C 1561[e][2]; United States Code, 2006). Hostile workplace harassment includes unwelcome sexual conduct or comments that are “explicitly or implicitly a term or condition of a person’s job, pay, or career” or “unreasonably [interferes] with an individual’s work performance or creates an intimidating, hostile, or offensive working environment” (10 U.S.C 1561[e][1] ; United States Code, 2006). Similar definitions exist in DoD Directive 1350.2 (Enclosure 2, Item 1.15) and apply specifically to military personnel. The DoD Directive differs from the more broadly applicable federal civil rights law in that the sexual conduct “need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (DoD, 2003, Enclosure 2, Item 1.15). The RAND Military Workplace Study (RMWS) attempts to assess whether a sexually hostile work environment rises to this level of severity of persistence, but not whether the harms from the actions rise to a violation of federal civil rights law.

In the 2014 RMWS, respondents were asked if in the past year they had any of a range of experiences that might qualify as a sexually hostile work environment (11 screening questions), gender discrimination (2 screening questions), or sexual *quid pro quo* (2 screening questions). Affirmative answers to these screening questions are categorized as *problematic workplace behaviors*. Such behaviors can be problematic—and interfere with well-being and work performance—even if they do not rise to the level of an MEO violation. However, as described in the next section, when participants indicated that they experienced these problematic workplace behaviors, a series of follow-up questions were asked to clarify whether these experiences also included elements that would meet the more stringent standards required to rise to the level of an MEO violation. The flow of questions and definitions used for each of these types of sex-based MEO violations can be seen in Exhibit 4.1.

Assessment of Sexually Hostile Work Environment

If a respondent indicates they experienced any of the 11 hostile workplace screening questions, he or she is categorized as having experiences consistent with a *sexually hostile work environment* if and only if the offensive behavior either (a) persisted after the person exhibiting the behavior knew the respondent or other people wanted it to stop, or (b) was sufficiently severe that, in the respondents’ opinion, most other military members of the respondents’ gender would have found it offensive. These two criteria

Exhibit 4.1
Categorization of Problematic Workplace Behaviors and Sex-Based MEO Violations in the RMWS



RAND RR870/1-4.1

are designed to rule out those instances in which respondents themselves realized that the offender had no way of knowing that his or her behavior could create a hostile work environment. It is worth noting that some of the specific behaviors assessed might also rise to the level of a sex crime under UCMJ Article 120. This part of the instrument does not assess whether these experiences would meet the legal definition of an Article 120 offense, but instead determines if these experiences involving someone from their workplace would constitute a hostile work environment.

Assessment of Sexual Quid Pro Quo

Two sexual *quid pro quo* questions assessed the respondents' belief that a workplace benefit (or avoidance of a workplace punishment) was contingent on their sexual behavior. Responding "yes" to either question is categorized as *problematic workplace*

behavior. The instrument uses follow-up questions to rule out instances in which the respondent reports no direct evidence that a benefit (or avoidance of punishment) was being offered in exchange for sexual behavior (e.g., instances in which their perception was based on rumor). Those experiences in which the respondent indicates direct evidence of a *quid pro quo* are categorized as *sexual quid pro quo*. If an exchange for sexual behavior actually took place, the experience might have risen to the level of a sex crime under UCMJ Article 120. Even without an exchange, the offer may be prosecutable as a crime under UCMJ Article 133 or Article 134. Here again, this portion of the instrument does not pursue the question of whether a criminal offense occurred, but instead determines if these experiences involving someone from their workplace represent *sexual quid pro quo* harassment.

Assessment of Gender Discrimination

If a respondent answered “yes” to either of the two gender discrimination screening questions, he or she received a follow-up question to assess whether there were any work-related negative outcomes associated with the experience. If so, the experience was categorized as *gender discrimination*.

Assessment of Sexual Harassment

If a respondent was categorized as having experienced either a *sexually hostile work environment* or *sexual quid pro quo*, then they also were categorized as having experienced *sexual harassment*.

Assessment of Sex-Based Military Equal Opportunity Violations

All respondents who were categorized as having experienced *gender discrimination*, a *sexually hostile work environment*, or a *sexual quid pro quo* in the past year were also included in a broader category capturing *any sex-based MEO violation*. Anyone who experienced a sex-based MEO violation received additional questions about the situation, the person who committed the sexual harassment or gender discrimination, and the respondents’ reporting decision.

Comparison to the 2012 WGRA

In 2012 and earlier WGRA surveys, sexual harassment was assessed using modified versions of the Sexual Experiences Questionnaire (SEQ) designed for DoD (SEQ-DoD; Fitzgerald, Swan, and Fischer, 1995; Fitzgerald, Gelfand, and Drasgow, 1995; Fitzgerald et al., 1999). The module includes a series of questions that assess unpleasant workplace experiences. For each question, respondents are asked to consider how often during the past 12 months they have been in workplace situations where someone engaged in sex- or gender-related talk or behavior that was unwanted (see Exhibit 4.2 for full text of the introduction and stem question from the 2012 WGRA). Example questions assessing these behaviors include “repeatedly told sexual stories or jokes that were offensive to you” or “made offensive remarks about your appearance, body, or

Exhibit 4.2
Introduction and Stem Question for 2012 WGRA
Sexual Harassment Question

In this question you are asked about sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel (Active Duty or National Guard/Reserve)
 - on- or off-duty
 - on- or off-installation or ship; and/or
- DoD/Service Civilian Employees and/or Contractors
 - in your workplace or on your installation/ship

Where one or more of these individuals (of either gender)... Mark one answer for each item.

sexual activities.” Respondents indicated the frequency with which they experienced the behavior on a 5-point scale (“never” to “very often”).

The 2012 WGRA used a modified version of the SEQ-DoD-Short (Stark et al., 2002), which adapted the SEQ-DoD-Short by omitting two questions, adding two new questions, retaining two questions from the original SEQ-DoD scale (Fitzgerald et al., 1999), and altering the scoring. SEQ questions were summarized with four subscales: crude/offensive behavior, unwanted sexual attention, sexual coercion, and sexist behaviors. A respondent who indicated that the behavior described in any subscale question had happened at least one

time was categorized as having experienced the unwanted workplace behavior captured by that subscale. Respondents were then asked a single question: “How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?” Respondents were classified as having experienced sexual harassment in the previous 12 months if they answered “yes” to any questions in the crude/offensive behavior, sexual coercion, or unwanted sexual attention categories and also indicated that they perceived at least one of the broader set of 19 behaviors to be sexual harassment. The four questions assessing sexist behaviors—among the most commonly endorsed questions—and the two questions assessing attempted or completed sexual assaults by coworkers, were not included in the DoD definition of sexual harassment. It is not possible to know if the behavior considered to be sexual harassment by the respondent was among the 12 items used to define sexual harassment in scoring or was one of the six excluded items. This scoring procedure departs from the conventional approach to scoring the SEQ, which treats sexist behaviors as indicative of a climate of sexual harassment.

The SEQ-DoD was designed as a broad workplace climate measure, not to count the frequency of EEO or MEO violations. The developers refer to the measure as capturing *psychological* sexual harassment (Fitzgerald, Swan, and Magley, 1997). Although the SEQ has been found to have high internal consistency and corresponds to a range of organizational climate, job satisfaction, mental health, and work performance measures in predicted ways (Willness, Steel, and Lee, 2007), it has not been shown to be a valid assessment of sexual harassment EEO or MEO violations.³

Moreover, while the SEQ has been shown to have good measurement properties (Fitzgerald et al., 1999; Stark et al., 2002), the standard version of the scale was not implemented on prior WGRA surveys. Instead, a modified set of questions was fielded and the scoring scheme was substantially altered from the scheme on which validity was established. In the validated SEQ, scoring is continuous, which means that the more experiences reported by respondents—the higher their score on the questionnaire—the greater the likelihood that they have experienced *psychological* sexual harassment. As used in the WGRA, a single binary outcome (sexual harassment or no sexual harassment) is scored if the respondent indicates experience in the past year with at least one of 12 unwanted behaviors, and they answer yes to a supplementary question: “How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?” Every respondent who says he or she considered at least one of the unwanted experiences to be sexual harassment is subsequently counted as having experienced sexual harassment in the past year.

A shortcoming of this approach is that victims of sexual harassment often do not label their experiences as sexual harassment. Indeed, the developers of the SEQ have made this argument, noting that many respondents who experience sexual harassment based on their SEQ scores say they have never been sexually harassed (Fitzgerald, Swan, and Fischer, 1995). Similarly, in 1995, DoD fielded an older sexual harassment scale asking respondents to list which offensive behaviors they had experienced in the past year. This survey, which did not require respondents to label their experiences as “sexual harassment,” found that 53 percent of Navy women reported at least one such experience of sexual harassment. At about the same time, the Navy fielded a similar survey, but to reach the list of objectionable behaviors, respondents had to first complete a gating question asking if they had been sexually harassed in the past year. The Navy study found a rate of sexual harassment of women that was approximately half that of the DoD survey (27 percent) (DoD, 2002). Both studies suggest that requiring respondents to label unwanted workplace behaviors as sexual harassment will undercount sexual harassment, leading to lower estimated rates of exposure than would be established by the SEQ using standardized SEQ scoring procedures.

Another problematic implication of this procedure is that it could cause reported rates of sexual harassment to increase artificially over time. As DoD implements new and more rigorous training and prevention efforts, and service members become better informed about what constitutes sexual harassment, they will be more likely to label their qualifying experiences as sexual harassment. In other words, the unconventional scoring procedure used in the prior WGRA to categorize sexual harassment could lead to the paradoxical result that as training and prevention programs succeed in reducing the incidence of sexual harassment, the WGRA counts of sexual harassment could rise.

The 2014 RMWS questionnaire includes a question assessing whether the respondent considered any of the selected incidents to be sexual harassment, but it does not use that question as part of the definition of sex-based MEO violations. Instead, scor-

ing procedures in the 2014 RMWS rely on meeting the specific criteria spelled out in the DoD regulations defining sexual harassment and gender discrimination (DoD, 2003). The respondents' assessment of the events will be used to explore which types of experiences are related to labeling MEO violations as sexual harassment.

Simplification of Complex Constructs

The version of the SEQ used in prior WGRA administrations began each question with a complex definition of the workplace and time period (see Exhibit 4.2). The grammatical structure of this stem question, and its many conditions, make parsing its meaning and remembering it a complex cognitive task. On the 2014 RMWS, we define the workplace and the identity of potential offenders (i.e., "someone at work") in a preamble to the section (see Exhibit 4.3 for instructions). For the questions that follow, the relatively simple term "someone from work" is used in each question, with a definition appearing on the computer screen to remind the respondent what that term means. This allows for much simpler sentence structure and greater clarity within each question. The web survey was also designed to use appropriate gender pronouns for each respondent.

In addition, the questions are relatively simple yes/no questions that ask whether specific events occurred in the past year. In contrast, the SEQ asks respondents to indicate how many times in the past year the behavior, or series of behaviors, occurred. In the RMWS, relevant follow-up questions are only asked of those who responded "yes" to earlier screening questions. This minimizes the number of questions seen by most respondents, and makes each question easier to answer. For example, the first question reads, "Since [date one year prior], did someone from work repeatedly tell sexual 'jokes' that made you uncomfortable, angry, or upset?" and the response options are "yes" or "no."

Exhibit 4.3

RMWS Instructions Preceding the Sex-Based MEO Violations Module

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [date one year prior to survey administration date].

When the questions say "someone from work," please include any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee / contractor. They could be in your unit or in other units.

These things may have occurred on-duty or off-duty, on-base or off-base. Please include them as long as the person who did them to you was someone from work.

Technical Changes to Improve Respondent Precision

People often do not remember exactly when life events happened. In attempting to measure how many crimes happened in a specific time, *forward telescoping*, or the tendency for respondents to report crimes as occurring more recently than they actually occurred, represents an important potential threat to the validity of crime-victimization estimates using survey data. For instance, studies using data from surveys of criminal victimization have shown that telescoping can lead to increased prevalence rates for some types of crimes (Andersen, Frankel, and Kasper, 1979; Cantor, 1989; Lehnen and Skogan, 1984; National Research Council, 1984). Whereas the best approach to minimizing forward telescoping involves the use of *bounded interviews* (i.e., conducting a longitudinal survey with at least two assessments and asking about events that happened since the last assessment), several alternative strategies exist for reducing telescoping on cross-sectional surveys like the 2014 RMWS. We adopted the following procedures to reduce telescoping:

- We begin the survey with a series of questions designed to remind respondents of where they lived, their job, paygrade, and other specific details from the date exactly 12 months ago.
- Instead of referring to period of interest as “the past 12 months,” we provide respondents with a specific date, and ask that they report only events that occurred after that date.
- We inform respondents that the questions assessing unwanted sexual experiences are just about events that occurred since the precise date one year before survey administration, but assured them that we will ask them about earlier, similar events later in the survey.
- Instead of stipulating the date range just once in a stem question, and requiring respondents to remember to apply that date range to subsequent questions, we incorporate the date 12 months ago into each question.
- If a respondent indicates they have experienced a sexual assault, we ask them a series of questions about the details of that event. At the end of those questions, we ask respondents to reconsider if the events described actually happened in the past 12 months. At that point, they can indicate that they are certain that the events described actually happened more than one year ago. We exclude those sexual assaults from our total 12-month counts.

Development of the Sexual Assault Module

Our approach to measuring criminal sexual assault strives to achieve three specific goals: to focus the assessment on events that are defined as sex crimes under UCMJ Article 120, to simplify measurement of complex concepts and make them more ame-

nable to a self-administered survey format, and to introduce technical changes to improve precision in determining when these events occurred. As a self-report survey of victim experiences, the survey does not provide information about whether these events could be prosecuted successfully in court, but rather whether the victim's experience corresponds to the UCMJ definition of sexual assault crimes.

Clarifications of UCMJ Sexual Assault Offenses

UCMJ rape and sexual assault offenses include unwanted penetration, however slight, of the vulva, anus, or mouth, or touching of body parts, with intent either to gratify a sexual desire or to abuse, humiliate, or degrade (except for experiences involving penetration with a penis, in which case evidence of intent is not required). The UCMJ provides a list of coercive offender behaviors that are sufficient to demonstrate that the sexual contact was criminal, including the use of force, threats, by drugging the victim or assaulting them while unconscious, by fraudulently claiming the contact served a legitimate professional purpose, by falsely claiming to be someone else, or by having sexual contact with someone who is incapable of providing consent (e.g., due to impairment by any drug or intoxicant or due to mental disease or defect).

Since the UCMJ definition of sexual assault is too lengthy, nuanced, and complex to itself serve as a survey question, RAND took the approach of extracting the core elements establishing sexual assault and presenting questions to respondents in as simple a form as possible. RAND's sexual assault questions follow current UCMJ language more closely than does the 2012 WGRA question, and they do so in a nested three-stage process to reduce demands placed on the respondent's memory and reading level. The survey is designed to first assess whether an unwanted experience occurred that matches one of the possibly criminal acts described in the UCMJ, then whether it satisfies the UCMJ intent criteria (i.e., the contact occurred "with an intent to abuse, humiliate, harass, or degrade any person or to arouse or gratify the sexual desire of any person"), and finally to assess whether one of the UCMJ coercive offender behaviors occurred (e.g., use of force, threats, deception, drugs).

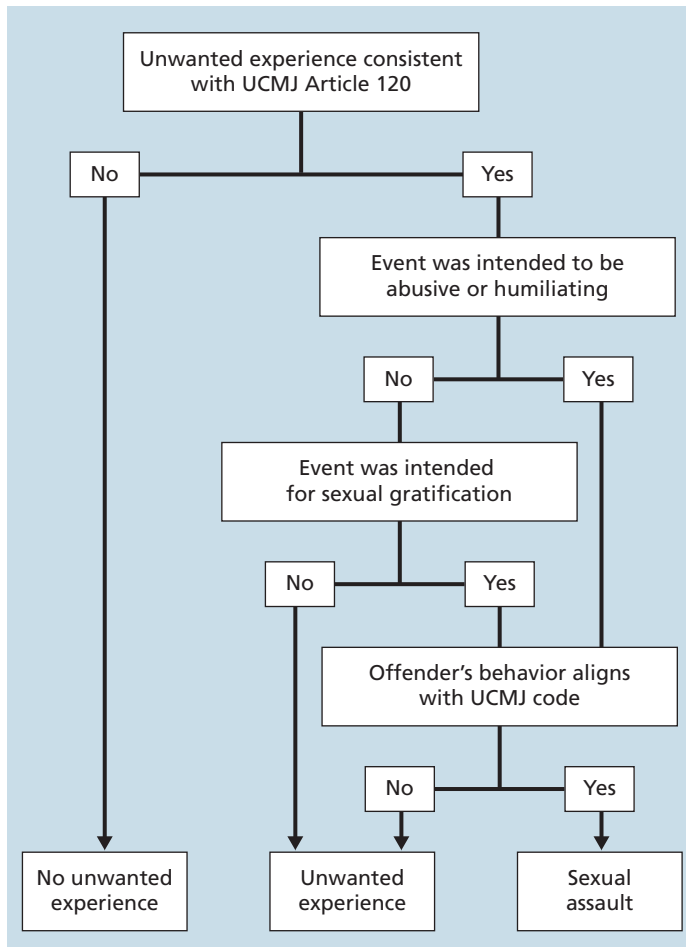
Screening questions have been designed to avoid the terms "sexual" and "sex." This decision ensures that respondents who have experienced sexual assaults under UCMJ are included in the survey estimates, even if the respondent does not consider the crime to have been sexual. This could happen, for example, with penetration or genital touching that occurs during hazing incidents, or violent events that are not perceived as sex acts but as physical assaults. Such events may not be thought of as sexual touching, anal sex, or sexual intercourse by the respondent, and so those terms are not used in the RMWS module assessing sexual assault.

Our approach begins with six behaviorally specific screening questions that are designed to include all sexual assaults in the past 12 months. However, these questions may also include behaviorally similar unwanted experiences that are not sexual assaults under the UCMJ definition (e.g., sexual contact that was accidental or penetration that

occurred for a legitimate medical purpose). These unwanted, but not criminal, events are identified using responses to subsequent questions, and are not included in the final count of sexual assaults. The flow of questions and resulting definitions are illustrated in Exhibit 4.4.

When a respondent indicates that they have experienced a specific unwanted behavior, they are asked follow-up questions about that experience. First, they are asked if, in the respondents' opinion, the behavior occurred for one of the purposes or offender intents that the UCMJ defines as indicative of sexual assault. If the respondent indicates that the purpose or offender intent is consistent with a UCMJ sexual assault, they are then asked about the behaviors by which the offender caused the experience to occur. These coercive offender behaviors track the UCMJ definitions of sexual assault.

Exhibit 4.4
Categorization of Sexual Assault in the RMWS



The RAND questions, like the UCMJ offense descriptions, are designed to avoid most ambiguities around the concept of “consent” that have been cited as criticisms of the WGRA 2012.⁴ The questions included in the list of possible mechanisms or behaviors correspond to the specific definition of a sexual assault under the UCMJ and for the most part map directly onto UCMJ language, as in the instances of the use of force producing injuries and the use of threats.

Because the UCMJ offers clear behavioral descriptions of most Article 120 crimes, we can say with some confidence that our survey identifies criminal offenses with a high probability if the events occurred in the way the respondent reported them on the survey. However, we also include questions exploring two ways in which sexual assaults might occur that are more difficult to assess with a self-administered survey. The first is the possibility of *tonic immobility*, or the tendency of a victim to freeze in response to an attack. In such situations, the victim may not be overpowered, overtly threatened, or drugged, yet at the same time, he or she is not capable of providing consent. The second assessment concerns situations in which the victim is sufficiently intoxicated by alcohol at the time of the assault as to sustain a subsequent alcohol-induced blackout state.⁵ Such a state could indicate a level of intoxication reflecting an inability to legally provide consent. For both of these more complex circumstances, the UCMJ has sections that can be interpreted as defining such events as crimes, but more detail would be needed to verify that the event qualifies as a crime under UCMJ Article 80 or Article 120. Finally, a general non-consent question delivered at the end of the list (“I did not consent”) is included in the survey (as it is in Article 120) to catch other instances of nonconsensual, unwanted experiences, such as unwanted touching of private parts that occurred so suddenly or quickly that there was not time to indicate non-consent. Details on the correspondence between the 2014 RMWS questions and UCMJ Article 120 can be found in Appendix B.

For our analytic purposes, responding “yes” to any of the six screening questions is classified as having had an unwanted sexual experience. Subsequently, a positive response to either of the intent questions and to one of the UCMJ mechanisms that are aligned with Article 120 results in the unwanted sexual experience being classified as a sexual assault.

Responding “yes” to the tonic immobility or blackout questions that might meet the UCMJ definition is categorized as “probable” sexual assault (unless the respondent also responds “yes” to another clear non-consent question). These incidents are included in the overall sexual assault rate and also reported separately if they are sufficiently common to influence the estimates we provide.

Because many of the behaviorally specific sexual assault screening questions are highly associated (e.g., those experiencing unwanted penetration with a penis will also report having contact with someone else’s genitals), it is likely that people who say “yes” to one question may say “yes” to several. To reduce respondent burden, the purpose/intent and the offender behavior follow-up questions are not repeated once

sexual assault has been established. This results in respondents being placed into three mutually exclusive, hierarchical categories: (1) *Penetrative Sexual Assault*, designed to assess rape or sexual Assault under Article 120; (2) *Sexual Assault Without Penetration*, designed to assess aggravated or abusive sexual contact under Article 120; and (3) *Attempted Penetrative Sexual Assault*, designed to assess attempted rapes or attempted sexual assaults under Article 80 that did not also include behaviors that could be classified as aggravated or abusive sexual contact.

One implication of this ordering of assault categories is that if a respondent experiences an attempted penetrative assault that also included any unwanted sexual touching, they are categorized as having experienced “sexual assault without penetration” rather than “attempted penetrative sexual assault.” The rationale for this decision is that, provided the attempt included physical contact, an assault that fits clearly within Article 120 occurred. This is a much more definitive classification that can occur for attempted sexual assault (i.e., a combination of Article 80 and Article 120), which depends on more-detailed assessments of offender motivation and behaviors. This is a departure from the 2012 WGRA prioritization of incidents, in which the *attempted sexual intercourse, anal, or oral sex* category had precedence over the *unwanted sexual touching only* classification. In other words, some events that likely would have been categorized as *attempted sexual intercourse, anal, or oral sex* given the 2012 WGRA coding rules will be categorized as *nonpenetrative sexual assault* in the 2014 RMWS.

Returning to the questionnaire structure, if respondents answered affirmatively to more than one screening question, they were asked to indicate on how many separate occasions in the past year these experiences occurred. Individuals with more than one sexual assault experience were asked to select the “worst” or most serious experience. All respondents with sexual assaults were then asked detailed follow-up questions about either their only or their “worst” experience.

Differences from Prior WGRA Measurement

While the 2012 WGRA unwanted sexual contact question was designed to identify experiences consistent with UCMJ Article 120 definitions of sexual assault, Article 120 has been revised since the WGRA questions were developed in 2006. Further, the wording of questions in the 2012 WGRA survey required respondents to make judgments around complicated legal concepts (e.g., consent) not defined in the survey, which may have negatively impacted the validity of their responses for measuring UCMJ assaults.

The 2012 WGRA assessed these events by asking a single gating question. This question asked if respondents were made to engage in any of five behaviorally specific classes of sexual contact in the past 12 months that were described as “intentional sexual contacts that were against your will or occurred when you did not or could not consent.” Whereas the UCMJ describes coercive offender behaviors to define sexual assault, the 2012 WGRA definition leaves it to the survey respondent to decide what

“did not or could not” consent means, and what it means to be “made to” engage in an activity. This leaves the unwanted sexual contact questions open to the interpretation that “holding a mental reservation about sexual activity is sufficient without any manifestation of lack of consent” for the 2012 WGRA to count the activity as an unwanted sexual contact (Schenck, 2014). If respondents interpret “did not consent” as meaning that no explicit statement of approval was provided (even if nonverbal approval cues were provided), then unwanted sexual contacts measured in the 2012 WGRA could include sexual contacts that may not be sexual assault as defined in the UCMJ. Alternatively, if a respondent believes that they must have verbally expressed non-consent, they may fail to classify a forceful rape in which they were too afraid to say “no” as a sexual assault, leading to an undercount.

The UCMJ considers many types of touching and penetration to be sexual assault, even when the perpetrator’s intent is not explicitly sexual (provided the purpose is to “abuse, humiliate, harass, or degrade any person”). In contrast, the 2012 WGRA unwanted sexual contact questions limit respondents to consider only “sexual contacts” involving sexual touching, sexual intercourse, oral sex, anal sex, or penetration by a finger or object. As such, the questions place a greater emphasis on the sexual nature of the unwanted contact than does the UCMJ. Victims of hazing, bullying, or other harassment that could qualify as sexual assault in the UCMJ may fail to report their experiences on the unwanted sexual contact question because no one involved in the assault considered it sexual. This would lead the 2012 WGRA unwanted sexual contact questions to undercount the true prevalence of UCMJ sexual assaults against service members.

Simplification of Complex Constructs

The 2012 WGRA unwanted sexual contact question presents respondents with a complex cognitive challenge. Respondents read a stem question in which multiple inclusion criteria are provided for an unwanted sexual contact to be considered: it occurred in the past 12 months, it was intentional, it was against your will *or* it occurred when you did not or could not consent, and it occurred in the context of five different types of physical contact (each with a definition, see Exhibit 4.5). Respondents must then indicate whether any of five types of sexual contact—some of which include multiple alternative types of contact—meet all of the inclusion criteria. This type of complex gating question does not meet the recommended measurement standards delineated in the sexual assault assessment literature (Fisher and Cullen, 2000; National Research Council, 2014).

RAND’s 2014 sexual assault questions are designed to reduce cognitive burden by breaking the complex components of sexual assault down into a series of specific, behaviorally defined questions and follow-up questions, each of which contains all the information necessary to arrive at a yes/no response (i.e., there is no obligation to understand or remember a complex stem question).

It begins with instructions to describe the kinds of experiences that the survey is designed to capture (see Exhibit 4.6).

Then, the six screening questions are presented with a yes/no response format:

1. Since [date one year prior to survey administration], did you have any unwanted experiences in which someone put his penis into your [if female, then display “vagina,”] anus or mouth?
2. Since [date one year prior to survey administration], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your [if female, then display: “vagina,”] anus or mouth? The body part could include a finger, tongue or testicles.
3. Since [date one year prior to survey administration], did anyone make you put any part of your body or any object into someone’s mouth, vagina, or anus when you did not want to? A part of the body could include your [if male, then display: “penis, testicles,”] tongue or fingers.
4. Since [date one year prior to survey administration], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)? Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.
5. Since [date one year prior to survey administration], did you have any unwanted experiences in which someone made you touch private areas of their body or someone else’s body (either directly or through clothing)? This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.
6. Since [date one year prior to survey administration], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your [if female, then display: “vagina,”] anus or mouth, but no penetration actually occurred?

Exhibit 4.5 2012 WGRA Unwanted Sexual Contact Question

In the past 12 months, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent where someone...

- Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
- Attempted to make you have sexual intercourse, but was not successful?
- Made you have sexual intercourse?
- Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?
- Made you perform or receive oral sex, anal sex, or penetration by a finger or object?

Technical Changes to Improve Respondent Precision

As described above in the sexual harassment section, *forward telescoping*, or the tendency for victims to report crimes as more recent than they actually were, represents an important threat to the validity of crime-victimization estimates using survey data. As

Exhibit 4.6

Preamble to 2014 RMWS Sexual Assault Assessment

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.

Some of the language may seem graphic, but using the names of specific body parts is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, service member or civilian, someone you knew or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened AFTER [date one year prior to survey administration]. You will have an opportunity to describe experiences that happened BEFORE [date one year prior to survey administration] later in the survey.

Remember, all the information you share will be kept confidential. RAND will not give your identifiable answers to the DoD.

with the sex-based MEO violations module, in the sexual assault module we attempted to guard against telescoping in the 2014 RMWS by refreshing memory for life experiences that occurred one year prior to the survey administration date at the beginning of the survey and reminding the respondent, in each question, by using the specific date one year prior to survey administration.

In addition, at the end of the past-year sexual assault module, respondents are asked to verify that the assault did occur in the last 12 months. If a respondent is certain that the sexual assault occurred prior to the past 12-month period, and had no other experiences during the 12-month period that might be classified as a sexual assault, the service member was not counted as experiencing a sexual assault in the past year.

A second precision improvement offered by the RAND sexual assault module is greater detail on the types of sexual assaults experienced by service members. As noted above, the WGRA unwanted sexual contact section begins with a single yes/no gating question that asks whether the respondent experienced any of five types of sexual assault in the past year. Research on survey design shows omnibus questions about rape do not cue memories of relevant experiences as effectively as do a series of behaviorally specific questions (Sabol and Beck, 2014; Koss, 1993; National Research Council, 2014). In the 2014 RMWS, each type of unwanted experience is assessed separately, until a qualifying crime in the past year is detected.

Assessment of Lifetime Sexual Assault

Assessment of sexual assaults prior to the past year was a secondary aim of the survey, but a thorough assessment of all lifetime sexual assaults would have lengthened the survey excessively. Therefore, we simplified the assessment of prior lifetime sexual assault exposure. It was assessed with the same screening questions used for the prior-year assessment, except that two questions capturing penetrative sexual assaults were collapsed into one, resulting in five questions. In addition, no follow-up questions were used to assess the UCMJ-specific criteria regarding the purpose and mechanisms of sexual assault. However, to improve precision, the questions were introduced as events that are of an abusive, humiliating, or sexual nature, and are situations in which “you did not want it and did not consent.” Further, “did not consent” is defined and kept visible when the five screening questions are asked. Specifically, the definition reads, “‘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.” Thus, specific aspects of the nature of the event and the way in which it was coerced are included in the questions. Respondents who indicated that they experienced a lifetime sexual assault were further categorized as having experienced sexual assault(s) prior to joining the military, during their military career, or both.

Development of Demographic Questions

Most demographic information for this study was available in the DMDC data delivered to RAND for purposes of sampling and weighting. Thus, it was only necessary to include a few questions on the survey that were (1) not available in the DMDC dataset, (2) needed for purposes of validating that the person invited was the person who completed the survey, or (3) likely to change between the time the DMDC data was drawn and the time the survey was fielded. We needed to ask two questions about characteristics that might have changed since the DMDC data were drawn: deployment in the prior year and, for guard or reserve members, the number of days spent in a compensated guard or reserve status. In addition, we asked respondents to confirm their month of birth.

In addition to the information available in administrative records, we included questions on the survey to assess factors known to be associated with increased risk for sexual harassment or sexual assault. We asked one question about current relationship status, assessing statuses that would not be included in DMDC data, such as being in a committed romantic relationship but unmarried (“single” in DMDC data). We also planned to ask about the respondent’s sexual orientation because surveys of civilian populations have shown that sexual minorities are at substantially elevated risk of sexual assault and sexual harassment, and these groups may be vulnerable in military settings (e.g., Burks, 2011; Walters et al., 2013). However, the Office of General Council at OSD determined that while legally defensible, inclusion of this question

would violate current DoD policy against collecting information on service members' sexual orientation. Given reluctance on the part of service representatives to support an exemption to DoD policy for purposes of including this question in the survey, we elected not to include it in the 2014 survey. We recommend, however, that it be included in future assessments.

Development of Long Form Questions

Beyond the assessment of sexual harassment and sexual assault, the 2012 WGRA included questions on workplace climate, sense of safety, interactions with supervisors and peers, mental health status, and experiences with trainings and policies related to sexual harassment and assault. We sought to include a subset of these questions if they:

- Were part of an important time series used to evaluate DoD policies. These included questions assessing opinions about DoD efforts to address sexual harassment and sexual assault, workplace climate, and likelihood of retention in the military. In some cases these questions were edited for clarity and precision, and in other cases they were kept exactly the same as the 2012 WGRA for complete comparability.
- Provided useful data that could be used to better understand the 2014 RMWS questions on sex-based MEO violations and sexual assault. These included questions on general health status and current depression and posttraumatic stress disorder (PTSD) symptoms. In some cases we used updated measures for these constructs. Specifically, we used
 - one question to assess general health status drawn from the SF-36 (Ware and Sherbourne, 1992). This is a new question and replaced a lengthier scale.
 - the PHQ-8 (Kroenke et al., 2009) to assess depression symptoms (same as on the 2012 WGRA)
 - the PC-PTSD updated for the Diagnostic and Statistical Manual of Mental Disorders: Fifth Edition (DSM-V). This is a new measure of PTSD recently updated from a primary care PTSD screening tool (Prins et al., 2004). This measure is substantially shorter than the one used on the 2012 WGRA and conforms to the more recent diagnostic criteria as defined in the DSM-V.

Inclusion of Service-Specific Questions

Each service was invited to suggest up to ten additional questions for inclusion on the survey to be presented only to respondents from that service. RAND worked with each service to edit questions for precision and clarity. The Marine Corps added four questions, the Coast Guard added five questions, and the Air Force added one question. These questions were about training, programs, or policy questions relevant to sexual assault prevention in those services (see the Survey Instrument for specific items).

Development of Prior WGRA Form Questions

We developed the prior WGRA form to be very similar to the 2012 WGRA, but included fewer questions to improve response/completion rates. Specifically, the prior WGRA form

- Included 2012 WGRA questions about workplace relations in the first section of the survey to help set context for questions about sexual harassment and gender discrimination.
- Omitted items in the first section of the survey that were not explicitly related to workplace relations and were shown in the 2012 WGRA to be associated with high rates of survey break-off (i.e., where respondents discontinued survey participation). For instance, the questions assessing current PTSD and depression were omitted due to extensive break-offs at the beginning of this section in 2012.
- Included the full set of items related to workplace discrimination, sexual harassment, and sexual assault.
- Added one additional item after the unwanted sexual contact questions to assess forward telescoping.
- Omitted items following the unwanted sexual contact section to decrease the overall length of the survey.⁶

For data drawn from responses to the prior WGRA form questionnaire, *unwanted sexual contact* and *sexual harassment* will be calculated in the same way as the 2012 WGRA.

Analytic Methods

Bonnie Ghosh-Dastidar, Terry L. Schell, and Andrew R. Morral

This chapter provides details of the steps necessary to produce population-representative estimates of the percentage of service members who experienced sexual assault or a sex-based military equal opportunity (MEO) violation in the past year. The key steps are as follows:

- Sampled individuals must be assigned a case disposition to reflect the status of their survey. This step involves determining who provided sufficient survey data to be counted as a respondent.
- Data collected from respondents will be weighted to produce population-representative estimates.
- Population estimates of the rates of sexual assault and other study outcomes are computed in a manner that correctly incorporates the effects of the analytic weights.

Final Case Disposition

Table 5.1 summarizes the case disposition categories and rules, which follow survey research standards for documentation (American Association for Public Opinion Research, 2011). Our approach differs from earlier WGRA case disposition definitions in several ways. First, we consider every service member in the 2014 sampling frame to be eligible if they were alive at the end of the survey field period. In the 2012 Workplace and Gender Relations Survey of Active Duty Personnel (WGRA), the majority of individuals whose sampled records were ruled ineligible were classified as *Disposition 1: Sample ineligible—deceased or no address available in DEERS* (DMDC, 2012). Those who were hospitalized and those who recently separated from the military were also counted as ineligible for the survey. Our view is that these categories of individuals should not be classified as ineligible, because they have served a major part of the past year in the military, which makes them part of the population that we are trying to measure. Hospitalizations and separation from the military may also be associated with the primary outcomes of this study, so the exclusion of these groups from the survey could bias the survey results. Those who separated from the military must have

Table 5.1
Case Disposition Definitions

Case Disposition	Data source	Description
Eligible complete		
Complete	Survey response file	<i>Any Sexual Assault</i> (RAND form) or <i>Unwanted Sexual Contact</i> (prior WGRA form) is coded as non-missing
Eligible incomplete		
Partial complete, insufficient information	Survey response file	Survey started, but will not be used in analyses because <i>Any Sexual Assault</i> (RAND form) or <i>Unwanted Sexual Contact</i> (prior WGRA form) were coded as missing
Refusal	Survey management system	Sampled member refuses to take the survey or requests to be removed from future contact
No response	Survey management system	No response from sampled member
Ineligible		
Deceased	DMDC personnel records	Sampled member died before the end of fielding period

left recently—they were part of the Defense Manpower Data Center (DMDC) dataset of employed service members provided just prior to the start of fieldwork—so any reports of sexual assault or harassment over the past year experienced by these individuals are likely to describe their experiences as a service member. Treating these hard-to-reach groups of service members as ineligible has the potential to increase the nominal response rate for the study, but ultimately makes the eligible population a less accurate representation of the population of interest for this study. As a result, our study has just one category of ineligible—anyone who could not be surveyed because he or she had died. All other individuals in the sample who did not respond to the survey are treated as eligible non-respondents for the response rate and included in the nonresponse adjustments.

A second important difference involves the definition of a “partial complete with sufficient information”; such cases have some number of unanswered survey questions but are included in analyses. In 2012, DMDC required WGRA respondents to complete at least 50 percent of all survey questions to be included as a respondent. Our definition is motivated by the primary aim of this study, which is to estimate the prevalence of sexual assault. Therefore, we do not exclude from our analyses respondents who completed the sexual assault items. We have defined a partial complete to be those members who have provided sufficient information to allow us to determine whether they were sexually assaulted in the past year.¹

Survey Weights

Once respondents and nonrespondents have been identified, the respondents' data need to be weighted. Survey weighting makes the analytic sample more representative of the population (Heeringa, West, and Berglund, 2010; Little and Rubin, 2002; Schafer and Graham, 2002). Under current federal guidelines, all major federal surveys are directed to use weights (or comparable methods) to improve the representativeness of the analytic sample (OMB, 2006). Specifically, analyses should incorporate weights that adjust for sampling probabilities and nonresponse, and nonresponse weights should "make use of the most relevant data available" to insure a representative analytic sample (Guideline 3.2.12; OMB, 2006).

Weighting is used by all major surveys conducted by the Census Bureau, the Centers for Disease Control and Prevention, the National Institutes of Health, the Bureau of Justice Statistics, the Department of Labor, and the Federal Reserve. All reputable private polling and research firms also use similar nonresponse adjustments when generating population estimates, including research conducted by Gallup, Pew, SurveyUSA, WESTAT, NORC, Abt SRBI, and RTI. The prior WGRA surveys (DMDC, 2012; DMDC, 2014), as well as other major surveys conducted for the Department of Defense (DoD; e.g., Status of Forces), use survey weights to reduce biases that would otherwise be present in the population estimates. Consistent with federal guidelines on survey analysis, this study uses analytic weights that adjust for both sample design and survey nonresponse. Similar to prior WGRA surveys, analytic weights are developed as three components: design weights, nonresponse weights, and post-stratification weights.²

For active-duty service members, we sampled every woman and one out of four men—that is, women were selected with certainty (sampling probability of 1) while 25 percent of men were selected for the study. An unweighted average of the respondents' survey reports would not correctly represent population results: It would overrepresent the opinions and experiences of women, relative to their share of the active-duty population. Thus, design weights are needed to account for the different sampling probabilities for men versus women.

In addition, surveys typically have some amount of nonresponse (eligible incompletes). Because some types of people may be less likely to complete a survey than others (e.g., junior enlisted, men, Marines), the unweighted respondent data may not accurately reflect the responses expected from the full population. Thus, nonresponse weights are required to make the respondents accurately represent all of those originally sampled for survey participation. This study, like the prior WGRA surveys, has access to detailed data from the military describing the characteristics of all of those who were sampled, even if they did not respond. Thus, we can describe in detail the characteristics on which the respondents do not match the nonrespondents to the survey, and adjust for those differences.

Finally, there is a post-stratification step to ensure that the weighted respondent sample precisely matches the full population within each of our reporting categories (e.g., gender, branch of service, pay grade). This step ensures that the proportions in our analytic dataset perfectly match those in the population on key features such as gender, pay grade, service, and related characteristics.

Primary Objectives for Weighting

We identified a weighting method that met multiple primary objectives:

- Produce unbiased population estimates of key survey outcomes across and within various reporting categories
- Make full use of the socio-demographic and occupational information available in the administrative data on the full population
- Enable a direct comparison of the WGRA form estimates in 2014 with the estimates from the 2012 WGRA
- Ensure that the analytic weights do not inadvertently identify individual respondents when they are provided to DMDC.

To meet these objectives, we needed two sets of weights:

- *WGRA weights*. To produce estimates using the prior WGRA form that are as comparable as possible to the WGRA estimates from prior years, we developed one set of weights using the same procedures DMDC used in 2012. These weights ensure that any differences in survey results between 2012 and 2014 are not due to changes in analytic methods. We use these WGRA weights only for analysis of responses from the prior WGRA form survey.
- *RAND Military Workplace Study (RMWS) weights*. DMDC and RAND have identified several types of administrative information about service members that were not used when developing the 2012 weights. Including that information in the development of the RMWS weights allows the RMWS weights to better ensure that the analytic sample is representative of the population. We intend to apply these weights to all estimates generated from the new RAND forms, not the prior WGRA form.

Both weighting approaches used the same design weights, since the design weights adjust for the disproportionate sampling of women relative to men for the RMWS.³ Similarly, the post-stratification weights are derived in comparable ways. Specifically, in the WGRA weight's post-stratification step, the weighted respondents (applying both sampling and nonresponse weights) were further adjusted to precisely match the population subgroups defined by the cross-categorization of service, pay grade, gender, and minority status. For example, the proportion of male, Army, junior officers who are caucasian in the weighted sample is set exactly to that of the population. The

RMWS weight's post-stratification step is essentially the same, though we will balance 40 reporting categories (defined by pay grade, service, and gender) within each RAND form type, and will not include the minority status indicator because detailed racial and ethnic categories were included in our nonresponse weights.⁴

The two methods differ primarily in the derivation of nonresponse weights, which we describe next.

Differences in the WGRA and RMWS Nonresponse Weights

The WGRA nonresponse weighting approach attempts to account for (or explain) survey nonresponse on the basis of the factors listed in Exhibit 5.1. Variables that differed substantially between respondents and sampled nonrespondents were identified through statistical modeling, and model-based weights were derived to compensate for those differences.⁵

For the RMWS nonresponse weights, we included more of the information available for the entire sample, including both respondents and nonrespondents, to help identify possible sources of nonresponse bias in the population estimates of our key outcomes. To do this, we assembled a very broad range of information. These characteristics, listed in Exhibit 5.1, include socio-demographic information (e.g., age, ethnicity, marital status), occupation-related information (e.g., pay grade, service, unit size, occupation code, percent male in one's occupation, deployment history, length of time served in the military), and fieldwork information (e.g., missing email address, missing mail address, number of letters returned as undeliverable, percentage of emails that were bounced back).

In general, adding variables to the nonresponse model can only reduce nonresponse bias to the extent that those variables are associated with both (a) one of the outcomes of interest and (b) the probability of responding to the survey (Little and Rubin, 2002). For example, if junior enlisted personnel are at higher-than-average risk for sexual assault, but have a lower-than-average response rate, we would need to give junior

Exhibit 5.1 Predictors in WGRA Weighting Model

Variables

- Gender (men, women)
- Race/ethnicity (5 levels)
- Service (Air Force, Army, Marine Corps, Navy)
- Pay grade (E1-E3, E4, E5-E6, E7-E9, W1-W5, O1-O3, O4-O6)
- Deployment status (never deployed, not deployed past year, deployed past year)
- Combat occupation flag (combat, combat support)
- Family status (single, married)

enlisted respondents more weight in the analyses to ensure unbiased estimates of the rates of sexual assault in the military. For this reason, we included every available variable that is plausibly associated with either survey nonresponse or with one of our key outcomes (Exhibit 5.2).

Exhibit 5.2 Predictors in Outcome-Optimized RMWS Weights

Demographic Factors	Military Environment Factors
Gender (male/female)	Duty unit location (CONUS/OCONUS)
Date of birth	Percent male at military installation**
Race code (32 categories)	Number of people at military installation**
Ethnic affinity code (23 categories)	Percent male in military unit***
Marital status code (8 categories)	Number of people in military unit***
Total number of dependents	Survey Fielding Factors
Education level code (21 categories)	Change-of-address entered in DMDC records after sampling (Y/N)
Armed Forces Qualification Test score	Change of station after sampling (Y/N)
Military Career Factors	Change of station, past year (Y/N)
Service (5 levels, including Coast Guard)	No mailing address at time of sampling (Y/N)
Pay grade (20 levels)	No email address at time of sampling (Y/N)
Days of active-duty service, past year	First letter returned as postal nondeliverable (Y/N)
Cumulative months of active federal military service	Email sent by Marine Corps (Y/N)
Projected end date for current term	Percentage of sent emails that bounced back
Date of entry into military services	
Military accession type (25 categories)	
Strength accounting code (8 categories)	
Separated or retired after sampling (Y/N)	
Months deployed since 9/11/2001	
Months deployed since 7/01/2013	
DoD occupational group (20 categories)	
Percent male within members' specific occupation*	
Number of people within members' specific occupation*	

NOTES: Categories containing fewer than 40 cases among survey respondents were combined in the statistical models. There are slightly different military factors used when developing weights for the reserve component relative to the active component; those additional variables are not included in this exhibit.

* Derived from 302 DoD occupational categories

** Derived as two separate variables for each member's assigned installation ($N=3031$) and their duty installation ($N=3147$).

*** Derived as two separate variables for each member's Assigned Unit ($N=24,496$) and their Duty Unit ($N=24,517$).

Whereas including all variables that could plausibly explain nonresponse has the advantages described above for reducing bias, it can also have the unwelcome effect of reducing the precision of estimates. This is because weighting on variables that are not associated with any survey outcomes cannot remove any nonresponse bias in those outcomes, but can increase the variance of the weights, with resulting reductions in the precision of estimates (Little and Vartivarian, 2005). Thus, the ideal weights are based on a nonresponse model that includes only those factors that are associated with the key outcomes and nonresponse. Such a model would remove the maximum amount of nonresponse bias, while limiting the variance in the weights to just the amount needed to eliminate nonresponse bias. Thus, the best weighting approach is one that has been optimized for the specific outcomes that the study is designed to measure.

For this reason, the RMWS nonresponse weights are designed as a two-step process. First, we identified factors contained in Exhibit 5.2 that are statistically associated with one or more of the six primary outcomes for our study (three types of sexual assault and three types of sex-based MEO violations). Second, we estimated a nonresponse model in which the factors in Exhibit 5.2 are included only to the extent that they are predictive of one or more of the primary outcomes. This first step creates six new variables, each of which is a weighted combination of the factors in Exhibit 5.2 that best predict one of the six outcomes. Specifically, a separate regression model was estimated for each of the six primary outcomes among survey respondents using the Exhibit 5.2 variables as predictors.⁶ The second step creates nonresponse weights that balance the respondents to the full sample on these six combination variables.⁷ In this way, the nonresponse weights are optimized to remove as much nonresponse bias as possible in the primary survey outcomes, while avoiding the inclusion of additional variables in the nonresponse adjustment that would reduce precision without any reduction in bias.

Evaluation of the WGRA and RMWS Weighting Approaches

Under both the WGRA and the RMWS weighting approaches, the sample is precisely balanced to the eligible population on the cross-classification of gender, service, and pay grade group. For example, both weights yield the right number of female, Marine, senior enlisted service members. The only difference between the two weights is how they balance the sample to the population *within* each of those 40 categories. Within each reporting category, the WGRA weights balance the respondents to the population on (a) the racial distribution within reporting categories, (b) the number of E7-E9 within the senior enlisted categories, and (c) the number of E4 within junior enlisted categories.

In contrast, the RMWS weights attempt to achieve balance within each of the 40 reporting categories on a weighted combination of the most important predictors of sexual assault and sex-based MEO violations. While the WGRA weights precisely balance on minority versus nonminority status, the RMWS weights only attempt to

achieve balance on minority status to the extent that it predicts one of the six sexual assault or sex-based MEO violation outcomes. This allows the RMWS weights to incorporate a much wider range of factors that might explain nonresponse bias without unnecessarily eroding precision. For example, it is plausible that women in occupations that are predominately male experience more discrimination than women in occupations that include more women (e.g., Moore, 2010). The RMWS system of weights will therefore seek to improve the representativeness of the sample in each of the 40 reporting categories on the gender distribution of occupations. If the sample in some reporting category does not have enough respondents in jobs that are 95-percent male, it will give more weight to those in the sample who are in such jobs to be more representative on that dimension.

RAND's main findings report, which will be published in spring 2015, will present the balance achieved between weighted respondents and the population on each of the reporting categories, and on variables in Exhibit 5.2 that prove to be key predictors of sexual assault or sex-based MEO violations.

Summary of Major Improvements in the RMWS

Andrew R. Morral, Kristie L. Gore, and Terry L. Schell

Sexual harassment, gender discrimination, and sexual assault against service members are matters of intense concern within the Department of Defense (DoD), the Congress, and among members of the public. For this reason, prior efforts to quantify the extent of the problem have been closely reviewed and critiqued, as we expect our efforts will be. RAND researchers were given the opportunity to take a fresh look at this survey challenge to establish independent estimates of the number of service members experiencing sexual crimes and violations. Surveys can always be improved, and new approaches to measuring complex, sometimes hidden phenomena like sex-based military equal opportunity (MEO) violations and sexual assault can yield important insights.

Although we have developed a new approach to measuring these phenomena, ours draws heavily on the methods and analysis developed within DoD's own survey research department in the Defense Manpower Data Center (DMDC), which has conducted research on sexual harassment and assault in the military for more than two decades. Indeed, several of the modifications we incorporated into our approach were suggested by analyses conducted by DMDC.

In this section, we highlight the key improvements we have contributed to the measurement of sex-based MEO violations and sexual assault, and describe some of the experiments we are conducting that may help improve the accuracy of future surveys. Clearly, however, the science of accurately estimating the rates at which these offenses occur is still developing. In future administrations of the Workplace and Gender Relations Survey of Active Duty Personnel (WGRA), survey researchers at DoD will need to continue to revise and improve our methods, their own, or some combination to arrive at the most valid results possible.

RMWS Modifications to Improve the Precision of Sex-Based MEO Violations and Sexual Assault Estimates

All of the key modifications we implemented for the 2014 RAND Military Workplace Study (RMWS) were designed to improve the validity and precision of our estimated

rates of exposure to sex-based MEO violations and sexual assault. We describe these as “improvements,” though we note that the WGRA was not designed to produce valid and precise counts of crimes and violations. Instead, it included a screening item for *unwanted sexual contact* that was patterned on the Uniform Code of Military Justice (UCMJ) definition of sexual assault, but never presented by DMDC as an estimate of crimes, per se. Similarly, as discussed earlier, the WGRA measurement of sexual harassment used a scale designed to capture a psychological sense of harassment, not one designed to estimate true violations of the law or DoD sexual harassment policy. Therefore, many of our “improvements” should be considered as advances for the purposes of estimating the prevalence of crimes and violations, a somewhat different objective than that of prior WGRA surveys.

Enlarged Sample Size

The sample size DoD established for this study is five times larger than recent WGRA samples. There are good reasons to avoid such large surveys, but large samples are especially valuable for evaluating the experiences of small subpopulations that cannot be readily targeted on their own, such as men who have experienced a sexual assault. By sampling more than one-half of a million service members, we ensure sufficient numbers of men who have experienced a sexual assault—and many other small subgroups—to draw reasonably precise estimates and generalizations about their experiences. This large sample also allowed us to give respondents different sets of questions, a procedure that will provide important information on the differences between the old and new methods of assessing sexual crimes and violations.

Clarifying the Interpretation of the Measured Constructs

The WGRA was designed to measure sexual harassment, sexist behavior, and unwanted sexual contacts, but how one should interpret these measures may not be sufficiently clear. In some DoD communications, *unwanted sexual contact* was equated with sexual assault, while others emphasized that the precise legal standard of sexual assault could not be established through the unwanted sexual contact questions. Similarly, DoD leadership appeared unclear on whether *unwanted sexual contact* included sexual harassment or even just annoying attention with sexual overtones. Neither the WGRA’s sexual harassment nor the sexist behavior measures correspond directly to MEO violations as defined by DoD directives or federal civil rights law. Each of these uncertainties raises questions about what meaning should be attached to the specific behaviors assessed with the WGRA, and the severity of the problems they represent.

In the RMWS, we address these problems by designing measures that explicitly assess the legal criteria necessary for determining whether a sex-based MEO violation occurred or whether a UCMJ Article 120 or Article 80 offense occurred. Of course, these measures are based on respondents’ perceptions of events. Independent investigation might find that some of these reports do not meet legal criteria for the offense.

Nevertheless, if the events occurred as described by the respondent, then an Article 120 or Article 80 offense occurred. For sex-based MEO violations, we can make the same strong claim for one of the three violations we assess, sexual *quid pro quo*. Hostile workplace and gender discrimination arguably require information that an individual may in some cases not be able to provide, such as knowledge of how a “reasonable person” might react to the events, and knowledge of why, for instance, someone else got a job assignment the respondent sought. Nevertheless, we incorporate questions that elicit the best information available from the respondent on these questions, which advances the identification of likely sex-based MEO violations well beyond prior methods that did not correspond to the regulations defining these violations.

A second improvement in the RMWS sex-based MEO violations assessment is that we do not require respondents to correctly label their discriminatory experiences as “sexual harassment” or “gender discrimination.” Because most people are not familiar with the details of Equal Employment Opportunity law and MEO regulations, many who experience sexual harassment do not recognize it as such (Fitzgerald, Swan, and Fischer, 1995). Moreover, since this labeling requirement makes the sexual harassment measure sensitive to how knowledgeable the workforce is about regulations and law, there is a danger that effective prevention and training programs will appear to be causing more sexual harassment over time, merely because victims become better able to recognize and label harassment as such.

Simplifying Question Syntax to Improve Respondent Understanding

As discussed in Chapter Four, the primary questions used to measure sexual harassment and unwanted sexual contact in the earlier WGRA surveys impose heavy demands on respondents because of their syntactic complexity, because of the number of exclusion and inclusion criteria they ask respondents to simultaneously consider, and because respondents must retain each of these conditions in their memories while they apply them to the subsequent series of questions or descriptions—some of which also entail multiple parts. This type of complexity is likely to generate imprecise and ambiguous survey results (Tourangeau, Rips, and Rasinski, 2000). The likelihood of respondent error and resulting imprecision in survey estimates of these constructs is high, as some respondents will miss or ignore some criteria, not understand their place in the sentence syntax, or not remember and apply each condition on the questions that follow. Question complexity is one of the cardinal threats to survey reliability and precision (Saris and Gallhofer, 2014).

In lieu of a complex gating question, such as the unwanted sexual contact question in the prior WGRA surveys, we break the complex concept of sexual assault into a series of separate, simpler questions. Research on survey design shows omnibus questions about rape do not cue memories of relevant experiences as effectively as do a series of behaviorally specific questions (Cook et al., 2011; National Research Council, 2014; Koss, 1993; Sabol and Beck, 2014). In the RMWS, we present six separate sexual

assault screening questions, selecting any one of which could lead to a finding of past-year sexual assault, and test each of the legally required elements in separate follow-up questions if a respondent answers “yes” to a screening question.

Clarifying Question Terminology

Instead of relying on respondents’ intuition about what *consent* entails, to the extent possible we have substituted the specific offender behaviors defined under the UCMJ as sex crimes. Consent is a complex issue that has multiple definitions across legal systems and over time, but it is central to the WGRA unwanted sexual contact question and was presented without a definition. As such, it is likely that people differed in their interpretation of the unwanted sexual contact question. Our approach follows that of the UCMJ, which attempts, to the extent possible, to eliminate the concept of consent from definitions of Article 120 crimes and replace it with specific offender actions that indicate a crime. We ask if the offender used specific coercive behaviors to accomplish the unwanted sexual contact, such as use of force, threats, drugging, or other means. By changing the way consent is assessed, we expect respondents to better understand the questions and to answer them more reliably.

The WGRA unwanted sexual contact question also emphasized that the events it references are *sexual*. That is, the question emphasizes sexual contacts, sexual intercourse, anal sex, oral sex, and sexual touching. The UCMJ does not, however, require that Article 120 crimes arouse or gratify sexual desires, though this is certainly one motive recognized in the law. The law also recognizes assaults that are designed only for the purpose of abusing, humiliating, harassing, or demeaning the victim. The latter such assaults—hazing and bullying incidents, for instance—may not be considered by the respondent in the context of a question that focuses so centrally on sexual contacts. We attempted to clarify the scope of Article 120 crimes by referring only once to sexuality in the introduction to the screening questions (“Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature”). Each subsequent screening question asks about a specific type of physical contact or attempted physical contact that could qualify as an Article 120 offense, but without suggestion that the contact was sexual.

Reducing Overcounting of Offenses Due to Telescoping

As discussed in Chapter Four, people often report crimes as occurring more recently than they really did—a bias that is referred to as *telescoping* (National Research Council, 1984). This can cause survey estimates of past-year crime rates to be overestimated by 30–50 percent (Andersen et al., 1979; Cantor, 1989; Lehen and Skogan, 1984). We have incorporated a number of techniques into the RMWS to reduce the effects of telescoping. We begin the survey by noting that many questions ask about events within the past year. We orient respondents to this timeframe with a series of questions designed to help them remember where they were and what they were doing

exactly one year ago. Before the sexual assault module, respondents are told they are first going to be asked about events during the past year and then will be asked about events prior to the past year. Instead of mentioning the past-year timeframe once in an introduction or stem question, each of the core questions in our sex-based MEO violations and sexual assault modules asks whether the respondent had such an experience since the date exactly one year ago. The web survey is programmed to present the exact date in the text of the questions. Finally, at the end of the sexual assault module, those who have described a sexual assault are asked to verify that it occurred in the past year, and not earlier. Each of these reminders and emphases is designed to help limit telescoping biases in the RMWS.

Improving Survey Response Rates

As discussed in Chapter Two, survey response rates have declined precipitously over the past two decades for all types of government and private-sector surveys, including those of military personnel. Low response rates threaten the validity of survey results. That is, as more and more people choose not to participate, the risk that participants differ systematically from the population they were drawn from increases. Therefore, we designed the survey and the recruitment effort to optimize response rates. For instance, we made the survey shorter than in the past. We were able to tell most respondents that it would take them just eight minutes to complete. Relatedly, we placed the key sex-based MEO violations and sexual assault measures at the beginning of the survey to maximize the number of respondents on these questions, given that we know many respondents will break off their participation before completing the survey.

We also made the survey smartphone-compatible for the first time, since many junior enlisted members do not have frequent or convenient access to computers, but do have personal smartphones. We developed a communications plan that provided senior leadership in each of the services with advice on how to promote and encourage survey participation without coercing participation. We developed public service announcement videos that played on the Armed Forces Network and were posted on YouTube. We bought Facebook advertising that targeted hundreds of thousands of junior enlisted members, and posted advertising on a website popular with this group. Also, we supported and encouraged print news stories that appeared in a wide range of DoD and independent news services.

Reducing Distortions in Estimates Caused by Survey Nonresponse

Despite our efforts to increase response rates, a large proportion of sampled members will choose not to participate in the RMWS. To the extent their experiences differ systematically on key outcome variables in comparison with participants, our estimates could misrepresent the experience of the full population of service members. For past WGRA surveys, DMDC Human Resources Strategic Assessment Program (HRSAP) researchers have used powerful nonresponse weighting techniques to limit the distor-

tion that could result from nonresponse. Moreover, after the 2012 WGRA, HRSAP conducted a battery of nonresponse analyses that suggested more factors that could be used to better control this potential problem. We build on their analyses, incorporating the factors previously included, the new factors suggested by HRSAP's later research, and additional factors we suspect may be relevant for these models.

In all nonresponse weighting, the goal is to reduce bias in the estimate that can be identified by variables that are associated with both the survey outcomes and survey nonresponse. For example, the weights ensure the analytic sample has the correct, representative proportion of women, because women are more likely to experience assault and more likely to respond to the survey. However, directly including too many predictor variables in the nonresponse weights may actually increase the error in the estimates. This is because weighting on variables that are not associated with any survey outcomes cannot remove any nonresponse bias in those outcomes, but it can increase the imprecision of the estimates. Our approach to nonresponse weighting in the RMWS is optimized to our key outcomes, allowing us to account for the widest set of predictive factors, while limiting the deterioration of estimate precision.

We also used a more speculative strategy to reduce the biasing effects of nonresponse—changing the name of the survey to eliminate the concept of “gender relations” from the survey title, and ensuring that communications about the survey avoided reference to sexual harassment or assault. Instead, letters, emails, public service announcements, and other communications referred to the survey as concerning safety and professionalism.¹ A concern in prior research on sexual harassment and assault has been that knowledge of the study's focus will attract respondents with particular types of experiences that may not be representative of the experiences of the population at large (see, e.g., Clancy et al., 2014; Sabol and Beck, 2014). For instance, a survey about sexual assault may attract the participation of those with sexual assault experiences so that they can make their experiences known. Alternatively, it could discourage their participation if they believe the topic will be uncomfortable or violate their privacy. Either way, this kind of purposive nonparticipation could introduce distorting effects in the survey estimates. This concern, coupled with our impression that many service members feel they are trained and surveyed excessively about sexual offenses, led us to suspect that vague and neutral titles and descriptions for the RMWS could improve the representativeness of respondents.

Finally, we emphasized with the project title and all survey promotion materials that the study was being conducted independently of DoD, and that survey responses would not be shared with DoD in a way that would reveal the identity of any respondent. Furthermore, we advertised the fact that we had obtained a Federal Certificate of Confidentiality that would provide RAND additional protections against any effort by DoD or others to compel RAND to release confidential information. Each of these assurances was designed to appeal to service members who would choose not to participate if they believed that their answers would become known to colleagues at DoD,

or would be considered in promotion or fitness reviews. Of course, researchers at DoD also assure respondents that their answers will be kept in confidence, but we speculated that the independence of the RMWS could provide an extra layer of confidentiality in the minds of some members. By encouraging the participation of this group, we sought to further reduce the distorting effects of nonresponse.

Our Survey Modifications Will Likely Count Different People as Having Experienced Sex-Based MEO Violations or Sexual Assault

In advance of data collection we could not say whether the RMWS would estimate a higher or lower percentage of service members who experienced sex-based MEO violations or sexual assault than would the prior WGRA form. Many of the changes we made have an uncertain effect on the number of cases that would be counted. For instance, our new method for assessing lack of consent for the past-year sexual assault assessment could have eliminated some cases that would have been counted as experiencing unwanted sexual contacts on the WGRA form if some respondents incorrectly interpret that question to mean that failure to provide verbal consent (even if nonverbal consent was conveyed) was sufficient in unwanted sexual contacts, even those that would not meet the legal threshold for a crime. On the other hand, some respondents who answered “no” to the unwanted sexual contact item because they did “agree” to sex, but under duress due to threats, might now be included as having experienced a sexual assault.

There are, however, several changes we made that we predicted would increase the number of reports of past-year sexual crimes and violations. For instance:

- eliminating the “labeling” requirement for sexual harassment and gender discrimination
- improved cuing of respondent memories by using more-explicit descriptions of these events, and presenting them serially rather than embedded within a single gating question
- expanding the scope of the sexual assault questions to explicitly include not just sexually motivated contacts, but also qualifying experiences that were not sexually motivated, but designed to humiliate or degrade the service member (e.g., some hazing or bullying experiences).

Other changes we made seemed likely to lower numbers of service members meeting criteria for sexual harassment and assault than earlier WGRA questions. For instance:

- counting only those experiences that meet UCMJ legal standards
- reducing overcounting due to telescoping.

Each of the six changes listed above could have large effects on estimates, but they work in opposite directions. Therefore, we expected the full extent of the improvements in survey estimates would not be revealed as a sizable difference between estimates from the RWMS and WGRA measures. Therefore, similar prevalence estimates from the old and new versions of the questions would not mean they are counting the same types of experiences. As we have detailed here, there were many reasons to believe the new questions would provide precise and valid estimates of the offenses of greatest concern, and that these measures could therefore be more easily interpreted and communicated to policymakers and the public. As such, we expected the new questions to perform better for tracking changes in service members' experiences and the effectiveness of DoD's prevention and response systems. (Indeed, as discussed above, some of the old measures, like sexual harassment, may track in the opposite direction of progress; that is, they could show increases when sexual harassment is actually decreasing.)

Study Experiments Will Help Inform Future Administrations of the WGRA

In addition to the innovations described above, we have implemented several experiments in the RMWS, the results of which could provide valuable guidance for future administrations of the WGRA. Specifically:

1. *The effects of question wording (old versus new) in the number of service members counted as experiencing sexual harassment and sexual assault.* By randomly assigning sampled members to receive either the prior WGRA form or the new forms, we have ensured that there should be no systematic differences between the rates of exposure to sexual harassment and assault between members receiving the different forms. Therefore, any difference in measured rates of exposure can be attributed to the survey instruments themselves. That is, we can compare rates of exposure on the prior and new questionnaires—and the types of crimes reported on each—and draw strong inferences about how the two approaches to counting service members who have experienced sexual harassment and sexual assaults differ. This will be helpful for explaining why, for instance, the new measures may reveal different rates of exposure to these offenses. Moreover, it will provide a firm basis on which to link prior trend data using the old forms, to a new set of time trends using the new questionnaire.
2. *The effect of survey length on study participation and survey breakoff.* In the RMWS, we randomized a subset of the sample to either the long-, medium-, or short-form conditions. Recruitment materials described the survey time commitment correspondingly as requiring approximately 20, 12, or 8 minutes. This allows two tests that will be useful in developing future surveys:

- a. By comparing rates of starting the survey across conditions, we will infer the effect of reported length on willingness to participate in these types of web-based military surveys.
 - b. By comparing conditions on the rates at which respondents quit the survey before completing it (breakoff rates), we will shed light on the trade-off in survey design between length and completion rates for this population.
3. *The effectiveness of techniques designed to reduce the effects of response telescoping on the measurement of sexual offenses.* If the many techniques we have used to discourage response telescoping are effective, then on the new form fewer people whose most recent sexual assault experience occurred more than a year ago will be counted as having a past-year sexual assault. Because the prior WGRA form uses none of these techniques, we hypothesize that a larger number of service members were counted as experiencing past-year unwanted sexual contact than had such an experience within that specific timeframe.

As an indirect test of this hypothesis, we compare the proportion of people who describe events that meet criteria for unwanted sexual contact (on the prior WGRA form) and sexual assault (on the new RMWS form) in the past year who later indicate that they are certain the event they were describing actually occurred more than a year ago. We can do this because we add a question about the respondent's confidence about the timing of the assault at the end of the sexual assault questions in both the prior WGRA form and the new RMWS form. This allows us to test the effectiveness of our efforts to limit telescoping. Specifically, we hypothesized that fewer RMWS form participants would revise their estimate of the event timing relative to prior WGRA form participants.

Such a difference will provide compelling evidence that the WGRA questionnaire overestimated the number of service members who experienced past-year sexual assaults, due to the inclusion of cases that actually occurred more than a year earlier.

4. *The effects of survey nonparticipation on sexual harassment and assault estimates.* As noted throughout this report, survey nonparticipation can undermine the validity of survey estimates if those who do and do not participate differ in terms of their experiences of sexual harassment and assault. One way to clarify whether survey estimates suffer from this type of bias is to learn more about the experiences of those who have chosen not to participate. For the RMWS, we conducted a follow-up study of this question. Specifically, after the field period of the main study closed, we conducted an intensive follow-up study of a random sample of RMWS nonrespondents. In an effort to encourage them to complete the survey, we offered them alternative modes of administration (paper forms or telephone interviews) and incentives.

We expected the results of this follow-on study to provide vital information on whether those who are nonparticipants in the RMWS differ in terms of their

exposure to sexual harassment and assault from those who participated in ways that are not captured by our nonresponse weights. If they do, and their rates of exposure are higher than in the RMWS, this will provide strong evidence that the RMWS estimates (and likely those of prior WGRA as well) underestimate the true rates of exposure in the population of service members. If their rates are lower, then the RMWS and WGRA estimates have likely overestimated rates of exposure across the military.

5. *The effects of alternate approaches to sample weighting.* Our main published estimates from the prior WGRA form use sample weighting procedures that match those used for the 2012 WGRA. This will improve the direct comparability of the 2012 WGRA and 2014 prior WGRA form estimates. For the new forms, however, our primary published estimates will use weights optimized for producing unbiased estimates of the key study outcomes and differ in two respects from the method used for the 2012 WGRA. The new approach accounts for many more factors that could improve bias reduction, and it limits the degradation in estimate precision that can occur when trying to make the analytic sample representative of the population on factors that are not associated with the outcomes. By comparing estimates made using the two sets of weights we expect to be able to investigate the effects of these analytic decisions, and to provide guidance for future studies that will improve efforts to limit nonresponse biases.

Timeline for Public Reporting of Study Results

This is the first of a multivolume series of reports on the RMWS. This volume introduces the background, rationale, and methods used to arrive at findings that will be reported in later volumes. Prior to release of the second volume, RAND will provide SAPRO and the U.S. Coast Guard top-line estimates of sex-based MEO violations and sexual assault for inclusion in a report requested by the White House on the progress DoD has made addressing sexual crimes and violations against service members. That report is due no later than December 1, 2014. Top-line estimates will include only estimates of sexual harassment and sexual assault by service and gender, with more-detailed information released in the full RAND report in spring 2015.

The top-line results are likely to generate many questions about differences in estimates produced by the prior WGRA form and the new questionnaire, about the comparability of the 2014 findings and those from prior years, and about the relative merits of the different approaches to measurement and survey weighting. The RAND team will analyze these and other topics through the winter of 2014–2015, and we will

provide these more-detailed analyses, along with public reports on the main findings, in the late spring of 2015. These reports will include findings on

- percentage of service members experiencing sexual assault, sexual harassment, and gender discrimination in the past year among
 - DoD active-duty and reserve-component members
 - Coast Guard active-duty and reserve-component members
- characteristics of sex-based MEO violations and sexual assault, such as where and when an event occurred, who harassed or assaulted the member, and whether the event was reported
- perceived barriers to sexual assault and harassment reporting
- service members' experiences with support and prosecution systems available to those who report sexual assaults or sex-based MEO violations
- results from a detailed investigation into survey nonresponse and possible nonresponse bias
- recommendations for future surveys of sexual harassment and sexual assault in the military.

Definitions of Measurement Constructs

2014 RMWS Constructs

Gender discrimination. Individuals are counted as having experienced gender discrimination in the prior year if they respond “yes” to:

- either of the 2 screener items for gender discrimination, and
- a follow-up question indicating that the discriminatory behavior harmed or limited their career.

Problematic workplace behaviors. Individuals are counted as having experienced problematic workplace behaviors in the prior year if they respond “yes” to any of the 15 screener items on the RMWS sex-based EEO violation module, regardless of their responses to the follow-up questions.

RMWS sexual harassment. Individuals are counted as having experienced sexual harassment in the prior year if they were classified as experiencing either of these two types of EEO violation:

- Sexually hostile work environment, or
- Sexual *quid pro quo*.

Sex-based MEO violation. Individuals are counted as having experienced a sex-based MEO violation in the prior year if they were classified as experiencing any of these violations:

- Sexually hostile work environment
- Sexual *quid pro quo*), or
- Gender discrimination.

Sexual assault. Individuals are counted as having experienced a sexual assault in the prior year if they:

- responded “yes” to any of the 6 screener items for unwanted sexual experiences, and
- indicated the experience was intended to be either (a) abusive/humiliating or (b) for the offender’s sexual gratification, and
- responded “yes” to at least one of the offender’s behavior questions indicating a type of coercion consistent with a sex crime under UCMJ Article 120.

This measure of Sexual Assault is divided into three mutually exclusive types depending on which initial screener question led to classification:

- **Penetrative sexual assault.** Individuals are counted as having experienced penetrative sexual contact in the prior year if they:
 - Were counted as having experienced a sexual assault on the basis of any of the first three screener items that assess penetration of the vagina, anus or mouth.
- **Non-penetrative sexual assault.** Individuals are counted as having experienced non-penetrative sexual assault in the prior year if they:
 - Were not previously counted as having experienced a penetrative sexual assault
 - Were counted as having experienced a sexual assault on the basis of either of the two screener items that assess unwanted contact with their private parts (#4 or #5 above)
- **Attempted penetrative sexual assault.** Individuals are counted as having experienced an attempted penetrative assault in the prior year if they
 - Were not previously counted as having experienced either a penetrative or non-penetrative sexual assault.
 - Were counted as having experienced an attempted sexual assault on the basis of the screener item assessing attempted penetration (#6 above).

Sexual *quid pro quo*. Individuals are counted as having experienced a sexual *quid pro quo* (a workplace benefit or punishment that was contingent on sexual behavior) in the prior year if they respond “yes” to:

- either of the 2 screener items for sexual *quid pro quo*, and
- follow-up probes indicating that the quid pro quo was directly communicated to them.

Sexually hostile work environment. Individuals are counted as having experienced a sexually hostile work environment in the prior year if they respond “yes” to:

- any of the 11 screener items for sexually hostile work environment, and

- follow-up probes indicating that at least one of these experiences either:
 - persisted after the offender knew that someone wanted the behavior to stop, or
 - was sufficiently severe that a reasonable person would find it offensive.

Unwanted sexual experience. Individuals are counted as having had an unwanted sexual experience in the prior year if they responded “yes” to any of 6 screener questions:

1. Did you have any unwanted experiences in which someone put his penis into your [if female, “vagina,”] anus or mouth?
2. Did you have any unwanted experiences in which someone put any object or any body part other than a penis into your [if female, “vagina,”] anus or mouth? The body part could include a finger, tongue or testicles.
3. Did anyone make you put any part of your body or any object into someone’s mouth, vagina, or anus when you did not want to? A part of the body could include your [if male, “penis, testicles,”] tongue or fingers.
4. Did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)? Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.
5. Did you have any unwanted experiences in which someone made you touch private areas of their body or someone else’s body (either directly or through clothing)? This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis or testicles
6. Did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your [if female, “vagina,”] anus or mouth, but no penetration actually occurred?

Prior WGRA Form Constructs

Unwanted sexual contact. Individuals are counted as having experienced unwanted sexual contact in the prior year if they respond “yes” to the single unwanted sexual contact item on the prior WGRA form, exactly as presented and coded on the 2012 WGRA. Those who qualify as experiencing an unwanted sexual contact were asked additional questions to assess the type of behavior that occurred as part of the “one event that had the greatest effect on you.” This was used to divide these individuals into four mutually exclusive types:

- **Completed sexual intercourse, anal or oral sex:** Individuals are counted as having experienced *completed sexual intercourse, anal or oral sex* if they answered “did this” to one of the following two behaviors with regard to the “one event”:

- Made you have sexual intercourse
- Made you perform or receive oral sex, anal sex, or penetration by a finger or object.
- **Attempted sexual intercourse, anal or oral sex** Individuals are counted as having experienced *attempted sexual intercourse, anal or oral sex* if they:
 - Had not been previously classified as having a “completed” event, and
 - Answered “did this” to one of the following two behaviors with regard to the “one event”:
 - Attempted to make you have sexual intercourse but was not successful
 - Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful.
- **Unwanted sexual touching only:** Individuals are counted as having experienced unwanted sexual touching if they:
 - Had not been previously classified as having a “completed” or “attempted” event, and
 - Answered “did this” to “Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them.”
- **Specific behaviors not specified/none of the above:** Individuals who were classified as experiencing an unwanted sexual contact, but who did not indicate any of the listed behaviors for the “one event that had the greatest effect on them” were counted as “specific behaviors not specified.” This includes a mix of respondents who answered “did not happen” to all five behaviors, as well as those who skipped these questions.

WGRA sexual harassment. Individuals are counted as having experienced sexual harassment in the prior year if they:

- Indicated the occurrence of any item on the Sexual Experiences Questionnaire from the following subscales (a response of “once or twice,” “sometimes,” “often,” or “very often”):
 - crude/offensive behaviors, or
 - unwanted sexual attention, or
 - sexual coercion (not including unwanted touching of private parts or unwanted sexual intercourse)
- Indicated on a follow-up item in regard to these indicated items that either: “some were sexual harassment; some were not sexual harassment” or “all were sexual harassment.”

Correspondence Between the RMWS Measure of Sexual Assault and Title 10 USC § 920 (UCMJ Article 120)

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One of the primary goals of the RAND revision to the DoD WGRS was to more closely align the survey assessment of sexual assault with the legal definitions of these crimes in the UCMJ. These definitions are set out by Congress in Title 10 USC § 920, which is Article 120 in the Military's Manual for Courts-Martial (MCM; DoD, 2012). This MCM Article, titled "Rape and sexual assault generally," was substantially revised, with the new definitions going into effect on June 28, 2012 (see Clark, 2012, for a review of the changes).

Overview of the Article 120 Classification of Sexual Assault

To qualify as a crime under 2012 Article 120, the incident must be classified as either a *Sexual Act* or a *Sexual Contact*. To be classified as a *Sexual Act* or *Sexual Contact*, it must meet two criteria: one based on the characteristics of the physical contact and another based on the intent of the offender. In addition, the act/contact had to occur by means of one of the specified types of coercion to be classified as a crime. Thus, an assessment of sexual assault under this statute has three components: (1) Does the type of physical contact meet the definition of a *Sexual Act* or *Sexual Contact*? (2) Did the intent of offender meet the definition of either a *Sexual Act* or *Sexual Contact*? and (3) Did the offender compel or coerce the contact by one of the specified means or mechanisms?

Does the Physical Contact Meet the Definition of a Sexual Act or Sexual Contact?

A physical contact is deemed a *Sexual Act* if it involves the penetration of the vulva, anus, or mouth by any body part or any object. *Sexual Contact* is a more general category that involves either (a) contact of any specified private body part, even through clothing; or (b) any physical contact, if it was done for a sexual (not just an abusive) purpose.

Table B.1
Types of Sexual Assault Under Article 120

Method Used to Compel	Contact Involving Penetration	Contact Without Penetration
Physical force or a high level of coercion	Article 120(a): Rape	Article 120(c): Aggravated Sexual Contact
Lesser types of coercion or non-consent	Article 120(b): Sexual Assault	Article 120(d): Abusive Sexual Contact

Did the Intent of Offender Meet the Definition of Either a Sexual Act or Sexual Contact?

The intent criterion is met if the act was done either with intent (a) “to abuse, humiliate, harass, or degrade any person” or (b) “to arouse or gratify the sexual desire of any person.” The first element allows for incidents that are not overtly sexual (e.g., as part of hazing or punishment) to qualify for the same “sexual assault” charge as if it had been done for a sexual purpose. The intent of the offender is determined as a finding during court martial, unless the act involved penetration with a penis. Such acts are defined as sex acts without additional intent findings.

Did the Offender Achieve the Contact by One of the Specified Means or Mechanisms?

Behaviors by which the offender compels the assault or contact to happen are defined in two levels, with a higher-level offense occurring when physical force, threat of physical force, or forced intoxication was used. A lesser offense occurs when the offender used other types of threats, misrepresentations, impairments, or bodily harm. Bodily harm, in the revision to Article 120, is now a category that includes any contact without consent. This definitional structure makes it possible to prosecute many sexual assaults without requiring any testimony about whether consent was given (e.g., if force was used). Evidence of objective defendant behavior is sufficient in most cases. However, an offender could still be charged on the basis of testimony about a lack of victim consent in those cases in which the prosecution lacks evidence of the other behaviors specified in Article 120.

RAND Behavioral Screening Questions for Sexual Assault Generally

One of the challenges of assessing sexual assault in a survey of victims is that it encompasses a wide range of specific behaviors, and these different behaviors are not universally known by a common set of labels. The measurement approach used in the RMWS is consistent with recommendations outlined in a recent National Research Council report (2014). To ensure that respondents attempt to recall the full range of experiences that might constitute sexual assault, they are first asked six behaviorally specific

screening questions that define a range of unwanted experiences based on the specific body parts involved. These experiences may or may not be rapes or sexual assaults, but affirmative responses are followed by a series of questions to assess other required elements of the definition of rapes or sexual assault under Article 120. Detailed discussion of these screening questions is provided in Table B.2.

Table B.2
Relation of Behavioral Screening Questions to Article 120

Behavioral Screening Question	Justification
1. Since [X date], did you have any unwanted experiences in which someone put his penis into your [vagina,] anus or mouth?	This is defined as a <i>Sexual Act</i> under Article 120(g)(1)(A). Vulva in the code is replaced with “vagina” to improve comprehension. This type of act is separated out from other penetration (Item 2) because penile penetration is defined as a <i>Sexual Act</i> , and therefore, does not require additional intent questions.
2. Since [X date], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your [vagina,] anus, or mouth? The body part could include a finger, tongue, or testicles.	This is defined as a behavior that might qualify as a <i>Sexual Act</i> under Article 120(g)(1)(B) provided the intent was abusive/degrading/humiliating/harassing or sexual. The specific body part examples do not appear in the code, but are given to better cue respondents’ memories of events.
3. Since [X date], did anyone make you put any part of the 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 [penis, testicles,] tongue, or fingers.	This is defined as a behavior that might qualify as a <i>Sexual Act</i> under Article 120 (g)(1)(A) or (B). Article 120 does not distinguish whether the victim is being penetrated or being made to penetrate, so long as the act meets the other criteria for sexual assault under the code. The instrument separates out these experiences to better cue respondents’ memories.
4. Since [X date], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)? Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.	This is defined as a behavior that might qualify as a <i>Sexual Contact</i> under Article 120 (g)(2)(A) or (B). The term “genitalia” in the code has been replaced with “vagina, penis, or testicles” for improved comprehension. To narrow the scope of what needs to be recalled, we restrict the question to events that are “intentional.” However, the detailed assessment of intent is assessed in follow-up questions
5. Since [X date], did you have any unwanted experiences in which someone made you touch private areas of their body or someone else’s body (either directly or through clothing). This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.	This is defined as a behavior that might qualify as a <i>Sexual Contact</i> under Article 120 (g)(2)(A) or (B), and is parallel to question 4. Article 120 includes both “touching” and “causing another person to touch”; however, these are asked as two separate screening questions to better cue respondents’ memories of events.
6. Since [X date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your [vagina,] anus or mouth, but no penetration actually occurred? <i>If Yes, then:</i> 6a. As part of this attempt, did the person touch you anywhere on your body? This includes grabbing your arm, hair or clothes, or pushing their body against yours.	The second question of this series, Item 6a, is a behavior that might qualify as a <i>Sexual Contact</i> under Article 120(g)(2)(B). Even if the contact is not with private body parts (which would have been captured earlier in Item 4 and Item 5), if that contact is being made as part of an attempted sexual act, the survey will classify this as a possible <i>Sexual Contact</i> .

There are two discrepancies between the behavioral acts referred to in Article 120 and the acts captured by these screening questions. The largest discrepancy is that we restrict these behavioral screening questions to “unwanted experiences.” Article 120 makes no such restriction and explicitly classifies certain acts as sexual assault regardless of whether they were wanted (see, for example, Article 120[g][8][B]). The RAND view is that these “wanted” sexual acts are not a significant policy concern, even if they might be technically illegal, and such “wanted” acts are not likely to meet criteria for a sexual assault based on subsequent questions about offender intent and coercive offender behaviors. Thus, there is no significant loss by excluding these experiences in the screening questions. On the other hand, restricting the memory cues in the behavioral screening questions to “unwanted experiences” reduces the personal experiences to be recalled to a cognitively manageable number so that respondents can better answer the detailed follow-up questions.

Secondly, the screening questions do not attempt to comprehensively assess a new type of *Sexual Contact* that was introduced in the 2012 version of the code. Specifically, contact for a sexual purpose that does not involve the designated private body areas (see Article 120[g][2][B]). This instrument only counts such instances if they occurred as part of an attempted penetrative *Sexual Act*. Thus the instrument may miss some unusual types of sexual assaults (e.g., sexual practices involving only those body parts that are not usually seen as private areas). RAND has omitted this class because such behaviors cannot be measured without a highly detailed and lengthy series of questions.

Classification of Attempts

In addition to assessing sex crimes under Article 120, the instrument assesses *Attempted Penetrative Sexual Assault*. These are unsuccessful attempts to commit a rape or sexual assault (as defined in Article 120[a] or Article 120[b]). The assessment first tries to classify such incidents as sexual assaults under Article 120, which is possible if they involved any physical contact with the respondent. The category of *Attempted Penetrative Sexual Assault* is reserved for only those incidents that could not be classified more concretely as *Abusive Sexual Contact* under Article 120. Such attempts might be crimes under Article 80; however, it is difficult to determine if they include all the elements of this crime given the lack of concrete behaviors demonstrating specific intent. Article 80(a) defines an attempt as “specific intent to commit an offense under this chapter, amounting to more than mere preparation . . .” The instrument counts instances as an *Attempted Penetrative Sexual Assault* when respondents answer “yes” to screening question 6 and “no” to 6a, so long as the respondent then confirms in the follow up questions that the offender’s intended behavior would have met the criteria for rape or sexual assault. The instrument does not ensure that the respondents’ definitions of “attempt” are consistent with the definition in Article 80. Thus, it is possible that

some of these experiences would not count as “more than mere preparation” on further investigation. However, our view is that it is unlikely that a respondent would answer affirmatively to this question unless the offender exhibited some specific verbal or non-verbal behavior that indicated intent to commit these acts.

The instrument does not assess *Attempted Aggravated or Abusive Sexual Contact* although such acts might also be crimes under Article 80 (for example, unsuccessful attempts to touch genitals). It seems likely that most concerted attempts to inappropriately touch a service member’s body would result in some type of physical contact that could be charged directly under Article 120, and so the number of incidents that qualify only as attempts is likely small. In addition, it is difficult to define these acts behaviorally, given the range of actions involved. It is also difficult to assess whether they rise to the level of an *attempt* under Article 80. For these reasons, the instrument omits assessments of these attempts.

Assessment of the Intent of the Contact

After the respondent indicates a type of unwanted experience that might qualify as either a *Sexual Act* or a *Sexual Contact* under Article 120, the respondent is asked whether the behavior was consistent with the intent requirement under Article 120(g) (1) or (2). Specifically, respondents are first asked: “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 aren’t sure, choose the best answer.” If the respondents answer “yes” to that question, they are classified as meeting the intent requirement. If they answer “no,” they are then asked: “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 aren’t sure, choose the best answer.” If they then answer “yes” to that question, they are classified as meeting the intent requirement. If they answer “no,” the incident is classified as not meeting the intent requirement under Article 120(g)(1) or (2). The latter question about “a sexual reason” is very closely aligned with the wording of the code, although the code’s wording “intent to arouse or gratify the sexual desire of any person” has been simplified for better comprehension. The question about “abusive or humiliating” has been modified in two ways from the criteria in the code on the basis of cognitive testing that indicated problems interpreting the legal wording. The code’s wording “abuse, humiliate, harass, or degrade any person” has been simplified to “abusive or humiliating.” In addition, participants’ experience of the act as being “abusive or humiliating” is sufficient for classification. Thus the respondent indicates that either the perpetrator intended to be “abusive or humiliating” or this intent is inferred because their behavior was experienced as “abusive or humiliating.” The RAND team believes this is a reasonable basis on which to infer intent, particularly combined with the fact that screening items 4 and 5 have already ruled out non-

penetrative contact that was accidental. (Note: Consistent with Article 120[g][1][A], sexual intent is inferred and does not need to be assessed if the act involved penetration by a penis, i.e., screening Item 1).

Assessment of the Means Used by the Offender to Compel the Victim

On the basis of the behavioral screening questions and the offender intent questions, these experiences may be classified as either a *Sexual Act* or a *Sexual Contact* under Article 120. We refer to these legal categories as *Penetrative* and *Nonpenetrative*, to better explain this distinction to lay readers. For these acts/contacts to rise to the level of a crime, the offender must also have used one of the specified means or mechanisms to compel the act or contact. To assess this, respondents are asked to indicate which of the items in Table B.3 occurred during the incident.

If the respondent indicates that none of the offender behaviors A–H were present in the incident, they are asked about three additional situations that might describe the incident (Table B.4). The first two of these incidents are likely to meet the criteria of a crime under Article 120, but are less clear-cut than the criteria embodied by questions A–H above.

The final item delivered to respondents who did not indicate that they experienced items A–H was placed last in the survey to catch any instances of nonconsent that were not captured in the earlier items (see Table B.5). It was explicitly included to capture instances where an event happened so suddenly that explicit refusals (as in offender behavioral item A) were not possible and threats or force was not used. This could occur, for example, with a sudden groping of genitals that would not be well described in offender behaviors A through J.

The set of options (A–K) describing the means by which the offender achieved the sexual act or sexual contact omits one category that is included in Article 120, specifically Article 120(b)(3)(B): “commits a sexual act upon another person when the other person is incapable of consenting to the sexual act due to a mental disease or defect, or physical disability, and that condition is known or reasonably should be known by the person.” This was omitted as a separate category because it is thought to be rare among currently serving U.S. service members, and it is difficult to ask the respondent to apply this criterion to him or herself.

The offender behavior criteria described in items I and J do not align as closely to the Article 120 language as the other criteria (A–H and K) but capture additional situations that are likely to represent sexual assaults. More generally, they are often included in the legal definitions of rape/sexual assault/sexual battery/etc. in other jurisdictions. While the current instrument attempts to carefully replicate the Article 120 legal criteria, a substantial fraction of sexual assaults of service members cannot be prosecuted under the UCMJ because the offender is not under military jurisdiction. Those cases must be charged under whatever code applies in that local jurisdiction.

Table B.3
Relation of Offender Behavior Questions to Article 120

Offender Behavior Question	Justification
a. They continued even when you told them or showed them that you were unwilling.	Indicative of <i>bodily harm</i> under Article 120(g)(3): “any offensive touching of another, however slight, including any nonconsensual sexual act or nonconsensual sexual contact.” Qualifies as meeting criteria under Article 120(b)(1)(B).
b. They used physical force to make you comply. For example, they grabbed your arm or used their body weight to hold you down.	Indicative of <i>force</i> under Article 120(g)(5)(B): “the use of such physical strength or violence as is sufficient to overcome, restrain, or injure a person.” Force is assumed to be unlawful, meeting criteria under Article 120(a)(1)
c. They physically injured you.	Indicative of <i>force</i> under Article 120(g)(5)(B) or (C): “inflicting physical harm sufficient to coerce or compel submission by the victim.” Force is assumed to be either unlawful, meeting criteria under Article 120(a)(1); or serious, meeting criteria under Article 120(a)(2).
d. They threatened to physically hurt you (or someone else).	Indicative of a <i>threat or placing in fear</i> under Article 120(g)(7). Note that due to Article 120(e) we do not need evidence that the offender had the ability to carry out the threat. By itself, it qualifies under Article 120(b)(1)(A), but it also indicates the possibility of coercion that is serious enough to qualify as rape, which is assessed in two follow-up questions:
If “yes” to d, then ask: d1. Did they threaten you (or someone else) with a weapon?	Indicative of <i>force</i> under Article 120(g)(5)(A): “the use of a weapon.” Force is assumed to be unlawful, meeting criteria under Article 120(a)(1)
If “yes” to d, then ask: d2. Did they threaten to seriously injure, kill, or kidnap you (or someone else)?	Indicative of a <i>threat or placing in fear</i> that rises to the level of Article 120(a)(3): “fear that any person will be subjected to death, grievous bodily harm, or kidnapping.”
e. They threatened you (or someone else) in some other way? For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.	Indicative of a <i>threat or placing in fear</i> under Article 120(g)(7): “a communication or action that is of sufficient consequence to cause a reasonable fear that non-compliance will result in the victim or another person being subjected to the wrongful action contemplated by the communication or action.” The examples are included to cue memories about the types of wrongful actions that might have been contemplated. This qualifies under criteria Article 120(b)(1)(B). Note that due to Article 120(e) we do not need evidence that the offender had the ability to carry out the threat.
f. They did it when you were passed out, asleep, or unconscious.	Indicative of either <i>rendering unconscious</i> under Article 120(a)(4), or <i>asleep/unconscious/unaware</i> under Article 120(b)(2). Note that this question does not distinguish whether the offender caused the unconsciousness. Thus, these incidents cannot be divided into Rape/Aggravated Contact versus Sexual Assault/Abusive Contact. However, both subcategories are sexual assaults under Article 120.
g. They did it when you were so drunk, high or drugged that you could not understand what was happening or could not show them that you were unwilling.	Indicative of either <i>coerced intoxication</i> under Article 120(a)(5), or <i>incapable of consent</i> under Article 120(g)(3)(A): “the other person is incapable of consenting to the sexual act due to impairment by any drug, intoxicant, or other similar substance, and that condition is known or reasonably should be known by the person.” Note that this question does not distinguish whether the offender caused the unconsciousness. Thus, these incidents cannot be divided into Rape/Aggravated Contact versus Sexual Assault/Abusive Contact. However, both subcategories are sexual assaults under Article 120.

Table B.3—Continued

Offender Behavior Question	Justification
h. They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).	Indicative of either <i>fraudulent representation</i> under Article 120(b)(1)(C): “fraudulent representation that the sexual act serves a professional purpose”; or <i>mistaken identity</i> under Article 120(b)(1)(D): “a belief by any artifice, pretense, or concealment that the person is another person”

Table B.4

Relation of Additional Offender Behavior Questions I and J to Article 120

Additional Offender Behavior Question	Justification
i. They made you so afraid that you froze and could not tell them or show them that you were unwilling.	<p>This item captures <i>tonic immobility</i>, a psychological phenomenon that results in temporary fear-based impairment and disability. It does not correspond directly to a particular criterion under the code. Depending on the circumstances it might be charged under:</p> <ul style="list-style-type: none"> • <i>threat or placing in fear</i> under Article 120(g)(7). This could be done under a theory that the respondent’s extreme fear is evidence of offender behavior that constituted an implicit threat. • <i>incapable of consent</i> under Article 120(b)(3)(B): “commits a sexual act upon another person when the other person is incapable of consenting to the sexual act due to a mental disease or defect, or physical disability, and that condition is known or reasonably should be known by the person.” • <i>bodily harm</i> under Article 120(g)(3): “any offensive touching of another, however slight, including any nonconsensual sexual act or nonconsensual sexual contact.”
j. They did it after you had consumed so much alcohol that the next day you could not remember what happened.	<p>This question addresses problems inherent in assessing sexual assault entirely from victim’s memory when alcohol is instrumental to the assault. Even in instances in which a crime under Article 120 clearly occurred (e.g., there is strong physical evidence or witnesses), it is possible that the victim will not remember the events sufficiently to indicate that they experienced items F and G above. Such events may be common, and excluding them could undercount the true number of sexual assault victims.</p> <p>The existence of a “blackout” due to drinking is, itself, strong evidence of substantial impairment due to intoxication. Alcohol research suggests that blackouts typically occur after approximately 10 alcoholic drinks, and with blood alcohol content (BAC) of 0.16% or greater (Goodwin et al., 1970; White et al., 2004). Individuals in a blackout state typically can remember only the prior 3–5 minutes. This level of intoxication routinely causes obvious speech impediments, impairments in gross motor function, loss of balance, disorientation, nausea/vomiting, and is twice the legal limit for motor vehicle operation. Finally, blackouts are made much more common when alcohol is combined with a “date-rape drug” (e.g., Rohypnal, Valium; see White, Simson, and Best, 1997; Saum and Inciardi, 1997). The victim may commonly experience a blackout in rapes under those circumstances.</p> <p>Because of the high level of alcohol required, and the potential for the use of other drugs, the existence of the blackout is treated as evidence that the act meets criteria under Article 120(b)(3)(A): “when the other person is incapable of consenting to the sexual act due to impairment by any drug, intoxicant, or other similar substance, and that condition is known or reasonably should be known by the person.”</p>

Table B.5
Relation of Additional Offender Behavior Question K to Article 120

Final Offender Behavior Question	Justification
k. It happened without your consent.	While the text of Article 120 has been revised to minimize the need to classify incidents as crimes based entirely on victim consent, it continues to classify all nonconsensual sexual acts or sexual contacts as crimes under Article 120. This is done under Article 120(b)(1)(B) via the definition of bodily harm provided in Article 120(g)(3): "any offensive touching of another, however slight, including any nonconsensual sexual act or nonconsensual sexual contact." Thus even when the respondent cannot indicate that they experienced items A–H above, Article 120 classifies the Sexual Act or Sexual Contact as a crime if it was nonconsensual.

In addition, prosecutors in the military justice system can incorporate local or federal statutes into their charges to include charges not articulated in Article 120. Thus, while our classification system is primarily concerned with capturing crimes under Article 120, it should not be exclusively concerned with those criteria since that is not always a legal standard that could be applied to these incidents.

Scoring for Estimation of Prevalence

To be counted as type of sexual assault in the survey, respondents must have responded "yes" to at least one behavioral screening question that indicates that the act was unwanted, have indicated that this act (or acts) was done with abusive or sexual intent, and have indicated that the incident(s) involved at least one element of coercion consistent with Article 120. When the instrument is scored, respondents are placed into three mutually exclusive categories based on the events that they experienced: (1) *Penetrative Sexual Assault*, designed to correspond to rape or sexual assault under Article 120; (2) *Sexual Assault Without Penetration*, designed to correspond to aggravated or abusive sexual contact under Article 120; and (3) *Attempted Penetrative Sexual Assault*, designed to assess attempted rape or sexual assault under Article 80 when the person could not be classified as experiencing a sexual contact in Article 120. Thus individuals are first placed into a category under Article 120 when the behaviors can be clearly classified as meeting the legal definitions for rape or sexual assault. Otherwise, the experiences are classified under the less-concrete terms of Article 80.

The instrument is not designed to separate rape from sexual assault, or aggravated from abusive sexual contact. While the instrument does contain the information required to make these severity distinctions in most cases, in other instances these distinctions require fine-grained information that is difficult to assess. This includes details about the nature of the threat, the severity of the injury (e.g., Article 120[g][4]), or the role of the offender in facilitating intoxication.

Notes

Chapter One: The 2014 RAND Military Workplace Study

¹ The findings and recommendations concerning military surveys of sexual harassment and assault were released by the Comparative Systems Subcommittee of the Response Systems Panel in draft or interim form on or around May 5, 2014. That was too late in our development of the RMWS for us to incorporate all of the Panel’s suggestions. Nevertheless, nearly all of the recommendations made by the Panel accorded with our plans and decisions for improving the measurement of sexual harassment and assault in the military.

Chapter Two: Measurement of Sexual Harassment and Sexual Assault

¹ Sexual harassment of men was not included in the meta-analysis.

² Bounded interviews refer to longitudinal surveys with at least two assessments when the respondent is asked about events that happened since the last assessment. Chapter Four includes a more complete discussion of bounded interviews and the influence of telescoping on crime estimates.

³ To evaluate the reading level of the unwanted sexual contact question we formatted it as the following paragraph:

In the past 12 months, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent where someone: sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them; attempted to make you have sexual intercourse, but was not successful; made you have sexual intercourse; attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful; made you perform or receive oral sex, anal sex, or penetration by a finger or object?

We then submitted this paragraph to five online readability assessment tools, each of which provide six measures of readability. This produced results suggesting the minimum reading level was at a 12th grade level, though most scores were much higher:

	Calculator 1	Calculator 2	Calculator 3	Calculator 4	Calculator 5	Average
Flesch Kincaid Reading Ease	-35	-35	-41	-26	-33	-34
Flesch Kincaid Grade Level	44	44	45	43	44	44

	Calculator 1	Calculator 2	Calculator 3	Calculator 4	Calculator 5	Average
Gunning Fog Score	48	48	46	46	48	47
SMOG Index	24	24	25	22	24	24
Coleman Liau Index	12	10	12	12	12	12
Automated Readability Index	53	53	53	53	53	53
Calculator 1	http://read-able.com/					
Calculator 2	http://www.readabilityformulas.com/free-readability-formula-tests.php					
Calculator 3	http://www.online-utility.org/english/readability_test_and_improve.jsp					
Calculator 4	http://www.editcentral.com/gwt1/EditCentral.html					
Calculator 5	https://readability-score.com/					

NOTE: For Calculator 4, we replaced semicolons with commas to indicate clauses are not complete sentences

Arguably the formatting of the original question aids readability, but this is lost when the entire question is formatted as a long paragraph. To establish a minimum bound for the readability of the unwanted sexual contact question, we considered just the first complete sentence. That is, we included just the stem portion of the question, and the first optional response:

In the past 12 months, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent where someone: sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?

The average reading levels improve, but remain at a 12th-grade level for the lowest estimate, and significantly higher for most others:

	Calculator 1	Calculator 2	Calculator 3	Calculator 4	Calculator 5	Average
Flesch Kincaid Reading Ease	22	22	12	33	22	22
Flesch Kincaid Grade Level	23	23	24	21	23	23
Gunning Fog Score	26	26	25	25	26	25
SMOG Index	15	15	18	16	15	16
Coleman Liau Index	13	11	12	13	13	12
Automated Readability Index	27	27	27	27	27	27

⁴ The nonresponse weighting methods used in this study are discussed in Chapter Five of this report.

Chapter Three: Study Design

¹ Coast Guard active-duty service members were included in the active-duty sampling frame and sampled as a separate stratum. Results for the Coast Guard samples (active duty and reserves), will, however, be analyzed separately from the results of the four DoD services.

² Those with fewer than six months of service have historically been excluded from WGRA surveys for logistical and substantive reasons. In terms of survey logistics, the development of a sample frame and survey fielding historically have taken several months, so it has not been possible to enter the field pursuing a sample that has fewer than several months of service. In addition, those still in basic training or transitioning to their first assigned units are difficult to reach, as their addresses and even email addresses are likely to have changed between the time the sample is drawn and the field date of the survey. Substantively, those with less than six months of service can provide only a partial estimate for the main past-year measures in the WGRA. Alternative sampling and survey methods would need to be employed to get accurate population estimates of newer service members.

General and flag officers have been excluded in the past (and in the RMWS) because, as the leaders and decisionmakers in the services, their experience is not expected to be comparable to others, yet their numbers are too small to satisfactorily analyze separately.

³ Approximately 5,200 enlisted active-duty personnel had missing entry dates, representing 0.45 percent of the active-duty enlisted records. For these records, we assume that any member with a paygrade of E2 or above meets the inclusion criterion of six months in the service, and anyone with a paygrade of E1 does not. There were 1,554 records for E1 service members excluded through this procedure. For officers, we used commission dates to determine length of service because, as with the WGRA, we did not intend to include active-duty members in service academies, as they are subject to a separate SAPRO workplace gender relations survey. Approximately 1,600 officers had missing commission dates, representing 0.72 percent of all active-duty officer records. For these records, we assumed that any officer with a paygrade of O2 or above met the six months of service inclusion criterion. For the 839 officers with paygrades below O2 and no commission date, we had no means of determining whether they met the six-month inclusion criterion. Therefore, we include this small number of officers in our sample frame.

⁴ Coast Guard reservists were included in the reserve sampling frame and sampled within their own strata. Results for the Coast Guard samples (active duty and reserves), will, however, be analyzed separately from the results of the other four services.

⁵ Time in service used reserve entry date to calculate the six-month period. About 2 percent of the population was missing a reserve entry date. When drawn into our sample, these cases were assumed to meet the six-month service criterion.

⁶ Even when including the entire Coast Guard reserve sample, prevalence estimates of sexual assault will be imprecise because of the low numbers of assaults likely to be detected. For instance, assuming Coast Guard reserves have rates of assault comparable to the rates of unwanted sexual contact experienced by reserve-component members of the other services in 2012 (2.8 percent for women and 0.5 percent for men; DMDC, 2013c), then even if the entire Coast Guard reserve is sampled and they have a 40-percent response rate, we would expect to detect only about 17 assaults against women and 12 assaults against men.

⁷ For the prior WGRA form condition, we originally proposed that a smaller sample would suffice to establish whether sexual assault and sexual harassment prevalence rates differed on the new form from the unwanted sexual contact and sexual harassment rates from the prior WGRA form. Some members of Congress expressed concern that the RAND survey would not permit sufficient comparisons of prior WGRA results with 2014 results. This increased the importance of ensuring a sufficient prior

WGRA form sample. In response, we substantially increased the sample size. While the 2014 prior WGRA form sample ($N=100,000$) is slightly smaller than the 2012 WGRA sample ($N=108,478$), estimates based on the 2014 prior WGRA form have slightly greater precision than the 2012 WGRA. This is primarily because the 2012 sample design was less efficient than the 2014 design due to the inclusion of a very large oversample of Marines that was made by request of command, rather than for statistical reasons (DMDC, 2012; stats methods report).

⁸ Because of the need to weight the sample to account for the sample design and nonresponse, the statistical precision of estimates based within this sample of victims is substantially lower than a simple random sample of 832. It offers precision comparable to a simple random sample of approximately 300 individuals. (See DMDC, 2012, for details on the design effects produced by the sampling and weighting plans.)

⁹ The long form was the only form that included service-specific questions and a range of policy-relevant items favored by service sexual assault prevention and response leads. To ensure that the Army, Navy, and Air Force had at least as many responses (and statistical precision) on these items as were available with the 2012 WGRA, we set the sample size for this condition to be 60,000. We chose not to offer the Marine Corps the same numbers as they had in 2012, because the 2012 WGRA substantially oversampled the Marine Corps.

¹⁰ The only exception is reporting domain #68 (Marines*Male*E1-E3), because the 2012 survey oversampled Marines. For this domain, we projected it was possible we would end up with lower precision than available in the 2012 WGRA.

¹¹ The schedule of contacts is listed below. Because of the large volume of mail and email, most postal mailings required three to four days to complete. Emails often required two days to complete.

Task	Start
Soft rollout test start	8/7/2014
Survey field date	8/13/2014
Invitation (email #1 & postal letter #1)	8/13/2014
Reminder (email #2)	8/19/2014
Reminder (email #3)	8/27/2014
Reminder (email #4)	9/2/2014
Reminder (postal letter #2)	9/3/2014
Reminder (email #5)	9/5/2014
Reminder (email #6)	9/9/2014
Reminder (email #7)	9/15/2014
Reminder (postal letter #3)	9/18/2014
Reminder (email #8)	9/19/2014
Reminder (email #9)	9/23/2014

¹² Because the Marine Corps sample included a significant number records containing no valid email address (15,908), the Marine Corps offered to send invitations on RAND's behalf to those sampled

members for whom they had personal or other email addresses. A subgroup of 6,791 Marines therefore received invitations from RAND sent by the Marine Corps. Because RAND promised respondents that information on who participated in the survey would not be shared with DoD or the services, RAND could not remove names from this list of Marines when they completed the survey. Therefore, for just this group of 6,791, sampled members received a total of four email invitations whether they had completed the survey or not.

Chapter Four: Questionnaire Development

¹ DoD Directive 1350.2 defines military equal opportunity (MEO) violations with respect to sex and other protected characteristics, and the survey questions closely align with these definitions. This DoD Directive is based on federal civil rights laws (e.g., Title VII of the Civil Rights Act of 1964). However, one difference between MEO and the federal definitions of equal employment opportunity (EEO) violations is that MEO defines all persistent or severe harassment based on sex as an unfair condition of military employment.

² The development of the sexual harassment and gender discrimination portions of the survey benefited from prior unpublished RAND work in survey development commissioned by the UniHealth Foundation and conducted by Terry L. Schell, Coreen Farris, Terri Tanielian, and Lisa H. Jaycox.

³ The scale has been criticized on these grounds, with one review stating “It does not seem to measure anyone’s definition of sexual harassment, including that of its own developers” (Guttek, Murphy, and Douma, 2004).

⁴ For instance, in testimony presented to the Response Systems Panel, Lisa Schenck has argued that the definition of unwanted sexual contact and its perceived affirmative consent standard could result in non-criminal activity being counted as unwanted sexual contact: “The wording of the question implies that holding a mental reservation about sexual activity is sufficient without any manifestation of lack of consent.”

⁵ Alcohol-induced blackouts (i.e., memory loss for events that occurred during intoxication) typically occur after approximately 10 alcoholic drinks, and with blood alcohol content (BACs) of 0.16 percent or greater (Goodwin et al., 1970; White et al., 2004). In addition to the potential for alcohol-induced blackout, individuals with BACs at this level experience gross motor impairment, loss of balance, and may require assistance to walk. Vomiting is common, and the gag reflex is impaired, raising the risk for asphyxiation. Judgment, reaction time, vision and hearing are impaired. Speech is slurred. The individual may be disoriented to time and place.

⁶ Since most of the eliminated WGRA items appeared after the assessment of sexual harassment and sexual assault in the WGRA, we do not believe these changes could alter the context or interpretation of those key items. We did, however, eliminate the lengthy PTSD assessment from the WGRA—which occurred before the sexual offenses questions—because of high breakoff rates observed on this scale in the 2012 survey. This could have an effect on who makes it to the sex-based MEO and sexual assault questions, and it could alter the context of those questions for respondents. We view both of these possible differences with earlier administrations of the WGRA as likely small by comparison to, for instance, the much larger context differences of having RAND rather than DoD conduct the survey.

Chapter Five: Analytic Methods

¹ For the prior WGRA form measure of unwanted sexual contact, a case is considered usable if the respondent answered either “yes” or “no” to the single question assessing unwanted sexual contact. For respondents randomized to one of the RAND instruments, they were considered usable for analyses if they had a nonmissing value on the *any sexual assault* variable.

Because the RAND *any sexual assault* measure is based on a series of questions, the determination of when a case is missing is more complex. The coding of missingness has two steps. First, we determine if the series of questions that starts with a behaviorally specific screener should be counted as “yes” “no” or “missing.”

1. If the respondent answers “no” to a screening question, they are classified as not experiencing that type of event
2. If the respondent chooses to skip the screening question, they are classified as missing on that type of event
3. If a respondent answers “yes” to a screening question, and “yes” to enough follow ups to meet our definitional criteria, they are coded as experiencing that type of event regardless of how many follow-up questions they skipped.
4. If the respondent answers “yes” to a screening question, skips fewer than half of the follow-up questions, and responds “no” to those follow-up questions they did answer, they are coded as not experiencing that type of event.
5. If the respondent answers “yes” to a screening question and skips half or more of the follow-up questions, they are coded as missing.

The six types of events corresponding to the screening questions are then combined into the higher-level variable, *Any Sexual Assault in the Past 12 Months*:

1. If the respondent was coded “yes – experienced event” to any of the six sexual assault events, they are classified as experiencing a sexual assault
2. If the respondent is coded as both (a) missing on half of the corresponding sexual assault variables or fewer, and (b) was coded “no – did not experience event” to all of the corresponding nonmissing sexual assault events, they are classified as not experiencing a sexual assault
3. If the respondent was coded as missing on more than half of the six sexual assault events, they are classified as missing on *Any Sexual Assault*.

(The final step for deriving *Any Sexual Assault* removes instances of sexual assaults from the past 12-month total if the respondent indicated—after completing the detailed sexual assault module—that the assault[s] occurred more than 12 months ago.)

A similar process is used to derive each of the key sexual assault and sex-based MEO violation outcomes. However, only missingness on the *Any Sexual Assault* measure determines when a survey is considered too incomplete to be usable.

² In the 2012 WGRA, DMDC included one additional step in which individuals who had left the military were inferentially excluded from the sample’s nonrespondents. Because we did not have the same eligibility requirements, this was not done in 2014. However, the effect is trivial and cannot affect our estimates; less than 1 percent of the sample was inferred to be ineligible by this criterion.

³ Proportionate sampling (sampling with the same selection probabilities) was carried out for all other sampling strata, such as branch of service, component of service, and pay grade, and therefore we need not factor these into the design weights. The design effect for the active-duty sample is 1.32.

⁴ The statistical models used to derive nonresponse weights included members of the active-duty Coast Guard. Although the weighting analyses are conducted jointly, each group is balanced to its own population and the survey results are presented in separate reports. Thus the analyses included 40 reporting

categories, with 32 reporting categories corresponding to DoD active-duty members and 8 additional reporting categories corresponding to gender and pay grade within the Coast Guard.

⁵ More specifically, logistic regression models were used to predict responding within each form type. These models were weighted by the design weights and included main effects and two-way interactions among the variables listed in Exhibit 5.1. To mimic the model selection used in the 2012 WGRA, model selection was done in SAS PROC LOGISTIC (SAS Institute, Cary, N.C.) using the Forward selection option to conduct automated selection of predictors until the Bonferroni-adjusted chi-squared statistic was not significant. Interactions were allowed to enter even when main effects had not entered the model. This approach is similar to the automated selection of predictors in the CHAID (Chi-squared Automated Interaction Detector) routine used in the 2012 WGRA. This method results in variables being entered in the model only if they have a strong association with response propensity. As with the 2012 WGRA, the nonresponse weighting adjustment was computed as the inverse of predicted probability of response obtained from this logistic regression model. One minor difference between the 2012 WGRA weights and the 2014 WGRA weights is that, in 2012, a five-level race variable was included in the nonresponse model and a dichotomous race variable was used in poststratification. In 2014, a dichotomous version was used for both steps. This difference does not affect study prevalence estimates.

⁶ These regression models were run separately for men and women because the relationship between risk factors and outcomes were hypothesized to differ across gender. These models included as predictors the items listed in Exhibit 5.2. The regression models were estimated using a machine learning algorithm, Generalized Boosted Models (GBM; Ridgeway, 2012), to best capture the relationship between the predictors and the outcomes. GBM is a general, automated, data-adaptive modeling algorithm that can estimate the relationship between a variable of interest and a large number of covariates of mixed type, while also allowing for flexible non-linear relationships between the covariates and the response propensity (Friedman, 2001; Ridgeway, 1999). These routines were run in the R software package. During the GBM model estimation the complexity of each model was optimized using 10-fold cross validation, i.e., parameters were added to the model until the model maximized out-of-training-sample prediction. This procedure prevents over-fitting the data.

The resulting model was used to create predicted values for each person in the full sample (both respondents and nonrespondents) on each of our outcomes. By definition, these predicted values are weighted combinations of the variables contained in Exhibit 5.2. In particular, they are the weighted combinations that are most associated with the outcomes. The original variables are no longer associated with the outcomes when controlling for these particular weighted combinations.

⁷ The response propensity model was estimated with a binary indicator of survey response (respondent versus nonrespondent) as the dependent variable and the predicted outcome variables from the initial step as the independent variables, along with 40 indicators of the reporting categories (service x pay grade x gender), form type (long, medium, or short), and two-way interactions among the predictors. Including the reporting categories and form types in this model insures that any nonresponse bias identified in this process is removed from both the aggregate DoD estimate and from estimates within various reporting categories.

The nonresponse model was estimated using GBM (Ridgeway, 2012) to best capture the relationship between the various predictors and survey responding. This approach allows for flexible modeling and has been shown to improve upon the performance of logistic regression (McCaffrey, Ridgeway, and Morral, 2004; Ridgeway and McCaffrey, 2007). The GBM modeling approach also permits inclusion of a large number of predictors, without a need to collapse them, to preserve the most information. Unlike ordinary prediction models, in which parameters are added to the model until out-of-training-sample prediction is maximized, we wished to optimize the model to achieve the best weights. Specifically, we added parameters to the model until the resulting weights maximized the similarity between the responders and the full sample. The similarity was assessed using maximum Kolmogorov–Smirnov

statistic among all predictors in the model. Thus, the GBM model stopped when the weights achieved the best balance between the cumulative distributions of responders and nonresponders on all of the predictor variables in the model.

Chapter Six: Summary of Major Improvements in the RMWS

¹ Although public communications about the survey described it in terms of these broad generalizations about safety and professionalism, all participants who went to the website to take the survey were provided a detailed informed consent statement that clearly explained that the survey would cover topics including sexual assault and sexual harassment, that some of the questions might make people uncomfortable, that some of the language in the survey might be considered to be explicit, and that they could skip any question they wished.

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Survey Instrument

2014 RAND Military Workplace Study Forms

The RAND research team designed the RMWS survey so that each question was posed to only as many service members as was necessary to provide the needed precision required for each question. The team assigned those receiving the new RAND questionnaire to one of three different versions: a short form, a medium form, and a long form. The tables below show the survey questions assigned to the different RMWS forms and to each survey module.

RMWS Forms

Form	Question Numbers	Description
Short	1 to 22, 117 to 269	<ul style="list-style-type: none"> • Sexual assault module • Screening items from the sex-based MEO violation module • Demographic questions
Medium	1 to 269	<ul style="list-style-type: none"> • Sexual assault module • Sex-based MEO violation module • Demographic questions
Long	1 to 376	<ul style="list-style-type: none"> • Sexual assault module • Sex-based MEO violation module • Demographic questions • Attitude and climate questions • Service-specific questions

Survey Modules

Items	Question Numbers
Timeframe	1 to 5
Sex-based MEO violation module	6 to 116
Sexual assault module	117 to 265
Demographic, attitude, climate, and service-specific questions	266 to 376

Programming notes are in blue

Variables and response values are in red

Limit screen width of question text for readability

No scrolling pages

Unless specified otherwise, all Respondents get the question

Questions and response options in regular type

Example text uses slightly different color throughout the survey, dark grey instead of black.

One question per page or more if the stems are the same.

Universal Rules:

97 = Do not know

0 = Unchecked checkboxes in choose all that apply questions, clean data, or response option

-5 = Non-Response

-7 = Appropriately Skipped

Administrative Variables:

[Programming note: variables defined in the SMS are assumed to be initialized as missing and will be assigned other values only as required for the skip pattern. These are not the analytic variables.]

X Date: month, day and year that is one year prior to the date the person began the survey - Set "X Date" when the Respondent answers the consent question and keep that date no matter when they return during fielding

Times

PerceivedHostileWorkEnvironment

PerceivedSexualQuidProQuo

PerceivedGenderDiscrimination

PerceivedEqualOpportunityViolation

sexualAssault_12m

penetrativeSA_12m

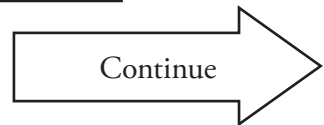
attemptedSA_12m

contactSA_12m

[Landing Page START]

2014 RAND Military Workplace Study

Please sign in



Technical Assistance: support@randmilitarystudy.org, 1-855-365-5914

[Landing Page END]

[Consent START]

Welcome to the 2014 RAND Military Workplace Study

RCS # DD-P&R(QD)1947

Expires: 7/25/2015

Dear [Soldier/Sailor/Airman/Marine/Coast Guardsman]:

Before you begin this short web survey, please read the following information about the purpose of the RAND Survey and why it's important for you and for the Services, and the informed consent statement that follows.

Press the **Frequently Asked Questions (FAQs)** button at the bottom of this page if you want to read more details about the study.

PRIVACY ADVISORY

The Defense Manpower Data Center has provided certain information about you to allow RAND to conduct this survey. Your name and contact information have been used to send you notifications and information about this survey. The Defense Manpower Data Center has provided certain demographic information to reduce the number of questions in the survey and minimize the burden on your time. Your response and demographic data are linked by RAND to allow for a thorough analysis of the responses by the demographics. RAND has not been authorized by DoD to identify or link survey response and demographic information with your name and contact information. The resulting reports will not include analysis of groupings of less than 15.

INFORMED CONSENT STATEMENT

Introduction: You are being asked to complete a survey being conducted by the RAND Corporation and Westat. The survey asks about whether or not you have experienced harassment, discrimination, or inappropriate sexual behavior. We need your responses whether or not you have had these experiences. RAND is a private, non-profit organization that conducts research and analysis to help improve public policy and decisionmaking. RAND's research partner is Westat, an internationally known research and statistical survey organization.

Purpose: The Department of Defense (DoD) and Congress are working to understand the full extent of harassment and assault in the military, and whether current efforts to reduce them are helping. The DoD has funded RAND to conduct an independent assessment of the military work environment during the past year. You and other Service members, including all women and approximately 25% of men, are being urged to participate in order to ensure that DoD and Congress have a full understanding of Service member experiences. The survey results will have a direct impact on training, military justice, and services that affect you and other Service members.

Survey Length: This web survey will take approximately [TimetoComplete] minutes to complete. Depending on your responses, it may take you more or less time.

Voluntary Participation: Your participation is completely voluntary and you may stop at any time. If you need to break off before completing the survey, you may log on again later to complete it.

Privacy: RAND/Westat will not give the DoD information about who participated in the study, nor will RAND link your individual responses on this survey with your name or identity. DoD has agreed to this condition to protect your privacy. RAND has also received a federal “Certificate of Confidentiality” that provides RAND with additional protection against any attempt to subpoena confidential survey records.

Added Protection Procedures: Only members of the RAND/Westat study team will have access to your individual responses and we will take great care to protect your privacy and data. For example, RAND will collapse some categories or ranges of potentially identifying variables to prevent identification by inference. Study staff members have been trained to deidentify data to protect your identity and are subject to civil penalties for violating your confidentiality. Our research team has a number of safeguarding procedures in place to ensure that survey data are protected from accidental disclosure.

Risks of Participation: For most respondents, the survey involves no risks of participation. However, if you have ever experienced sexual harassment or assault, some questions may cause discomfort or distress. Some questions may be explicit. Therefore, you may prefer to take the survey in a private setting.

Reporting Harassment or Assault: It is important to note that this survey is not a means of making a formal complaint or report that you wish to have DoD act upon. The survey will not collect the identity of any perpetrators of assault or harassment. Instead, we provide information below and at the end of the survey about how you can make a formal report of harassment or assault.

Resources Available to You: If you need resources or assistance, the DoD Safe Helpline (<https://www.safehelpline.org/>) provides worldwide live, confidential support, 24/7. You can initiate a report and search for your nearest Sexual Assault Response Coordinator (SARC). You can find links to Service-specific reporting resources and access information about the prevention of and response to sexual assault on their website or by calling the hotline at 1-877-995-5247.

Some questions in the survey may ask about upsetting experiences. If you feel distressed, for confidential support and consultation, you can contact the Military Crisis Line (<http://veteranscrisisline.net/ActiveDuty.aspx>) or call them at 1-800-273-8255 (then press 1).

Who do you contact if you have questions or concerns about the survey?

- **Questions about the overall study or RAND:** Contact the RAND team by email: WGRS2014@rand.org or go to the RAND website link: www.WGRS2014.rand.org.
- **Questions about computer, technical or survey problems:** Contact the Westat Survey Helpdesk toll free number: 1-855-365-5914 (OCONUS please call collect: 240-453-2620) or by email: support@randmilitarystudy.org.
- **Questions about your rights as a participant in this study:** Contact the RAND Human Subjects Protection Committee: 310-393-0411, ext. 6369 in Santa Monica, California.
- **Questions about the licensing of the survey:** Information about DoD surveys can be found at http://www.dtic.mil/whs/directives/corres/intinfocollections/iic_search.html; this survey's RCS # is DD-P&R(QD)1947 and the expiration date is 7/25/2015.

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. It is okay to forward the survey to a personal email address or you may complete it on a smartphone.

Press the *Continue button* if you agree to do the survey.

You can print a copy of this Informed Consent Statement by pressing the following button:

Print Informed
Consent

Continue

[Consent END]

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.

- **Are you...** **Intro1**
 - Male **1**
 - Female **2**

[Intro1 will determine wording in items – [brackets] indicate alternative forms. If R does not provide gender then grab sample gender.]

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.

1. **Do you currently live in the same house or building that you did on [X Date]? P1**
 - a. Yes **1**
 - b. No **2**
 - c. Do not remember **97**
2. **Are you the same rank today that you were on [X Date]? P2**
 - a. Yes **1**
 - b. No **2**
 - c. Do not remember **97**
3. **Are you in the same military occupation today as you were on [X Date]? P3**
 - a. Yes **1**
 - b. No **2**
 - c. Do not remember **97**
4. **Were you on vacation or leave on [X Date]? P4**
 - a. Yes **1**

- b. No 2
 - c. Do not remember 97
5. **Were you married or dating someone on [X Date]? P5**
- a. Yes 1
 - b. No 2
 - c. Do not remember 97

[If reservecomp = True, show]

The first part of this survey asks about experiences that happened while you were on military duty, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

Next Page

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

When the questions say “someone from work,” please include any person you have contact with [as part of your military duties / If reservecomp = True, replace 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 things may have occurred on-duty or off-duty, on-base or off-base. Please include them as long as the person who did them to you was someone from [If reservecomp = True, insert here: “your military”] work.

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

[Programming note: the “Someone from work” box appears for SH1-SH15. Please place the definition box above the question text for all items SH1-SH15:]

“Someone from work” includes any person you have contact with [as part of your military duties / If reservecomp = True, replace 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 things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from [If reservecomp = True, insert here: “your military”] work.

[Programming note: Use gender questions asked at the beginning of the survey to branch into parallel forms. Brackets within items show which words will be used by gender of respondent.]

6. Since [X Date], did someone from work repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset? SH1
- a. Yes 1
 - b. No 2

[Programming note: Same sex as respondent]

7. 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 [male respondents: “a woman, a fag, or gay”; female respondents: “a dyke, or butch”]. SH2
- a. Yes 1
 - b. No 2
8. 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? SH3
- a. Yes 1
 - b. No 2
9. 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? SH4
- a. Yes 1
 - b. No 2
10. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset? SH5
- a. Yes 1
 - b. No 2
11. 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? SH6
- a. Yes 1
 - b. No 2

12. **Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset? SH7**
 - a. Yes 1
 - b. No 2

13. **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? SH8**
 - a. Yes 1
 - b. No 2

[If SH8=2 (No) then skip to SH9]

14. **Did this make you uncomfortable, angry, or upset? SH8a**
 - a. Yes 1
 - b. No 2

15. **Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you?** These could range from repeatedly asking you out for coffee to asking you for sex or a 'hook-up'. SH9
 - a. Yes 1
 - b. No 2

[If SH9=2 (No) then skip to SH10]

16. **Did these attempts make you uncomfortable, angry, or upset? SH9a**
 - a. Yes 1
 - b. No 2

17. **Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to?** This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body. SH10
 - a. Yes 1
 - b. No 2

[If SH10=1 (Yes) then Skip to SH12 and PerceivedHostileWorkEnvironment = TRUE]

18. **Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset?** This could include

almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments. SH11

- a. Yes 1
- b. No 2

19. **Since [X Date], has someone from work made you feel as if you would get some [If reservecomp = True, insert here: “military”] workplace benefit in exchange for doing something sexual?** For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact. SH12

- a. Yes 1
- b. No 2

20. **Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the [If reservecomp = True, insert here: “military”] workplace if you did not do something sexual?** For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact. SH13

- a. Yes 1
- b. No 2

21. **Since [X Date], did you hear someone from work say that [men/women] are not as good as [women/men] at your particular [If reservecomp = True, insert here: “military”] job, or that [men/women] should be prevented from having your job?** SH14

- a. Yes 1
- b. No 2

22. **Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because you are a [man/woman]?** SH15

- a. Yes 1
- b. No 2

[If PM_filter <.57 AND FormType=”short”, skip to SA1, else continue to SH1b.]

[Ask if SH1=1 (Yes) else skip to SH2b]

23. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual “jokes.”

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH1b

- a. Yes 1
- b. No 2

[If SH1b=2 (No) then skip to SH1d]

24. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual “jokes.”

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH1c

- a. Yes 1
- b. No 2

[If SH1c=1 (Yes) then skip to SH2b, AND PerceivedHostileWorkEnvironment = TRUE]

[Same sex as respondent for all SHXd questions]

25. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended by these jokes if they had heard them?** If you aren't sure, choose the best answer. SH1d

- a. Yes 1
- b. No 2

[If SH1d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH2=1 (Yes) else skip to SH3b]

26. You indicated that, after [X date] someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man/woman] is supposed to. For example, by calling you [male respondents: “a woman, a fag, or gay”; female respondents: “a dyke, or butch”].

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH2b

- a. Yes 1
- b. No 2

[If SH2b=2 (No) then skip to SH2d]

27. You indicated that, after [X date] someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man/woman] is supposed to. For example, by calling you [male respondents: “a woman, a fag, or gay”; female respondents: “a dyke, or butch”].

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH2c

- a. Yes 1
- b. No 2

[If SH2c=1 (Yes) then skip to SH3b, AND PerceivedHostileWorkEnvironment = TRUE]

28. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended if someone had said these things to them?** If you're not sure, choose the best answer. SH2d

- a. Yes 1
- b. No 2

[If SH2d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH3=1 (Yes) else skip to SH4b]

29. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH3b

- a. Yes 1
- b. No 2

[If SH3b=2 (No) then skip to SH3d]

30. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH3c

- a. Yes 1
- b. No 2

[If SH3c=1 (Yes) then skip to SH4b, AND PerceivedHostileWorkEnvironment = TRUE]

31. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended by these gestures?** If you're not sure, choose the best answer. SH3d

- a. Yes 1
- b. No 2

[If SH3d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH4=1 (Yes) else skip to SH5b]

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

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH4b

- a. Yes 1
- b. No 2

[If SH4b=2 (No) then skip to SH4d]

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

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH4c

- a. Yes 1
- b. No 2

[If SH4c=1 (Yes) then skip to SH5b, AND PerceivedHostileWorkEnvironment = TRUE]

34. **Do you think that this was ever severe enough that most [\[men/women\]](#) in the military would have been offended by seeing these sexually explicit materials?** If you're not sure, choose the best answer. SH4d
- Yes 1
 - No 2

[If SH4d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]
 [Ask if SH5=1 (Yes) else skip to SH6b]

35. You indicated that, after [\[X date\]](#), someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH5b

- Yes 1
- No 2

[If SH5b=2 (No) then skip to SH5d]

36. You indicated that, after [\[X date\]](#), someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH5c

- Yes 1
- No 2

[If SH5c=1 (Yes) then skip to SH6b, AND PerceivedHostileWorkEnvironment = TRUE]

37. **Do you think that this was ever severe enough that most [\[men/women\]](#) in the military would have been offended by hearing about these sexual activities?** If you're not sure, choose the best answer. SH5d
- Yes 1
 - No 2

[If SH5d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH6=1 (Yes) else skip to SH7b]

38. You indicated that, after [X date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH6b

- a. Yes 1
- b. No 2

[If SH6b=2 (No) then skip to SH6d]

39. You indicated that, after [X date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH6c

- a. Yes 1
- b. No 2

[If SH6c=1 (Yes) then skip to SH7b, AND PerceivedHostileWorkEnvironment = TRUE]

40. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended if they had been asked these questions?** If you're not sure, choose the best answer. SH6d

- a. Yes 1
- b. No 2

[If SH6d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH7=1 (Yes) else skip to SH8b]

41. 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.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH7b

- a. Yes 1
- b. No 2

[If SH7b=2 (No) then skip to SH7d]

42. 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.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH7c

- a. Yes 1
- b. No 2

[If SH7c=1 (Yes) then skip to SH8b, AND PerceivedHostileWorkEnvironment = TRUE]

43. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended if these remarks had been directed to them?** If you're not sure, choose the best answer. SH7d

- a. Yes 1
- b. No 2

[If SH7d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH8a=1 (Yes) else skip to SH9b]

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

Do you think that this was ever severe enough that most [men/women] in the military would have been offended if it had happened to them? If you're not sure, please choose the best answer. SH8d

- a. Yes 1
- b. No 2

[If SH8d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH9a=1 (Yes) else skip to SH11b]

45. 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.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH9b

- a. Yes 1
- b. No 2

[If SH9b=2 (No) then skip to SH9d]

46. 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.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH9c

- a. Yes 1
- b. No 2

[If SH9c=1 (Yes) then skip to SH11b, AND PerceivedHostileWorkEnvironment = TRUE]

47. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended by these unwanted attempts? If you're not sure, choose the best answer. SH9d**

- a. Yes 1
- b. No 2

[If SH9d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH11=1 (Yes) else skip to SH12a]

48. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

Do you think they knew that you or someone else wanted them to stop? If it happened more than once or by more than one person, do you think any of them ever knew? SH11b

- a. Yes 1
- b. No 2

[If SH11b=2 (No) then skip to SH11d]

49. You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop? SH11c

- a. Yes **1**
b. No **2**

[If SH11c=1 (Yes) then skip to SH12a, AND PerceivedHostileWorkEnvironment = TRUE]

50. **Do you think that this was ever severe enough that most [men/women] in the military would have been offended by this unnecessary touching?** If you're not sure, choose the best answer. SH11d

- a. Yes **1**
b. No **2**

[If SH11d=1 (Yes) then PerceivedHostileWorkEnvironment = TRUE]

[Ask if SH12=1 (Yes) else skip to SH13a]

You indicated that, after [X date], someone from work made you feel as if you would get some [If reservecomp = True, insert here: "military"] workplace benefit in exchange for doing something sexual.

What led you to believe that you would get a [If reservecomp = True, insert here: "military"] workplace benefit if you agreed to do something sexual? Select "Yes" or "No" for each item

- | | | |
|--|--------------|-------------|
| 51. They told you that they would give you a reward or benefit for doing something sexual. SH12a | Yes 1 | No 2 |
| 52. 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. SH12b | Yes 1 | No 2 |
| 53. Someone else told you they got benefits from this person by doing sexual things SH12c | Yes 1 | No 2 |
| 54. You heard rumors from other people that this person treated others better in exchange for doing sexual things. SH12d | Yes 1 | No 2 |
| 55. Based on what you knew about their personality, you thought you could get a benefit. SH12e | Yes 1 | No 2 |

[If SH12a=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]
[If SH12b=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]
[If SH12c=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]

[Ask if SH13=1 (Yes) else skip to SH14a]

You indicated that, after [X date], someone from work made you feel as if you would get punished or treated unfairly in the [If reservecomp = True, insert here: “military”] workplace if you did not do something sexual.

What led you to believe that you would get punished or treated unfairly in the [If reservecomp = True, insert here: “military”] workplace if you did not do something sexual? Select “Yes” or “No” for each item

- | | | |
|---|-------|------|
| 56. They told you that you would be punished or treated unfairly if you did not do something sexual. SH13a | Yes 1 | No 2 |
| 57. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest. SH13b | Yes 1 | No 2 |
| 58. Someone else told you they were punished or treated unfairly by this person for not doing something sexual. SH13c | Yes 1 | No 2 |
| 59. You heard rumors from other people that this person treated others badly unless they were willing to do sexual things. SH13d | Yes 1 | No 2 |
| 60. Based on what you knew about their personality, you thought you might get punished or treated unfairly. SH13e | Yes 1 | No 2 |

[If SH13a=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]
 [If SH13b=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]
 [If SH13c=1 (Yes) then PerceivedSexualQuidProQuo = TRUE]

[Ask if SH14=1 (Yes) else skip to SH15a]

You indicated that, after [X date], someone from work said that [men/women] are not as good as [women/men] at your particular [If reservecomp = True, insert here: “military”] job, or that they should be prevented from having your job.

61. **Do you think their beliefs about [men/women] ever harmed or limited your [If reservecomp = True, insert here: “military job/”] career?** For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment? SH14a
- a. Yes 1
 - b. No 2

[If SH14a=1 (Yes) then PerceivedGenderDiscrimination = TRUE]

[Ask if SH15=1 (Yes) else skip to next section]

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

62. **Do you think this treatment ever harmed or limited your** [If reservecomp = True, insert here: “military job/”]**career?** For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

SH15a

- a. Yes 1
- b. No 2

[If SH15a=1 (Yes) then PerceivedGenderDiscrimination = TRUE]

[If any: SH1=1 (Yes) SH2=1 (Yes) SH3=1 (Yes) SH4=1 (Yes) SH5=1 (Yes) SH6=1 (Yes) SH7=1 (Yes) SH8=1 (Yes) SH9=1 (Yes) SH10=1 (Yes) SH11=1 (Yes) SH12=1 (Yes) SH13=1 (Yes) SH14=1 (Yes) SH15=1 (Yes) then continue. Else skip to SA1]

63. Earlier you answered questions about upsetting or offensive things that someone from work did since [X date]. **How many of these behaviors that you selected as happening to you, do you consider to have been sexual harassment?** SHFU1

- a. None were sexual harassment 1
- b. Some were sexual harassment; some were not sexual harassment 2
- c. All were sexual harassment 3

[If PerceivedSexualQuidProQuo = TRUE, OR PerceivedHostileWorkEnvironment = TRUE, OR PerceivedGenderDiscrimination = TRUE then PerceivedEqualOpportunityViolation = TRUE]

[If PerceivedEqualOpportunityViolation ≠ TRUE), skip to SA1. Else continue.]

Based on your answers earlier, it appears that at least one person you worked with in the last 12 months acted in a way that created an upsetting or offensive work environment.

The following section includes additional questions about the upsetting situation(s) you experienced, including those situations in which someone from work:

[List all items below that were endorsed earlier (SH1-SH15)]

- Repeatedly told sexual jokes
- Repeatedly suggested that you do not act like a [man/woman] is supposed to

- Repeatedly made sexual gestures or sexual body movements
- Displayed, showed you, or sent you sexually explicit materials like pictures or videos
- Repeatedly told you about their sexual activities
- Repeatedly asked you questions about your sex life or sexual interests
- Made repeated sexual comments about your appearance or body
- Took or shared sexually suggestive pictures or videos of you
- Made repeated attempts to establish an unwanted romantic or sexual relationship with you
- Touched you in a sexual way
- Touched you in any way that made you uncomfortable, angry, or upset
- Made you feel like you would get some workplace benefit in exchange for doing something sexual
- Made you feel like you would get punished or treated unfairly if you refused to do something sexual
- Said that [men/women] are not as good as [women/men] at your job, or that they should be prevented from having that job.
- Mistreated, ignored, or insulted you because you were a [man/woman]

[Plural if more than one item endorsed SH1-SH15]

64. [Was this upsetting experience / Were these upsetting experiences] **the result of behavior by: SHFU2**
- a. One person **1**
 - b. A group of people in the same setting **2**
 - c. Different people in different situations **3**

[If SHFU2=1 (One person) then SH_number = “Ind”]

[If SHFU2=2 (A group of people in the same setting) then SH_number = “Grp”]

[If SHFU2=3 (Different people in different situations) then ask]

65. You indicated that you had several situations like this happen to you. For the next series of questions that refer to the “upsetting situation” please think about the situation since [X date] that had the biggest effect on you – the one you consider to be the worst or the most serious.

Was the upsetting behavior in that situation due to: SHFU2_1

- a. One person **1**
- b. A group of people **2**

[If SHFU2_1=1 (One person) then SH_number = "Ind"]

[If SHFU2_1=2 (A group of people) then SH_number = "Grp"]

[If SH_number = "Ind" then ask]

66. **Was this person a...** SHFU3a

- a. Man 1
- b. Woman 2

[If SH_number = "Grp" then ask]

67. **Were these people...** SHFU3b

- a. Men 1
- b. Women 2
- c. A mix of men and women 3

[If SH_number = "Ind" then ask]

68. **Was this person...***select one:* SHFU4

- a. One of your work supervisors or one of your unit leaders? 1
- b. One of your peers at about the same level? 2
- c. One of your subordinates or someone you managed? 3

[If SH_number = "Grp" then ask]

Were any of the individuals who acted this way:

- | | | |
|--|-------|------|
| 69. One of your work supervisors or one of your unit leaders? SHFU4a | Yes 1 | No 2 |
| 70. One of your peers at about the same level? SHFU4b | Yes 1 | No 2 |
| 71. One of your subordinates or someone you managed? SHFU4c | Yes 1 | No 2 |

[If SH_number = "Ind" then ask]

72. **At the time of the upsetting situation was this person...***Select one* SHFU5

- a. A Service member of higher rank than you? 1
- b. A Service member of about the same rank as you? 2
- c. A Service member of lower rank than you? 3

- d. A civilian / contractor working for the military? 4
- e. Do not know 97

[If SH_number = “Grp” then ask]

At the time of the upsetting situation, were any of these individuals...

- | | | | |
|--|-------|------|----------------|
| 73. Service members of higher rank than you? SHFU5a | Yes 1 | No 2 | Do not know 97 |
| 74. Service members of about the same rank as you? SHFU5b | Yes 1 | No 2 | Do not know 97 |
| 75. Service members of lower rank than you? SHFU5c | Yes 1 | No 2 | Do not know 97 |
| 76. Civilians / contractors working for the military? SHFU5d | Yes 1 | No 2 | Do not know 97 |

77. **Thinking about this situation, about how long did these upsetting behaviors continue?** If the situation is still happening, indicate how long it has been going on. SHFU6
- a. It happened one time 1
 - b. About one week 2
 - c. About one month 3
 - d. A few months 4
 - e. A year or more 5

Thinking about this upsetting behavior:

- | | | |
|---|-------|------|
| 78. Did it ever occur on a military installation/ship [If reservecomp = True, insert here: ", armory, or Reserve unit site"]? SHFU7a | Yes 1 | No 2 |
| 79. Did it ever occur while you were on TDY/TAD, at sea, or during field exercises/alerts? SHFU7b | Yes 1 | No 2 |
| 80. Did it ever occur while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? SHFU7c | Yes 1 | No 2 |
| 81. Did it ever occur during recruit training/basic training? SHFU7d | Yes 1 | No 2 |
| 82. Did it ever occur in a civilian location? SHFU7e | Yes 1 | No 2 |

Thinking about this upsetting situation:

- | | | |
|---|-------|------|
| 83. Did you request a transfer or other change of assignment as a result of the situation? SHFU8a | Yes 1 | No 2 |
| 84. Did it make you want to leave the military? SHFU8b | Yes 1 | No 2 |

- | | | |
|--|-------|------|
| 85. Did this situation ever make it hard to do your job or complete your work? SHFU8c | Yes 1 | No 2 |
| 86. Did this situation ever make your workplace either less productive or compromise your unit's mission? SHFU8d | Yes 1 | No 2 |
| 87. Did you take a sick call day or any other type of leave because of this situation? SHFU8e | Yes 1 | No 2 |
| 88. Did this situation negatively affect your evaluation/fitness reports or promotions? SHFU8f | Yes 1 | No 2 |
| 89. Did this situation either cause arguments in the workplace or damage unit cohesion? SHFU8g | Yes 1 | No 2 |
| 90. Did this situation damage your relationships with coworkers? SHFU8h | Yes 1 | No 2 |
| 91. Did this situation damage your other personal relationships, for example, with your spouse or a friend? SHFU8i | Yes 1 | No 2 |

Thinking about this upsetting situation:

- | | | |
|--|-------|------|
| 92. Did you discuss this situation with your friends, family, or co-workers? SHFU9a | Yes 1 | No 2 |
| 93. Did you discuss this situation with a chaplain, counselor, or medical person? SHFU9b | Yes 1 | No 2 |
| 94. Did you discuss this situation with a work supervisor or anyone up your chain of command? SHFU9c | Yes 1 | No 2 |
| 95. Did you officially report this situation as possible harassment to any person tasked with enforcing sexual harassment or Equal Opportunity regulations? SHFU9d | Yes 1 | No 2 |

[If SHFU9c=1 (Yes) OR SHFU9d=1 (Yes) continue. Else skip to SHFU12]

[Use "reporting the situation" if SHFU9d=1 (Yes).]

[Person vs People is based on SH_number Ind vs Grp]

What actions were taken in response to your [discussing the situation with a supervisor or anyone up your chain of command/reporting the situation]? Select "Yes," "No," or "Do not know" for each item.

- | | | | |
|--|-------|------|----------------|
| 96. No action was taken because you asked for the discussion to be kept private. SHFU10a | Yes 1 | No 2 | Do not know 97 |
| 97. You discussed the situation, but no action was taken because you chose not to give enough details about the situation. SHFU10b | Yes 1 | No 2 | Do not know 97 |
| 98. The person you told took no action. SHFU10c | Yes 1 | No 2 | Do not know 97 |

99. The rules on harassment were explained to everyone in the workplace. SHFU10d	Yes 1	No 2	Do not know 97
100. Someone talked to the [person/people] to ask them to change their behavior. SHFU10e	Yes 1	No 2	Do not know 97
101. Your work station or duties were changed to help you avoid [that person/those people]. SHFU10f	Yes 1	No 2	Do not know 97
102. The [person was, people were] moved or reassigned so that you did not have as much contact with them. SHFU10g	Yes 1	No 2	Do not know 97
103. There was some official career action taken against [the person/the people] for their upsetting behavior (for example, a negative evaluation/fitness report). SHFU10h	Yes 1	No 2	Do not know 97
104. The [person/people] stopped their upsetting behavior. SHFU10i	Yes 1	No 2	Do not know 97
105. You were encouraged to drop the issue. SHFU10j	Yes 1	No 2	Do not know 97
106. You were discouraged from filing a formal complaint. SHFU10k	Yes 1	No 2	Do not know 97
107. The [person/people] who did this retaliated against you for complaining. For example, their upsetting behavior became worse or they threatened you. SHFU10l	Yes 1	No 2	Do not know 97
108. Your coworkers treated you worse, avoided you, or blamed you for the problem. SHFU10m	Yes 1	No 2	Do not know 97
109. Your supervisor punished you for bringing it up (e.g., loss of privileges, denied promotion/training, transferred to less favorable job). SHFU10n	Yes 1	No 2	Do not know 97

How satisfied were/are you with the following aspects of how the discussion or report was handled? Select one answer for each item.

110. Availability of information about how to file a complaint SHFU11a	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
111. How you were treated by personnel handling your situation SHFU11b	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
112. The action taken by the personnel handling your situation SHFU11c	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5

113. The current status of the situation SHFU11d	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
114. Amount of time it took to address your situation SHFU11e	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
115. Availability of information or updates on the status of your report or complaint SHFU11f	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5

[IF SHFU9c=1 (Yes) OR SHFU9d=1 (Yes) skip to SA1, else continue]

116. What were your reasons for not discussing it with someone above you in your chain of command and not reporting it to a person who enforces sexual harassment regulations? *Select all the reasons that apply to you.*

- a. The offensive behavior stopped on its own. **SHFU12a**
- b. Someone else already reported it. **SHFU12b**
- c. You thought it was not serious enough to report. **SHFU12c**
- d. You did not want more people to know. **SHFU12d**
- e. You did not want people to see you as weak. **SHFU12e**
- f. You did not want people to think you were gay/lesbian/bisexual/transgender. **SHFU12f**
- g. You wanted to forget about it and move on. **SHFU12g**
- h. You did not know how to report it. **SHFU12h**
- i. Someone told you not to report it. **SHFU12i**
- j. You did not think anything would be done. **SHFU12j**
- k. You did not think you would be believed. **SHFU12k**
- l. You did not trust that the process would be fair. **SHFU12l**
- m. You felt partially to blame. **SHFU12m**
- n. You thought other people would blame you. **SHFU12n**
- o. You thought you might get in trouble for something you did. **SHFU12o**
- p. You thought a supervisor would make too big of a deal out of it. **SHFU12p**
- q. You thought you might be labeled as a troublemaker. **SHFU12q**
- r. You thought it might hurt your performance evaluation/fitness report. **SHFU12r**
- s. You thought it might hurt your career. **SHFU12s**
- t. You did not want to hurt the person's career or family. **SHFU12t**
- u. You were worried about retaliation by the person(s) who did it. **SHFU12u**
- v. You were worried about retaliation by a supervisor or someone in your chain of command. **SHFU12v**

- w. You were worried about retaliation by your military co-workers or peers. SHFU12w
- x. You took other actions to handle the situation. SHFU12x

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.

Some of the language may seem graphic, but using the names of specific body parts is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, Service member or civilian, someone you knew or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about 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. RAND will not give your identifiable answers to the DoD.

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117. Since [X Date], did you have any **unwanted** experiences in which someone put his penis **into your** [If Intro1=2 (Female), display: "vagina,"] **anus or mouth?** SA1
- a. Yes 1
 - b. No 2

[If SA1=1 (Yes) ask "OB1a", else continue]

118. Since [X Date], did you have any **unwanted** experiences in which someone put any object or any body part **other than a penis** into your [If Intro1=2 (Female), display: "vagina,"] **anus or mouth?** The body part could include a finger, tongue or testicles. SA2

- a. Yes 1
- b. No 2

[If SA2=1 (Yes) and *sexualAssault_12m* ≠ “True”, ask “PF2a”, else continue]

119. **Since [X Date], did anyone make you put any part of your body or any object into someone’s mouth, vagina, or anus when you did not want to?**
A part of the body could include your [If Intro1=1 (Male) display: “penis, testicles,”] tongue or fingers. SA3

- a. Yes 1
- b. No 2

[If SA3=1 (Yes) and *sexualAssault_12m* ≠ “True”, ask “PF3a”, else continue]

[Programming note: If *sexualAssault_12m* = “TRUE” on the basis of follow ups to SA1-SA3 then *penetrativeSA_12m* = “TRUE” else *penetrativeSA_12m* = “FALSE”]

120. **Since [X Date], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?**

Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles. SA4

- a. Yes 1
- b. No 2

[If SA4=1 (Yes) and *sexualAssault_12m* ≠ “True”, ask “PF4a”, else continue]

121. **Since [X Date], did you have any unwanted experiences in which someone made you touch private areas of their body or someone else’s body (either directly or through clothing)?** This could involve the person putting their private areas on you.

Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis or testicles. SA5

- a. Yes 1
- b. No 2

[If SA5=1 (Yes) and *sexualAssault_12m* ≠ “True”, ask “PF5a”, else continue]

[Programming note: If *SexualAssault_12m* = “TRUE” on the basis of follow ups to SA4-SA5 then *contactSA_12m* = “TRUE” else *contactSA_12m*= “FALSE”]

122. **Since [X Date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your [If Introl=2 (Female), display: “vagina,”] anus or mouth, but no penetration actually occurred?** SA6

- a. Yes 1
- b. No 2

[If SA6=2 (No) skip to SAFU1]

123. **As part of this attempt, did the person touch you anywhere on your body?**
This includes grabbing your arm, hair or clothes, or pushing their body against yours. SA6a

- a. Yes 1
- b. No 2

[If *sexualAssault_12m* ≠ “True”, ask “PF6a”, else continue]

[Programming note: If *sexualAssault_12m* = “TRUE” on the basis of follow ups to SA6 then *attemptedSA_12m* = “TRUE” else *attemptedSA_12m* = “FALSE”]

[Purpose Follow Up Module START]

[Purpose Follow up module: “X” in the question number refers to appropriate SA screener number (2-6)]

124. **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 aren’t sure, choose the best answer. PFXa

- a. Yes 1
- b. No 2

[If PFXa=1 (Yes) skip to OBX item]

125. **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 aren’t sure, choose the best answer. PFXb

- a. Yes 1
- b. No 2

[If PFXb=1 (Yes) continue to OBX item]

[If PFXb=2 (No) skip to next SA_screener question (SA3 –SA6)]

[Purpose Follow Up Module END]

[Offender Behavior Module START]

[Offender Behavior Module: “X” in the question number refers to appropriate screener number (1-6)]

[Programming Note: Please keep the instructions on the screen for all items OBXa-OBXk. Please present each item alone on the screen]

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.

126. **They continued even when you told them or showed them that you were unwilling.** OBXa
- Yes 1
 - No 2

[If OBXa=1 (Yes) *sexualAssault_12m*= “TRUE”]

127. **They used physical force to make you comply.** For example, they grabbed your arm or used their body weight to hold you down. OBXb
- Yes 1
 - No 2

[If OBXb=1 (Yes) *sexualAssault_12m*= “TRUE”]

128. **They physically injured you.** OBXc
- Yes 1
 - No 2

[If OBXc=1 (Yes) *sexualAssault_12m*= “TRUE”]

129. **They threatened to physically hurt you (or someone else).** OBXd
- Yes 1
 - No 2

[If OBXd=1 (Yes) *sexualAssault_12m*= “TRUE”]

[IF OBXd=1 (Yes) then ask]

130. **Did they threaten you (or someone else) with a weapon?** OBXd_1

- a. Yes 1
- b. No 2

[IF OBXd=1 (Yes) then ask]

131. **Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

OBXd_2

- a. Yes 1
- b. No 2

132. **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities. OBXe

- a. Yes 1
- b. No 2

[If OBXe=1 (Yes) *sexualAssault_12m*= "TRUE"]

133. **They did it when you were passed out, asleep, or unconscious.** OBXf

- a. Yes 1
- b. No 2

[If OBXf=1 (Yes) *sexualAssault_12m*= "TRUE"]

134. **They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.** OBXg

- a. Yes 1
- b. No 2

[If OBXg=1 (Yes) *sexualAssault_12m*= "TRUE"]

135. **They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).** OBXh

- a. Yes 1
- b. No 2

[If OBXh=1 (Yes) *sexualAssault_12m*= “TRUE”]

[If *sexualAssault_12m* = TRUE, then skip to next screening item SA2-SA6, Else continue.]

136. **They made you so afraid that you froze and could not tell them or show them that you were unwilling.** OBXi

- a. Yes 1
- b. No 2

[If OBXi=1 (Yes) *sexualAssault_12m*= “TRUE”]

137. **They did it after you had consumed so much alcohol that the next day you could not remember what happened.** OBXj

- a. Yes 1
- b. No 2

[If OBXj=1 (Yes) *sexualAssault_12m*= “TRUE”]

138. **It happened without your consent.** OBXk

- a. Yes 1
- b. No 2

[If OBXk=1 (Yes) *sexualAssault_12m*= “TRUE”]

[If SA2=1 (Yes) AND (any item OB2a-OB2k=1 (Yes)), then O2. Else continue]

O2. In the previous item, you indicated that this unwanted experience involved someone putting an object or part of the body into your [If Intro1=2 (Female), display: “vagina, or”] anus or mouth. **Did it include putting the body part or object into**

[If Intro1=2 (Female), display:]

139. **Your vagina?** O2a

- a. Yes 1
- b. No 2

140. **Your anus?** O2b

- a. Yes 1
- b. No 2

141. **Your mouth?** O2c

- a. Yes 1
- b. No 2

[Offender Behavior Module END]

[After OB6 series questions continue to SAFU1. After OB1-OB5, continue to next screening item SA2-SA6]

[If SexualAssault_12m = "TRUE" then ask SAFU1, else skip to Prior_SA]

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]. The items that follow will ask for additional information about the unwanted event(s) in which someone:

[Present any endorsed items SA1-SA6]

- Put their penis into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth.
- Put any object or any body part other than a penis into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth.
- Made you put any part of your body or any object into someone's mouth, vagina or anus
- Intentionally touched private areas of your body.
- Made you touch private areas of their body or someone else's body.
- Attempted to put a penis, an object, or any body part into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth, but no penetration actually occurred.

142. **Please give your best estimate of how many different times (on how many separate occasions) during the past 12 months, you had these unwanted experiences?** SAFU1

- a. 1 time since [X date] 1
- b. 2 times since [X date] 2
- c. 3 times since [X date] 3
- d. 4 times since [X date] 4
- e. 5 or more times since [X date] 5
- f. More than once, but not sure the number of times it happened since [X date] 6

[times='missing'. If SAFU1=1 (Yes) then times='one'. If SAFU1=(2 or 3 or 4 or 5 or 6), then times='multiple'.]

[If times=one, skip to SAFU5, else continue]

You indicated that you had more than one unwanted event since [X date].

143. Were all these events done by the same person? SAFU2

- a. Yes 1
- b. No, more than one person. 2
- c. Not sure 3

The following questions ask about the unwanted event that had the biggest effect on you. Before you continue, please choose the one unwanted event since [X date] that you consider to be the worst or most serious.

[If more than one endorsed SA screener (SA1-SA6), continue. Else skip to SAFU5]

[Programming pulls in any SA screening item to which the respondent answered 'yes']

Which of the following experiences happened during the event you chose as the worst or most serious? Select "Yes" or "No" for each item

144. Put their penis into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth? SAFU3a	Yes 1	No 2
145. Put any object or any body part <u>other than a penis</u> into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth? SAFU3b	Yes 1	No 2
146. Made you put any part of your body or any object into someone's mouth, vagina or anus? SAFU3c	Yes 1	No 2
147. <u>Intentionally</u> touched private areas of your body? SAFU3d	Yes 1	No 2
148. Made you touch private areas of their body or someone else's body? SAFU3e	Yes 1	No 2
149. <u>Attempted to</u> put a penis, an object, or any body part into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth, <u>but no penetration actually occurred</u> ? SAFU3f	Yes 1	No 2

[If the behavior that caused sexualAssault12_m to equal TRUE is not selected, then continue, else skip to SAFU5]

Earlier in the survey you answered questions about several events. Please focus on the worst or most serious event in the questions that follow.

[Show items as a table. A-H can be shown on a single screen or blocked into sets based on Westat’s recommendation. I-K need to be on their own screen]

Please indicate which of the following happened to you when you had this most serious experience. In these statements, ‘they’ means the person or people that did this to you.

150.They continued even when you told them or showed them that you were unwilling. SAFU4a	Yes 1	No 2
151.They used physical force to make you comply. For example, they grabbed your arm, or used their body weight to hold you down. SAFU4b	Yes 1	No 2
152.They physically injured you. SAFU4c	Yes 1	No 2
153.They threatened to physically hurt you (or someone else). SAFU4d	Yes 1	No 2
154.They threatened you (or someone else) in some other way. For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities. SAFU4e	Yes 1	No 2
155.They did it when you were passed out, asleep, or unconscious. SAFU4f	Yes 1	No 2
156.They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling. SAFU4g	Yes 1	No 2
157.They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor). SAFU4h	Yes 1	No 2

[If SAFU4a – SAFU4h=2 (No) then continue. Else skip to SAFU5]

158.They made you so afraid that you froze and could not tell them or show them that you were unwilling. SAFU4i	Yes 1	No 2
159.They did it after you had consumed so much alcohol that the next day you could not remember all or part of what happened. SAFU4j	Yes 1	No 2
160.It happened without your consent. SAFU4k	Yes 1	No 2

[If times=one, ask to SAFU5, else skip to SAFU6]

161. **How many people did this to you?** SAFU5

- a. One person 1
- b. More than one person 2
- c. Not sure 3

[If SAFU1=(2 3 4 5 or 6) (more than one time) and SAFU2=1 (Yes)

OR

SAFU1=1 (One time) and SAFU5=1 (One person)

then SA_offenders= "one"

Else if SAFU1=(2 3 4 5 or 6) (more than one time) and SAFU2=2 (No, more than one person)

OR

SAFU1=1 (One time) and SAFU5=2 (More than one person)

then SA_offenders= "multiple"]

[If SA_offenders="one", then ask]

Please continue to focus on this worst or most serious event in the questions that follow.

162. **Was the person...** SAFU6a

- a. A man 1
- b. A woman 2
- c. Not sure 3

[If SA_offenders="multiple", then ask]

Please continue to focus on this worst or most serious event in the questions that follow.

163. **Were these people...** SAFU6b

- a. Men 1
- b. Women 2
- c. A mix of men and women 3
- d. Not sure 4

[Singular vs plural in question text and response is based on one vs multiple SA_offenders]

164. **At the time of the event, did you know or had you previously met [the person / any of the people] who did this to you?** SAFU7.
- a. Yes **1**
 - b. No, [it was / they were] [a stranger / all strangers] **2**

[If SAFU7=2 (No, [it was / they were] [a stranger / strangers]) skip to SAFU8g, else continue]

[Singular vs plural in question text and response is based on one vs multiple SA_offenders]

165. **At the time of the event, [was the person / were the people] who did this to you...**
- a. Your spouse? SAFU8a
 - b. Your boyfriend or girlfriend? SAFU8b
 - c. Someone you had divorced or broken up with? SAFU8c
 - d. A friend or acquaintance? SAFU8d
 - e. Someone who you have a child with (your child's mother or father)? SAFU8e
 - f. A family member or relative? SAFU8f
 - g. None of the above. SAFU8I

[Singular vs plural in question text and response is based on one vs multiple SA_offenders]

At the time of the event, [was the person / were the people] who did this to you...

166. Someone in the military? SAFU8g	Yes 1	No 2	Do not know 97
167. Civilian employee(s) or contractor(s) working for the military? SAFU8h	Yes 1	No 2	Do not know 97
168. Person(s) in the local community? SAFU8i	Yes 1	No 2	Do not know 97
169. A foreign national? SAFU8j	Yes 1	No 2	Do not know 97
170. [If reservecomp = True, ask this question]: Someone you work with in your civilian job or school? SAFU8k	Yes 1	No 2	Do not know 97

[If SAFU8g=1 (Yes) then ask SAFU9. Else skip to SAFU10]

You said a person / people in the military did this to you. Were any of them:

171. A lower rank than you? SAFU9a	Yes 1	No 2	Do not know 97
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172. A similar rank as you? SAFU9b	Yes 1	No 2	Do not know 97
173. A higher rank than you? SAFU9c	Yes 1	No 2	Do not know 97
174. Officers? SAFU9d	Yes 1	No 2	Do not know 97

[If SAFU9c=1 (Yes) then continue, else skip to SAFU10]

175. Was the higher ranked person your unit leader or someone above them in your chain of command? SAFU9e

- Yes 1
- No 2
- Do not know 97

Did the unwanted event occur... *Select "Yes" or "No" for each item.*

176. At a military installation/ship [If reservecomp = True insert: ", armory, or Reserve unit site"]? SAFU10a	Yes 1	No 2
177. During your [work day/duty hours / If reservecomp = True, replace with: "National Guard or Reserve duties, including active duty, active duty for training, full-time National Guard duty, and performing in active duty training/drills"]? SAFU10b	Yes 1	No 2
178. While you were on TDY/TAD, at sea, or during field exercises/alerts? SAFU10c	Yes 1	No 2
179. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? SAFU10d	Yes 1	No 2
180. While you were in a delayed entry program? SAFU10e	Yes 1	No 2
181. While you were in recruit training/basic training? SAFU10f	Yes 1	No 2
182. While you were in any type of military combat training? SAFU10g	Yes 1	No 2
183. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? SAFU10h	Yes 1	No 2
184. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education? SAFU10i	Yes 1	No 2

185. Which of the following best describe the situation when this unwanted event occurred? *Select all that apply*

- You were out with friends or at a party. SAFU11a

- b. You were on a date. SAFU11b
- c. You were being intimate with the other person. SAFU11c
- d. You were at work. SAFU11d
- e. You were alone in a public place. SAFU11e
- f. You were in your home or quarters. SAFU11f
- g. You were in someone else's home or quarters. SAFU11g
- h. You were at a military function. SAFU11h
- i. You were in temporary lodging/hotel. SAFU11i
- j. None of the above. SAFU11j
- k. Do not recall. SAFU11k

186. **Would you describe this unwanted event as hazing?** Hazing refers to things done to humiliate or “toughen up” people prior to accepting them into a group. SAFU12

- a. Yes 1
- b. No 2

Did the offender(s)...

- | | | |
|--|-------|------|
| 187. Sexually harass you before the situation? SAFU13a | Yes 1 | No 2 |
| 188. Stalk you before the situation? SAFU13b | Yes 1 | No 2 |
| 189. Sexually harass you after the situation? SAFU13c | Yes 1 | No 2 |
| 190. Stalk you after the situation? SAFU13d | Yes 1 | No 2 |

191. **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. SAFU14

- a. Yes 1
- b. No 2
- c. Not sure 3

[If SAFU14=1 (Yes)]

192. **Just prior to this unwanted event, did the person(s) who did this to you buy or give you alcohol to drink?** SAFU15

- a. Yes 1
- b. No 2
- c. Do not know 97

193. **Just prior to this unwanted event, do you think that you might have been given a drug without your knowledge or consent?** SAFU16

- a. Yes 1
- b. No 2
- c. Do not know 97

194. **At the time of this unwanted event, had the person(s) who did it been drinking alcohol?** SAFU17

- a. Yes 1
- b. No 2
- c. Do not know 97

After this unwanted event:

195. Did you request a transfer or other change of assignment as a result of the event? SAFU18a	Yes 1	No 2
196. Did it make you want to leave the [military / If reservecomp = True, replace with: "leave the Guard or Reserve, or transfer to another Reserve component"]? SAFU18b	Yes 1	No 2
197. Did it ever make it hard to do your job or complete your work? SAFU18c	Yes 1	No 2
198. Did you take a sick day or any other type of leave because of the event? SAFU18d	Yes 1	No 2
199. Did the event damage your personal relationships, for example with your spouse or a friend? SAFU18e	Yes 1	No 2

200. **Did you tell anyone about the unwanted event?** SAFU19

- a. Yes 1
- b. No 2

[IF SAFU19=2 (No) SKIP to SAFU30]

Who have you talked to about this event?

201. A friend or family member SAFU20a	Yes 1	No 2
202. The Sexual Assault Response Coordinator (SARC) SAFU20b	Yes 1	No 2
203. A Sexual Assault Prevention and Response Victim Advocate (SAPR VA or VA) SAFU20c	Yes 1	No 2
204. A Safe Helpline or other hotline counselor SAFU20d	Yes 1	No 2

205. A medical professional (for example, a doctor or nurse) SAFU20e	Yes 1	No 2
206. A chaplain or religious leader SAFU20f	Yes 1	No 2
207. A counselor, therapist, or psychologist SAFU20g	Yes 1	No 2
208. A Special Victims' Counsel or Victims' Legal Counsel SAFU20h	Yes 1	No 2
209. Some other military lawyer (for example, a JAG officer) SAFU20i	Yes 1	No 2
210. A supervisor or someone above you in your chain of command SAFU20j	Yes 1	No 2
211. An officer or NCO outside of your chain of command SAFU20k	Yes 1	No 2
212. Someone in military law enforcement SAFU20l	Yes 1	No 2
213. Civilian law enforcement authority SAFU20m	Yes 1	No 2
214. Civilian rape crisis center or other sexual assault advocacy group SAFU20n	Yes 1	No 2

[If penetrativeSA_12m = True then continue, else skip to ask SAFU22b]

215. **Did you receive a sexual assault forensic exam or “rape exam”?** This is often given by medical personnel to collect evidence about a sexual assault and could be either civilian or military. SAFU21

- a. Yes 1
- b. No 2

[If SAFU20b=1 (Yes) then ask SAFU22b]

[If SAFU20c=1 (Yes) then ask SAFU22c]

[If SAFU20d=1 (Yes) then ask SAFU22d]

[If SAFU20e=1 (Yes) then ask SAFU22e]

[If SAFU20f=1 (Yes) then ask SAFU22f]

[If SAFU20g=1 (Yes) then ask SAFU22g]

[If SAFU20h=1 (Yes) then ask SAFU22h]

[If SAFU20i=1 (Yes) then ask SAFU22i]

[If SAFU20j=1 (Yes) then ask SAFU22j]

[If SAFU20k=1 (Yes) then ask SAFU22k]

[If SAFU20l=1 (Yes) then ask SAFU22l]

[If SAFU20m=1 (Yes) then ask SAFU22m]

[If SAFU20n=1 (Yes) then ask SAFU22n]

[If SAFU21=1 (Yes) then ask SAFU22o]

How satisfied have you been with your treatment by:

216.The Sexual Assault Response Coordinator (SARC)? SAFU22b	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
217. Sexual Assault Prevention and Response Victim Advocates (SAPR VA or VA)? SAFU22c	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
218.Safe Helpline or other hot-line counselors? SAFU22d	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
219.Medical professional(s)? For example, a doctor or nurse. SAFU22e	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
220.Chaplains or religious leaders? SAFU22f	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
221.Counselors, therapists or psychologists? SAFU22g	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
222.Special Victims' Counsel or Victims' Legal Counsel? SAFU22h	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
223.Other military lawyers (for example, a JAG officer)? SAFU22i	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
224.Supervisors or people in your chain of command? SAFU22j	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
225.Officers or NCOs outside of your chain of command? SAFU22k	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
226.Military law enforcement personnel? SAFU22l	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5

227. Civilian law enforcement personnel? SAFU22m	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
228. Civilian rape crisis center or other sexual assault advocacy group? SAFU22n	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
229. The sexual assault forensic exam? SAFU22o	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5

[Keep this definition on screen for items SAFU23, SAFU24, and SAFU25]

DoD provides two types of sexual assault reports.

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

230. **Did you officially report this unwanted event to the military?** This could have been either a restricted or unrestricted report. SAFU23

- Yes 1
- No 2

[If SAFU23=2 (No) skip to SAFU30]

231. **Did you make...** *Select one* SAFU24

- Only a restricted report? 1
- Only an unrestricted report? 2
- A restricted report that turned into an unrestricted report? 3
- Or were you not sure what type of report it was? 4

[If SAFU24=1 (Only a restricted report?) skip to SAFU29]

[If SAFU24=4 (Not sure what type of report it was), skip to SAFU26]

232. **Was an unrestricted report what you preferred?** SAFU25

- Yes, that's what you wanted. 1

- b. No, you wanted a restricted report, but could not. For example, someone you talked to filed the unrestricted report. 2

We have a few questions about the status of the case you reported.

233. **Have military police or criminal investigators interviewed you about the case?** SAFU26.

- a. Yes 1
- b. No 2
- c. Do not know 97

234. **Has a suspect been arrested or charged with a crime?** SAFU27a

- a. Yes 1
- b. No 2
- c. Do not know 97

[If SAFU27a=2 or 97, skip to SAFU27d]

[If SAFU27a=1 (Yes)]

235. **Were they arrested or charged in...** *Select one* SAFU27b

- a. The military justice system? 1
- b. The civilian justice system? 2
- c. Do not know 97

[If SAFU27a=1 (Yes)]

236. **To the best of your knowledge, which one of the following best describes the current status of the case?** *Select one* SAFU27c

- a. The legal case was dropped because the prosecutor or a Commander decided not to pursue it. 1
- b. The legal case was dropped because you chose not to pursue it. 2
- c. A defendant has already pled guilty. 3
- d. A defendant was convicted of the crime at a trial or court martial. 4
- e. A defendant was tried at a trial or court martial but acquitted. 5
- f. The trial or court martial has not happened yet, but it is supposed to happen in the future. 6
- g. Do not know/None of the above. 97

237. **Have they been punished through an administrative action, for example, discharged from the military or reduced in rank?** SAFU27d

- a. Yes 1
- b. No 2
- c. Do not know 97

238. **To the best of your knowledge, are the military police or criminal investigators still investigating the case?** SAFU27e

- a. Yes 1
- b. No 2
- c. Do not know 97

[If SAFU27a=1 (Yes) then ask SAFU28b and SAFU28c]

Based on your experience with this case...

239. How satisfied are you with the way you have been treated by the criminal justice system? SAFU28a

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Not Applicable
1	2	3	4	5	6

240. How satisfied have you been with your treatment by the offender(s)' lawyer? For example, the Military Trial Defense Office or a civilian defense attorney. SAFU28b

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Not Applicable
1	2	3	4	5	6

241. How satisfied have you been with your treatment by the legal prosecutor? For example the Military Legal Office (prosecution) personnel or a civilian prosecutor. SAFU28c

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Not Applicable
1	2	3	4	5	6

242. **What were your reasons for reporting the event to a military authority?**

Select all the reasons that apply to you.

- a. Someone else made you report it or reported it themselves. SAFU29a
- b. To stop the offender(s) from hurting you again. SAFU29b
- c. To stop the offender(s) from hurting others. SAFU29c
- d. It was your civic/military duty to report it. SAFU29d
- e. To punish the offender(s). SAFU29e
- f. To discourage other potential offenders. SAFU29f
- g. To get medical assistance. SAFU29g
- h. To get mental health assistance. SAFU29h
- i. To stop rumors. SAFU29i

- j. Someone you told encouraged you to report. [SAFU29j](#)
- k. You wanted to document the incident, so that you could get help or benefits from the Department of Veterans Affairs (VA) in the future. [SAFU29k](#)

[All respondents who see SAFU29, skip to SAFU32]

243. What were your reasons for not reporting the event to a military authority? *Select all the reasons that apply to you.*

- a. You reported it to civilian authorities / law enforcement. [SAFU30a](#)
- b. Someone else already reported it. [SAFU30b](#)
- c. You thought it was not serious enough to report. [SAFU30c](#)
- d. You did not want more people to know. [SAFU30d](#)
- e. You did not want people to see you as weak. [SAFU30e](#)
- f. You did not want people to think you were gay/lesbian/bisexual/transgender. [SAFU30f](#)
- g. You wanted to forget about it and move on. [SAFU30g](#)
- h. You did not know how to report it. [SAFU30h](#)
- i. Someone told you not to report it. [SAFU30i](#)
- j. You did not think your report would be kept confidential. [SAFU30j](#)
- k. You did not think anything would be done. [SAFU30k](#)
- l. You did not think you would be believed. [SAFU30l](#)
- m. You did not trust the process would be fair. [SAFU30m](#)
- n. You felt partially to blame. [SAFU30n](#)
- o. You thought other people would blame you. [SAFU30o](#)
- p. You thought you might get in trouble for something you did (for example, underage drinking or fraternization). [SAFU30p](#)
- q. You thought you might be labeled as a troublemaker. [SAFU30q](#)
- r. You thought it might hurt your performance evaluation/fitness report. [SAFU30r](#)
- s. You thought it might hurt your career. [SAFU30s](#)
- t. You did not want to hurt the person's career or family. [SAFU30t](#)
- u. You were worried about retaliation by the person(s) who did it. [SAFU30u](#)
- v. You were worried about retaliation by your supervisor or someone in your chain of command. [SAFU30v](#)
- w. You were worried about retaliation by your military co-workers or peers. [SAFU30w](#)
- x. You took other actions to handle the situation. [SAFU30x](#)

[If more than one response SAFU30a-x is selected, continue. Else skip to SAFU32].

244. **Which was the main reason for not reporting the event?** Choose one. [Display all endorsed probes from SAFU30]. SAFU31
- a. You reported it to civilian authorities / law enforcement. 1
 - b. Someone else already reported it. 2
 - c. You thought it was not serious enough to report. 3
 - d. You did not want more people to know. 4
 - e. You did not want people to see you as weak. 5
 - f. You did not want people to think you were gay/lesbian/bisexual/transgender. 6
 - g. You wanted to forget about it and move on. 7
 - h. You did not know how to report it. 8
 - i. Someone told you not to report it. 9
 - j. You did not think your report would be kept confidential. 10
 - k. You did not think anything would be done. 11
 - l. You did not think you would be believed. 12
 - m. You did not trust the process would be fair. 13
 - n. You felt partially to blame. 14
 - o. You thought other people would blame you. 15
 - p. You thought you might get in trouble for something you did (for example, underage drinking or fraternization). 16
 - q. You thought you might be labeled as a troublemaker. 17
 - r. You thought it might hurt your performance evaluation/fitness report. 18
 - s. You thought it might hurt your career. 19
 - t. You did not want to hurt the person's career or family. 20
 - u. You were worried about retaliation by the person(s) who did it. 21
 - v. You were worried about retaliation by your supervisor or someone in your chain of command. 22
 - w. You were worried about retaliation by your military co-workers or peers. 23
 - x. You took other actions to handle the situation 24

245. **In retrospect, would you make the same decision about reporting if you could do it over?** SAFU32
- a. Yes 1
 - b. No 2

As a result of the unwanted event, did you... Select "Yes," "No," or "Do not know" for each item.

- | | | | |
|--|-------|------|----------------|
| 246. Experience any professional retaliation? For example, loss of privileges, denied promotion/training, transferred to less favorable job. SAFU33a | Yes 1 | No 2 | Do not know 97 |
| 247. Experience any social retaliation? For example, ignored by coworkers, being blamed for what happened. SAFU33b | Yes 1 | No 2 | Do not know 97 |

248. Experience any administrative actions that you did not want? For example, placed on a legal or medical hold, denied a deployment opportunity, transferred to a different assignment. SAFU33c
- | | | | | | |
|-----|---|----|---|-------------|----|
| Yes | 1 | No | 2 | Do not know | 97 |
|-----|---|----|---|-------------|----|
249. Experience any punishments for infractions/violations such as underage drinking or fraternization? SAFU33d
- | | | | | | |
|-----|---|----|---|-------------|----|
| Yes | 1 | No | 2 | Do not know | 97 |
|-----|---|----|---|-------------|----|

[If SAFU33b=1 (Yes)]

250. **Who socially retaliated against you?** *Select all that apply*

- Someone who outranks me SAFU33b_1
- Someone who is a similar rank or below you in rank SAFU33b_2
- Non-military personnel SAFU33b_3
- Do not know who they were SAFU33b_4

251. 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 last 12 months, and which events happened earlier.

Thinking about when the event occurred, how certain are you that it occurred in the last 12 months? If the event occurred over a long time, think about whether it ever happened after [X date]. SAFU34

- Definitely occurred AFTER [X date]. 1
- Not sure if it occurred BEFORE OR AFTER [X date]. 2
- Definitely occurred BEFORE [X date]. 3

[If SAFU34=1 (Definitely occurred AFTER [X date]) skip to SAFU36.]

[If SAFU34=2 (Not sure if it occurred BEFORE OR AFTER [X date]) skip to SAFU36.]

[If SAFU34=3 (Definitely occurred BEFORE [X date]) AND times= "one", then sexualAssault_12m = "FALSE" and skip to SAFU36, else if SAFU34=3 (Definitely occurred BEFORE [X date]) AND times="multiple", then continue to SAFU35]

[Programming pulls endorsed sexual assault screening items SA1-SA6]

Earlier in the survey you indicated that you experienced more than one unwanted event in which someone:

- Put their penis into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth.
- Put any object or any body part other than a penis into your [If Intro1=2 (Female), display: "vagina,"] anus or mouth.

- Made you put any part of your body or any object into someone’s mouth, vagina or anus.
- Intentionally touched private areas of your body.
- Made you touch private areas of their body or someone else’s body.
- Attempted to put a penis, an object, or any body part into your [If Intro1=2 (Female), display: “vagina,”] anus or mouth, but no penetration actually occurred.

252. What was the date of your MOST RECENT unwanted event like this?

SAFU35Month SAFU35Year

[MM pull down / YYYY pull down. YYYY=2009 through 2014]

[IF response is before [X date], THEN sexualAssault_12m = “FALSE”]

[If times=’multiple’, then display full instructions. Else skip to “Since [X date] paragraph]

253. Thank you for sharing these details about the unwanted event you chose as the worst or most serious. For the next question, please consider any unwanted event that happened to you.

Since [X Date], did you initial and sign a form labeled VICTIM REPORTING PREFERENCE STATEMENT (DD Form 2910 or CG Form 6095)?

This form allows you to decide whether to make a restricted or unrestricted report of sexual assault. A Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA) would have assisted you with completing this form. To see a version of this form, click here. [hyperlink on “here” to an image of DD Form 2910] SAFU36

- Yes 1
- No 2
- Not sure 3

[If SAFU36=2 (No) skip to SAFU38]

When you reported the event, were you offered... Select “Yes” or “No” for each item.

254. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)? SAFU37a	Yes 1	No 2
255. Counseling services? SAFU37b	Yes 1	No 2
256. Medical or forensic services? SAFU37c	Yes 1	No 2
257. Legal services? SAFU37d	Yes 1	No 2
258. Chaplain services? SAFU37e	Yes 1	No 2

[Prior_SA here]

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

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

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

“Did not consent” means 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.

- | | | |
|--|-------|------|
| 259. Before [X Date], had anyone put a penis, an object, or any body part into your [If Intro1=2 (Female), display: “vagina,”] anus or mouth when you did not want it and did not consent? SAFU38a | Yes 1 | No 2 |
| 260. Before [X Date], had anyone made you insert [If Intro1=1 (Male) display: “your penis,”] an object or body part into someone’s mouth, vagina or anus when you did not want to and did not consent? SAFU38b | Yes 1 | No 2 |
| 261. Before [X Date], had anyone tried to put a penis, an object, or any body part into your [vagina,] anus or mouth, against your will but it did not happen? SAFU38c | Yes 1 | No 2 |
| 262. Before [X Date], had anyone 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, penis, or testicles. SAFU38d | Yes 1 | No 2 |
| 263. Before [X Date], had anyone 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? This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles. SAFU38e | Yes 1 | No 2 |

[If all SAFU38a-e=2 (No) skip to DEMO1. Else continue]

264. **Did any of these unwanted experiences happen after you joined the military?** SAFU39
- a. Yes 1
 - b. No 2

265. **Did any of these unwanted experiences happen before you joined the military?** SAFU40

- a. Yes 1
- b. No 2

266. Thank you for sharing your experiences. This information will help improve the climate and safety of the US military. We have a few more general questions.

What is the month of your birth date? DEMO1

- a. January 1
- b. February 2
- c. March 3
- d. April 4
- e. May 5
- f. June 6
- g. July 7
- h. August 8
- i. September 9
- j. October 10
- k. November 11
- l. December 12

[If reservecomp = True, then ask:]

267. **In the past 12 months, how many days (days, not drill periods) did you spend in a compensated (pay or points only) National Guard/Reserve status?** *Select one answer* RGSF1

- a. 0 days 0
- b. 1-24 days 1
- c. 25-47 days 2
- d. 48-180 days 3
- e. 181 days or more 4

268. **Since [X Date], have you been deployed to an area where you drew hostile fire pay or imminent danger pay?** *Select one answer* DEMO2

- a. Yes, and you are still deployed. 1
- b. Yes, but you are not currently deployed. 2
- c. No. 3

269. **What is your current relationship status?** *Select one answer* DEMO3

- a. Married 1

- b. Living with a boyfriend or girlfriend 2
- c. In a committed romantic relationship, but not living together 3
- d. Single 4
- e. Other or prefer not to say 5

[If shortform, present:]

Thank you for completing the survey. You may have found that the questions did not completely cover your experiences. Nonetheless, the answers you provided are very important to this study.

Sometimes answering questions like the ones on this survey can be upsetting. If you feel you need support or would like to talk to someone, you can call:

DoD Safe Helpline number (877-995-5247)

Military Crisis Line (1-800-273-8255)

RAINN (1-800-656-HOPE)

A SAFE helpline counselor can also explain how to report a sexual assault and how to find out the current status of a sexual assault report.

[LONGFORM begins below. It consists of the items above PLUS the items below]

270. **To what extent do/would you feel safe from being sexually assaulted at your home duty station?** Longform1
- Very safe 1
 - Safe 2
 - Neither safe nor unsafe 3
 - Unsafe 4
 - Very unsafe 5
271. **To what extent do/would you feel safe from being sexually assaulted during military operations, training, or exercises away from your home duty station?** Longform2
- Very safe 1
 - Safe 2
 - Neither safe nor unsafe 3
 - Unsafe 4
 - Very unsafe 5
272. **How common is sexual harassment in the military?** Longform3
- Very common 1
 - Common 2
 - Rare 3
 - Very rare 4
273. **How common is discrimination against women in the military?** Longform4
- Very common 1
 - Common 2
 - Rare 3
 - Very rare 4
274. **In the military, how likely is it that an instance of sexual harassment would be reported?** Longform5
- Very likely 1
 - Likely 2
 - Neither likely nor unlikely 3
 - Unlikely 4
 - Very unlikely 5

275. **In the military, how likely is it that something would be done to try to stop the sexual harassment after it is reported?** Longform6
- Very likely 1
 - Likely 2
 - Neither likely nor unlikely 3
 - Unlikely 4
 - Very unlikely 5
276. **In the military, how likely is it that an instance of sexual assault would be reported?** Longform7
- Very likely 1
 - Likely 2
 - Neither likely nor unlikely 3
 - Unlikely 4
 - Very unlikely 5
277. **In the military, how likely is it that there would be an investigation after an unrestricted report of sexual assault?** Longform8
- Very likely 1
 - Likely 2
 - Neither likely nor unlikely 3
 - Unlikely 4
 - Very unlikely 5
278. **In the military, how likely is it that a person who sexually assaulted someone would be held accountable or punished?** Longform9
- Very likely 1
 - Likely 2
 - Neither likely nor unlikely 3
 - Unlikely 4
 - Very unlikely 5

How likely would you be to... *Select one answer for each item.*

- | | | | | | |
|--|------------------|-------------|----------------------------------|---------------|--------------------|
| 279. Encourage someone who has experienced sexual harassment to tell a supervisor? Longform10a | Very likely
1 | Likely
2 | Neither likely nor unlikely
3 | Unlikely
4 | Very unlikely
5 |
| 280. Encourage someone who has experienced sexual assault to seek counseling? Longform10b | Very likely
1 | Likely
2 | Neither likely nor unlikely
3 | Unlikely
4 | Very unlikely
5 |

281. Encourage someone who has experienced sexual assault to report it? Longform10c	Very likely 1	Likely 2	Neither likely nor unlikely 3	Unlikely 4	Very unlikely 5
282. Tell a supervisor about sexual harassment if it happened to you? Longform10d	Very likely 1	Likely 2	Neither likely nor unlikely 3	Unlikely 4	Very unlikely 5
283. Report a sexual assault if it happened to you? Longform10e	Very likely 1	Likely 2	Neither likely nor unlikely 3	Unlikely 4	Very unlikely 5

[If service=USCG, ask]

Compared to this time last year, rate your likeliness to do the following should an event occur.

284. Report a sexual assault incident USCG3a	Much more likely 5	More Likely 4	Same 3	Less Likely 2	Much less likely 1
285. Report a sexual harassment incident USCG3b	Much more likely 5	More Likely 4	Same 3	Less Likely 2	Much less likely 1
286. Seek out health care provider services following a sexual assault USCG3c	Much more likely 5	More Likely 4	Same 3	Less Likely 2	Much less likely 1
287. Engage in bystander intervention to prevent an assault USCG3d	Much more likely 5	More Likely 4	Same 3	Less Likely 2	Much less likely 1

288. In the past 12 months, did you observe a situation that you believed was, or could have led to, a sexual assault? **Longform11**

- a. Yes 1
- b. No 2

[If Longform11= “no”, skip to Longform12]

289. Select the one response that most closely resembles your actions. **Longform11_1**

- a. You stepped in and separated the people involved in the situation. 1
- b. You asked the person who appeared to be at risk if they needed help. 2
- c. You confronted the person who appeared to be causing the situation. 3
- d. You created a distraction to cause one or more of the people to disengage from the situation. 4
- e. You asked others to step in as a group and diffuse the situation. 5
- f. You told someone in a position of authority about the situation. 6

- g. You considered intervening in the situation, but you could not safely take any action. **7**
- h. You decided to not take action. **8**

Please indicate how well your unit leadership... *Select one answer for each item.*

- | | | | | | |
|---|-----------------------|------------------|-------------------------------------|--------------------|-------------------------|
| 290. Makes it clear that sexual assault has no place in the military. Longform12a | Very well
1 | Well
2 | Neither well nor poorly
3 | Poorly
4 | Very poorly
5 |
| 291. Promotes a unit climate based on mutual respect and trust. Longform12b | Very well
1 | Well
2 | Neither well nor poorly
3 | Poorly
4 | Very poorly
5 |
| 292. Leads by example (e.g., refrains from sexist comments and behaviors). Longform12c | Very well
1 | Well
2 | Neither well nor poorly
3 | Poorly
4 | Very poorly
5 |
| 293. Catches and immediately corrects incidents of sexual harassment (e.g., inappropriate jokes, comments, and behaviors). Longform12d | Very well
1 | Well
2 | Neither well nor poorly
3 | Poorly
4 | Very poorly
5 |
| 294. Creates an environment where victims would feel comfortable reporting sexual harassment or assault. Longform12e | Very well
1 | Well
2 | Neither well nor poorly
3 | Poorly
4 | Very poorly
5 |

295. **Are you currently in a work environment where female coworkers are uncommon (less than 25% of your co-workers)?** **Longform13**
- a. Yes **1**
- b. No **2**

How much do you agree or disagree with the following statements about the people in your work group? *Select one answer for each statement.*

- | | | | | | |
|---|-------------------------------|----------------------|--|-------------------|----------------------------|
| 296. There is very little conflict among your coworkers. Longform14a | Strongly disagree
1 | Disagree
2 | Neither agree nor disagree
3 | Agree
4 | Strongly agree
5 |
| 297. Your coworkers put in the effort required for their jobs. Longform14b | Strongly disagree
1 | Disagree
2 | Neither agree nor disagree
3 | Agree
4 | Strongly agree
5 |
| 298. The people in your work group tend to get along. Longform14c | Strongly disagree
1 | Disagree
2 | Neither agree nor disagree
3 | Agree
4 | Strongly agree
5 |
| 299. The people in your work group are willing to help each other. Longform14d | Strongly disagree
1 | Disagree
2 | Neither agree nor disagree
3 | Agree
4 | Strongly agree
5 |

300. You are satisfied with the relationships you have with your coworkers. **Longform14e**

	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
--	------------------------	---------------	---------------------------------	------------	---------------------

During the past 12 months, how often have you experienced any of the following behaviors, where coworkers or supervisors... *Select one answer for each item.*

301. Intentionally interfered with your work performance? **Longform15a**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

302. Did not provide information or assistance when you needed it? **Longform15b**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

303. Were excessively harsh in their criticism of your work performance? **Longform15c**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

304. Took credit for work or ideas that were yours? **Longform15d**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

305. Gossiped/talked about you? **Longform15e**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

306. Used insults, sarcasm, or gestures to humiliate you? **Longform15f**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

307. Yelled when they were angry with you? **Longform15g**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

308. Swore at you in a hostile manner? **Longform15h**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

309. Damaged or stole your property or military equipment assigned to you? **Longform15i**

	Very often 1	Often 2	Sometimes 3	Once or twice 4	Never 5
--	-----------------	------------	----------------	--------------------	------------

How much do you agree or disagree with the following statements about the work you do at your workplace? *Select one answer for each statement.*

310. Your work provides you with a sense of pride. **Longform16a**

	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
--	------------------------	---------------	---------------------------------	------------	---------------------

311. Your work makes good use of your skills. **Longform16b**

	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
--	------------------------	---------------	---------------------------------	------------	---------------------

312. You like the kind of work you do. **Longform16c**

	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
--	------------------------	---------------	---------------------------------	------------	---------------------

313. Your job gives you the chance to acquire valuable skills. Longform16d	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
314. You are satisfied with your job as a whole. Longform16e	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5

315. **Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?** **Longform17**

- a. Very likely 1
- b. Likely 2
- c. Neither likely nor unlikely 3
- d. Unlikely 4
- e. Very unlikely 5

316. **In general, would you say your health is:** **Longform18**

- a. Excellent 1
- b. Very good 2
- c. Good 3
- d. Fair 4
- e. Poor 5

317. Sometimes things happen to people that are unusually or especially frightening, horrible, or traumatic. For example, a serious accident or fire, physical or sexual assault or abuse, earthquake or flood, war, seeing someone be killed or seriously injured, or having a loved one die through homicide or suicide. **Have you ever experienced this kind of event?** Please count any event in your entire life. **Longform19**

- a. Yes 1
- b. No 2

[If Longform19=2 (No) skip to Longform20]

In the past month, have you...

318. Had nightmares about the event(s) or thought about the event(s) when you did not want to? Longform19a	Yes 1	No 2
319. Tried hard not to think about the event(s) or went out of your way to avoid situations that reminded you of the event(s)? Longform19b	Yes 1	No 2
320. Been constantly on guard, watchful, or easily startled? Longform19c	Yes 1	No 2

321. Felt numb or detached from people, activities, or your surroundings? **Longform19d** Yes **1** No **2**
322. Felt guilty or unable to stop blaming yourself or others for the event(s) or any problems the event(s) may have caused? **Longform19e** Yes **1** No **2**

Over the last two weeks, how often have you been bothered by any of the following problems? Select one answer for each item.

- | | | | | |
|--|------------------------|--------------------------|-------------------------------------|------------------------------|
| 323. Little interest or pleasure in doing things
Longform20a | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 324. Feeling down, depressed, or hopeless
Longform20b | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 325. Trouble falling or staying asleep, or sleeping too much Longform20c | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 326. Feeling tired or having little energy
Longform20d | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 327. Poor appetite or overeating
Longform20e | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 328. Feeling bad about yourself — or that you are a failure or have let yourself or your family down Longform20f | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 329. Trouble concentrating on things, such as reading the newspaper or watching television Longform20g | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |
| 330. Moving or speaking so slowly that other people could have noticed. Or the opposite — being so fidgety or restless that you have been moving around a lot more than usual Longform20h | Not at all
0 | Several days
1 | More than half the days
2 | Nearly every day
3 |

[If service=USCG, ask]

331. How much of a problem do you believe sexual assault is within the USCG?

USCG2

- a. No problem at all **1**
- b. A little problem **2**
- c. A moderate problem **3**
- d. A large problem **4**
- e. A major problem **5**

DoD provides two types of sexual assault reports.

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

How satisfied have you been with the availability of information on... *Select one answer for each item.*

332. How to file a <u>restricted</u> report? Longform21a	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5
333. How to file an <u>unrestricted</u> report? Longform21b	Very dissatisfied 1	Dissatisfied 2	Neither satisfied nor dissatisfied 3	Satisfied 4	Very satisfied 5

334. Have you had any military training during the past 12 months on topics related to sexual assault? **Longform22**

- Yes 1
- No 2

[If Longform22=2 (No) skip to Longform24]

My Service's sexual assault training... *Select one answer for each item.*

335. Provides a good understanding of what actions are considered sexual assault. Longform23a	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
336. Teaches that the consumption of alcohol may increase the likelihood of sexual assault. Longform23b	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
337. Teaches how to avoid situations that might increase the risk of being a victim of sexual assault. Longform23c	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5

<p>338. Teaches how to intervene when you witness a situation involving a fellow Service member (bystander intervention). Longform23d</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>339. Teaches how to obtain medical care following a sexual assault. Longform23e</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>340. Explains the role of the chain of command in handling sexual assaults. Longform23f</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>341. Explains the reporting options available if a sexual assault occurs. Longform23g</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>342. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate). Longform23h</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>343. Explains how sexual assault is a mission readiness problem. Longform23i</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>
<p>344. Explains the resources available to victims (e.g., Safe Helpline). Longform23j</p>	<p>Strongly disagree 1</p>	<p>Disagree 2</p>	<p>Neither agree nor disagree 3</p>	<p>Agree 4</p>	<p>Strongly agree 5</p>

[If service=USCG, ask]

Rate your knowledge of the following items:

<p>345. How to contact your Sexual Assault Response Coordinator (SARC) USCG1a</p>	<p>Extremely Knowledgeable 5</p>	<p>Knowledgeable 4</p>	<p>Neutral 3</p>	<p>Unknowledgeable 2</p>	<p>Extremely Unknowledgeable 1</p>
<p>346. How to contact your Victim Advocate (VA) USCG1b</p>	<p>Extremely Knowledgeable 5</p>	<p>Knowledgeable 4</p>	<p>Neutral 3</p>	<p>Unknowledgeable 2</p>	<p>Extremely Unknowledgeable 1</p>

347. How to access medical services following a sexual assault USCG1c	Extremely Knowledgeable 5	Knowledgeable 4	Neutral 3	Unknowledgeable 2	Extremely Unknowledgeable 1
348. Sexual assault policy information USCG1d	Extremely Knowledgeable 5	Knowledgeable 4	Neutral 3	Unknowledgeable 2	Extremely Unknowledgeable 1
349. Sexual harassment policy information USCG1e	Extremely Knowledgeable 5	Knowledgeable 4	Neutral 3	Unknowledgeable 2	Extremely Unknowledgeable 1

[If service=USCG, ask]

Rate the effectiveness of the following communication forms in increasing your knowledge on sexual assault:

350. All Hands Blogs on SAPR USCG4a	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
351. ALCOAST on SAPR USCG4b	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
352. SAPR Program Website USCG4c	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
353. Area SAPR Program Website USCG4d	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
354. Sexual Assault Awareness Month (SAAM) Event USCG4e	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
355. Mandated Training (GMT) USCG4f	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
356. Sexual Assault Prevention Workshop (SAPW) USCG4g	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0
357. SAPR Strategic Plan USCG4h	Extremely Effective 5	Effective 4	Neutral 3	Ineffective 2	Extremely Ineffective 1	Did Not See 0

[If service=USCG, ask]

In regard to sexual assault resources, rate the degree to which you understand the role of the following positions:

358. Sexual Assault Response Coordinator (SARC) USCG5a	Do not understand their role 1	Understand their role somewhat 2	Understand their role very well 3
359. Victim Advocate (VA) USCG5b	Do not understand their role 1	Understand their role somewhat 2	Understand their role very well 3
360. Special Victim Counsel (SVC) USCG5c	Do not understand their role 1	Understand their role somewhat 2	Understand their role very well 3
361. Chaplain USCG5d	Do not understand their role 1	Understand their role somewhat 2	Understand their role very well 3
362. Health care provider USCG5e	Do not understand their role 1	Understand their role somewhat 2	Understand their role very well 3

363. Have you had any military training during the past 12 months on topics related to sexual harassment? **Longform24**

- a. Yes **1**
- b. No **2**

How much do you agree with the following? *Select one answer for each item.*

364. When you are in a social setting, it is your duty to stop a fellow Service member from doing something potentially harmful to themselves or others. Longform25a	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
365. If you are sexually assaulted, you can trust the military system to protect your privacy. Longform25b	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
366. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident. Longform25c	Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5

367. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect. **Longform25d**

Strongly disagree 1	Disagree 2	Neither agree nor disagree 3	Agree 4	Strongly agree 5
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368. **In your opinion, has sexual harassment in our nation become more or less of a problem over the last 2 years?** **Longform26**

- a. Less of a problem today 1
- b. About the same as 2 years ago 2
- c. More of a problem today 3
- d. Do not know? 97

369. **In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?** **Longform27**

- a. Less of a problem today 1
- b. About the same as 2 years ago 2
- c. More of a problem today 3
- d. Do not know? 97

370. **In your opinion, has sexual assault in our nation become more or less of a problem over the last 2 years?** **Longform28**

- a. Less of a problem today 1
- b. About the same as 2 years ago 2
- c. More of a problem today 3
- d. Do not know? 97

371. **In your opinion, has sexual assault in the military become more or less of a problem over the last 2 years?** **Longform29**

- a. Less of a problem today 1
- b. About the same as 2 years ago 2
- c. More of a problem today 3
- d. Do not know? 97

[ALL MARINE AND AIR FORCE specific questions go at the end.]

[If service=USMC, ask]

[MARINE SPECIFIC QUESTIONS START]

372. **If you needed to talk about a sexual assault, which USMC point of contact would you be most comfortable talking to?** *Select one* **USMC1**

- a. SARC 1
- b. UVA/VA 2

- c. SAFE Helpline or other hotline counselor 3
- d. Chaplain or religious leader 4
- e. A supervisor or someone in your chain of command 5
- f. An officer or NCO outside your chain of command 6
- g. Victims' Legal Counsel or other military counsel 7
- h. Medical professional 8
- i. Law enforcement professional 9

373. **Do you know who the Uniformed Victim Advocate (UVA) in your unit is?** USMC2

- a. Yes 1
- b. No 2

374. **Would you be willing to report a sexual assault to your UVA?** USMC3

- a. Yes 1
- b. No 2

375. **Which of the following topics would you like to see included in SAPR training?** *Select all that apply*

- a. Healthy relationships USMC4a
- b. Professional ethics USMC4b
- c. Respect USMC4c
- d. Sexual harassment prevention USMC4d
- e. Command climate USMC4e
- f. Personal boundaries USMC4f

[MARINE SPECIFIC QUESTIONS END]

[AIR FORCE SPECIFIC QUESTIONS START]

[If service=USAF, ask]

376. **Do you know anyone in the Air Force who has intervened in a situation to prevent a sexual assault since [X Date]?** USAF1

- a. Yes 1
- b. No 2
- c. Not Sure 3

[AIR FORCE SPECIFIC QUESTIONS END]

[ARMY AND NAVY DO NOT HAVE ANY EXTRA ITEMS]

[If longform respondent, present:]

Thank you for completing the survey. You may have found that the questions did not completely cover your experiences. Nonetheless, the answers you provided are very important to this study.

Sometimes answering questions like this can be upsetting. If you feel you need support or would like to talk to someone, you can call:

DoD Safe Helpline number (877-995-5247)

Military Crisis Line (1-800-273-8255)

RAINN (1-800-656-HOPE)

A SAFE helpline counselor can also explain how to report a sexual assault and how to find out the current status of a sexual assault report.

Prior WGRA Form

The RAND study team developed the prior WGRA form to be very similar to the 2012 WGRA, but included fewer questions to improve response/completion rates. Items in the prior WGRA form are numbered with the same item numbers as in the 2012 WGRA. Where the item numbers are not sequential (skipping numbers) it means that the corresponding 2012 WGRA item is not included in the 2014 survey. The last item in the prior WGRA form was created by the RAND study team and is numbered SAFU25 to match the same item in the RMWS.

Programming notes are in blue

Variables and response values are in red

Limit screen width of question text for readability

No scrolling pages

Unless specified otherwise, all Respondents get the question

Questions and response options in regular type

Example text uses slightly different color throughout the survey, dark grey instead of black.

One question per page or more if the stems are the same.

Universal Rules:

97 = Do not know

0 = Unchecked checkboxes in choose all that apply questions, clean data, or response option

-5 = Non-Response

-7 = Appropriately Skipped

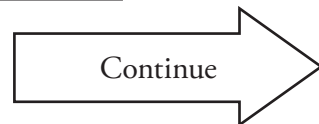
Administrative Variables:

[PROGRAMMING NOTE: [X Date] = Date survey was taken -12 months. The first time a respondent takes the survey the [X Date] value will be computed and stored in the database. Upon re-entry, this date will be loaded from the database using the date computed when the respondent took the survey the first time].

[Landing Page START]

2014 RAND Military Workplace Study

Please sign in



Technical Assistance: support@randmilitarystudy.org, 1-855-365-5914

[Landing Page END]

[Consent START]

Welcome to the 2014 RAND Military Workplace Study

RCS # DD-P&R(QD)1947

Expires: 7/25/2015

Dear [Soldier/Sailor/Airman/Marine/Coast Guardsman]:

Before you begin this short web survey, please read the following information about the purpose of the RAND Survey and why it's important for you and for the Services, and the informed consent statement that follows.

Press the **Frequently Asked Questions (FAQs)** button at the bottom of this page if you want to read more details about the study.

PRIVACY ADVISORY

The Defense Manpower Data Center has provided certain information about you to allow RAND to conduct this survey. Your name and contact information have been used to send you notifications and information about this survey. The Defense Manpower Data Center has provided certain demographic information to reduce the number of questions in the survey and minimize the burden on your time. Your response and demographic data are linked by RAND to allow for a thorough analysis of the responses by the demographics. RAND has not been authorized by DoD to identify or link survey response and demographic information with your name and contact information. The resulting reports will not include analysis of groupings of less than 15.

INFORMED CONSENT STATEMENT

Introduction: You are being asked to complete a survey being conducted by the RAND Corporation and Westat. The survey asks about whether or not you have experienced harassment, discrimination, or inappropriate sexual behavior. We need your responses whether or not you have had these experiences. RAND is a private, non-profit organization that conducts research and analysis to help improve public policy and decisionmaking. RAND's research partner is Westat, an internationally known research and statistical survey organization.

Purpose: The Department of Defense (DoD) and Congress are working to understand the full extent of harassment and assault in the military, and whether current efforts to reduce them are helping. The DoD has funded RAND to conduct an independent assessment of the military work environment during the past year. You and other Service members, including all women and approximately 25% of men, are being urged to participate in order to ensure that DoD and Congress have a full understanding of Service member experiences. The survey results will have a direct impact on training, military justice, and services that affect you and other Service members.

Survey Length: This web survey will take approximately [TimetoComplete] minutes to complete. Depending on your responses, it may take you more or less time.

Voluntary Participation: Your participation is completely voluntary and you may stop at any time. If you need to break off before completing the survey, you may log on again later to complete it.

Privacy: RAND/Westat will not give the DoD information about who participated in the study, nor will RAND link your individual responses on this survey with your name or identity. DoD has agreed to this condition to protect your privacy. RAND has also received a federal “Certificate of Confidentiality” that provides RAND with additional protection against any attempt to subpoena confidential survey records.

Added Protection Procedures: Only members of the RAND/Westat study team will have access to your individual responses and we will take great care to protect your privacy and data. For example, RAND will collapse some categories or ranges of potentially identifying variables to prevent identification by inference. Study staff members have been trained to deidentify data to protect your identity and are subject to civil penalties for violating your confidentiality. Our research team has a number of safeguarding procedures in place to ensure that survey data are protected from accidental disclosure.

Risks of Participation: For most respondents, the survey involves no risks of participation. However, if you have ever experienced sexual harassment or assault, some questions may cause discomfort or distress. Some questions may be explicit. Therefore, you may prefer to take the survey in a private setting.

Reporting Harassment or Assault: It is important to note that this survey is not a means of making a formal complaint or report that you wish to have DoD act upon. The survey will not collect the identity of any perpetrators of assault or harassment. Instead, we provide information below and at the end of the survey about how you can make a formal report of harassment or assault.

Resources Available to You: If you need resources or assistance, the DoD Safe Helpline (<https://www.safehelpline.org/>) provides worldwide live, confidential support, 24/7. You can initiate a report and search for your nearest Sexual Assault Response Coordinator (SARC). You can find links to Service-specific reporting resources and access information about the prevention of and response to sexual assault on their website or by calling the hotline at 1-877-995-5247.

Some questions in the survey may ask about upsetting experiences. If you feel distressed, for confidential support and consultation, you can contact the Military Crisis Line (<http://veteranscrisisline.net/ActiveDuty.aspx>) or call them at 1-800-273-8255 (then press 1).

Who do you contact if you have questions or concerns about the survey?

- **Questions about the overall study or RAND:** Contact the RAND team by email: WGRS2014@rand.org or go to the RAND website link: www.WGRS2014.rand.org.
- **Questions about computer, technical or survey problems:** Contact the Westat Survey Helpdesk toll free number: 1-855-365-5914 (OCONUS please call collect: 240-453-2620) or by email: support@randmilitarystudy.org.
- **Questions about your rights as a participant in this study:** Contact the RAND Human Subjects Protection Committee: 310-393-0411, ext. 6369 in Santa Monica, California.
- **Questions about the licensing of the survey:** Information about DoD surveys can be found at http://www.dtic.mil/whs/directives/corres/intinfocollections/iic_search.html; this survey's RCS # is DD-P&R(QD)1947 and the expiration date is 7/25/2015.

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. It is okay to forward the survey to a personal email address or you may complete it on a smartphone.

Press the *Continue button* if you agree to do the survey.

Print Informed
Consent

Continue

You can print a copy of this Informed Consent Statement by pressing the following button:

[\[Consent END\]](#)

2014 RAND Military Workplace Study – Prior

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 the survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

[Programming Note: Use Gender Variable from the sample file if Gender is not selected by Respondent]

2. **Are you...?** PF2
 - Male 1
 - Female 2

3. **Are you Spanish/Hispanic/Latino?** PF3
 - No, not Spanish/Hispanic/Latino 1
 - Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino 2

4. **What is your race?** *Select one or more races to indicate what you consider yourself to be.*
 - White PF4_1
 - Black or African American PF4_2
 - American Indian or Alaska Native PF4_3
 - Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) PF4_4
 - Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) PF4_5

6. **In the past 12 months, have you been deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?** PF6
 - Yes 1
 - No 2

7. **To what extent do/would you feel safe during deployments from being sexually assaulted on your base/installation/ship?** PF7
 - Very safe 1
 - Safe 2
 - Neither safe nor unsafe 3

Unsafe 4
 Very unsafe 5

8. **To what extent do/would you feel safe from being sexually assaulted on your home base/installation/ship?** PF8

Very safe 1
 Safe 2
 Neither safe nor unsafe 3
 Unsafe 4
 Very unsafe 5

9. **Are you currently in a work environment where members of your gender are uncommon?** PF9

Yes 1
 No 2

10. **What is the gender of your immediate supervisor?** PF10

Male 1
 Female 2

11. **How much do you agree or disagree with the following statements about your supervisor? *Select one answer for each statement.*** PF11

You trust your supervisor. PF11_1	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5
Your supervisor ensures that all assigned personnel are treated fairly. PF11_2	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5
There is very little conflict between your supervisor and the people who report to him/her. PF11_3	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5
Your supervisor evaluates your work performance fairly. PF11_4	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5
Your supervisor assigns work fairly in your work group. PF11_5	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5
You are satisfied with the direction/supervision you receive. PF11_6	Strongly agree 1	Agree 2	Neither agree nor disagree 3	Disagree 4	Strongly disagree 5

17. **Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?** PF17

Very likely 1

- Likely 2
 Neither likely nor unlikely 3
 Unlikely 4
 Very unlikely 5

18. **Overall, how satisfied are you with the military way of life?** PF18

- Very satisfied 1
 Satisfied 2
 Neither satisfied nor dissatisfied 3
 Dissatisfied 4
 Very dissatisfied 5

19. **How often during the past 12 months have you experienced any of the following behaviors where coworkers or supervisors... *Select one answer for each item.***

Intentionally interfered with your work performance? PF19_1	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Did not provide information or assistance when you needed it? PF19_2	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Were excessively harsh in their criticism of your work performance? PF19_3	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Took credit for work or ideas that were yours? PF19_4	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Gossiped/talked about you? PF19_5	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Used insults, sarcasm, or gestures to humiliate you? PF19_6	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Yelled when they were angry with you? PF19_7	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Swore at you in a hostile manner? PF19_8	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Damaged or stole your property or equipment? PF19_9	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5

27. **During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Select one answer for each item.**

You were rated lower than you deserved on your last military evaluation. PF27_1	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
Your last military evaluation contained unjustified negative comments. PF27_2	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You were held to a higher performance standard than others in your military job. PF27_3	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You did not get a military award or decoration given to others in similar circumstances. PF27_4	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
Your current military assignment has not made use of your job skills. PF27_5	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
Your current assignment is not good for your career if you continue in the military. PF27_6	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement. PF27_7	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement. PF27_8	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You did not learn until it was too late of opportunities that would have helped your military career. PF27_9	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You were unable to get straight answers about your military promotion possibilities. PF27_10	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
You were excluded from social events important to military career development and being kept informed. PF27_11	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3

You did not get a military job assignment that you wanted and for which you were qualified. PF27_12	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3
Have you had any other adverse personnel actions in the past 12 months? PF27_13	No, or does not apply 1	Yes, but your gender was NOT a factor 2	Yes, and your gender was a factor 3

[Ask if PF27_12 = 3]

28. **You answered “Yes, and your gender was a factor” to “You did not get a military job assignment that you wanted and for which you were qualified” above. Was this assignment legally open to women? PF28**

- Yes 1
- No 2

[Ask if any PF27_1- PF27_13 = 3 OR any PF27_1 PF27_13 = 2]

29. **Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been... *Select one answer for each item.***

Sex discrimination? PF29_1	None 1	Some 2	All 3
Racial/ethnic discrimination? PF29_2	None 1	Some 2	All 3
Age discrimination? PF29_3	None 1	Some 2	All 3
Religious discrimination? PF29_4	None 1	Some 2	All 3
Other? PF29_5	None 1	Some 2	All 3

In this question you are asked about sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

30. **How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
 - **on- or off-duty**
 - **on- or off-installation or ship; and/or**
- **DoD/Service Civilian Employees and/or Contractors**
 - **in your workplace or on your installation/ship**

where one or more of these individuals (of either gender)... *Select one answer for each item.*

Repeatedly told sexual stories or jokes that were offensive to you? PF30_1	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Referred to people of your gender in insulting or offensive terms? PF30_2	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)? PF30_3	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)? PF30_4	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made offensive remarks about your appearance, body, or sexual activities? PF30_5	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made gestures or used body language of a sexual nature that embarrassed or offended you? PF30_6	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)? PF30_7	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? PF30_8	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Put you down or was condescending to you because of your gender? PF30_9	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? PF30_10	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? PF30_11	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5

Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)? PF30_12	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Touched you in a way that made you feel uncomfortable? PF30_13	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Intentionally cornered you or leaned over you in a sexual way? PF30_14	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Treated you badly for refusing to have sex? PF30_15	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Implied faster promotions or better treatment if you were sexually cooperative? PF30_16	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Attempted to have sex with you without your consent or against your will, but was not successful? PF30_17	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Had sex with you without your consent or against your will? PF30_18	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5
Other unwanted gender-related behavior? PF30_19	Never 1	Once or twice 2	Sometimes 3	Often 4	Very often 5

[Ask if any PF30_1-PF30_16 = 2 OR Any PF30_1-PF30_16 = 3 OR Any PF30_1-PF30_16 = 4 OR Any PF30_1-PF30_16 = 5]

31. **How many of these behaviors that you selected as happening to you, do you consider to have been sexual harassment? PF31**

None were sexual harassment 1

Some were sexual harassment; some were not sexual harassment 2

All were sexual harassment 3

32. **In the past 12 months, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent where someone... PF32**

- **Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?**
- **Attempted to make you have sexual intercourse, but was not successful?**
- **Made you have sexual intercourse?**

- **Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?**
- **Made you perform or receive oral sex, anal sex, or penetration by a finger or object?**

Yes **1**

No **2**

[If PF32=2, then skip to the end of survey]

[Ask if PF32 = 1]

33. **In the past 12 months, how many separate incidents of sexual touching, attempted or completed intercourse, oral or anal sex, or penetration by a finger or object did you experience? PF33**

1 **1**

2 **2**

3 **3**

4 **4**

5 **5**

6 **6**

7 **7**

8 **8**

9 or more **9**

Think about the situation(s) you experienced in the past 12 months that involved the behaviors in the previous question. Tell us about the one event that had the greatest effect on you.

[Ask if PF32 = 1]

34. **What did the person(s) do during the situation? *Select one answer for each behavior.* PF34**

<u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them PF34_1	Did not do this 1	Did this 2
---	--------------------------	-------------------

<u>Attempted</u> to make you have sexual intercourse, but was not successful PF34_2	Did not do this 1	Did this 2
--	--------------------------	-------------------

<u>Made you</u> have sexual intercourse PF34_3	Did not do this 1	Did this 2
---	--------------------------	-------------------

<u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful PF34_4	Did not do this 1	Did this 2
--	--------------------------	-------------------

Made you perform or receive oral sex, anal sex, or penetration by a finger or object PF34_5 Did not do this 1 Did this 2

[Ask if PF32 = 1]

35. **Did the situation occur...** *Select "Yes" or "No" for each item.* PF35

At a military installation? PF35_1	Yes 1	No 2
During your work day/duty hours? PF35_2	Yes 1	No 2
While you were on TDY/TAD, at sea, or during field exercises/alerts? PF35_3	Yes 1	No 2
While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? PF35_4	Yes 1	No 2
During the delayed entry program? PF35_5	Yes 1	No 2
During recruit training/basic training? PF35_6	Yes 1	No 2
During any type of military combat training? PF35_7	Yes 1	No 2
During Officer Candidate or Training School/Basic or Advanced Officer Course? PF35_8	Yes 1	No 2
During military occupational specialty school/technical training/advanced individual training/professional military education? PF35_9	Yes 1	No 2

[Ask if PF32 = 1]

36. **How many offender(s) were involved?** *Select one.* PF36

One person 1
 More than one person 2
 Not sure 3

[Ask if PF32 = 1]

37. **What was/were the gender(s) of the offender(s)?** *Select one.* PF37

Male only 1
 Female only 2
 Both male and female 3
 Not sure 4

[Ask if PF32 = 1]

38. Was the offender(s)... Select "Yes" or "No" for each item.

Someone in your chain of command? PF38_1	Yes 1	No 2
Other military person(s) of higher rank/grade who was not in your chain of command? PF38_2	Yes 1	No 2
Your military coworker(s)? PF38_3	Yes 1	No 2
Your military subordinate(s)? PF38_4	Yes 1	No 2
Other military person(s)? PF38_5	Yes 1	No 2
DoD/Service civilian employee(s)? PF38_6	Yes 1	No 2
DoD/Service civilian contractor(s)? PF38_7	Yes 1	No 2
Your spouse/significant other? PF38_8	Yes 1	No 2
Person(s) in the local community? PF38_9	Yes 1	No 2
Unknown person(s)? PF38_10	Yes 1	No 2

[Ask if PF32 = 1]

39. Did the offender(s) use drugs to knock you out (e.g., date rape drugs, sedatives)? PF39

- Yes 1
- No 2
- Not sure 97

[Ask if PF32 = 1]

40. Had either you or the offender(s) been drinking alcohol before the incident? PF40

- Yes 1
- No 2

[Ask if PF32 = 1]

41. Had either you or the offender(s) been using drugs before the incident? PF41

- Yes 1
- No 2

[Ask if PF32 = 1]

42. **Did the offender(s)... *Select “Yes” or “No” for each item.***

Threaten to ruin your reputation if you did not consent? PF42_1	Yes 1	No 2
Threaten to physically harm you if you did not consent? PF42_2	Yes 1	No 2
Use some degree of physical force (e.g., holding you down)? PF42_3	Yes 1	No 2

[Ask if PF32 = 1]

43. **Did the offender(s)... *Select “Yes” or “No” for each item.***

Sexually harass you <u>before</u> the situation? PF43_1	Yes 1	No 2
Stalk you <u>before</u> the situation? PF43_2	Yes 1	No 2
Sexually harass you <u>after</u> the situation? PF43_3	Yes 1	No 2
Stalk you <u>after</u> the situation? PF43_4	Yes 1	No 2

[Ask if PF32 = 1]

44. **As a result of this situation, to what extent did... *Select one answer for each item.***

You consider requesting a transfer? PF44_1	Not at all 1	Small extent 2	Moderate extent 3	Large extent 4	Very large extent 5
You think about getting out of your Service? PF44_2	Not at all 1	Small extent 2	Moderate extent 3	Large extent 4	Very large extent 5
Your work performance decrease? PF44_3	Not at all 1	Small extent 2	Moderate extent 3	Large extent 4	Very large extent 5

[Ask if PF32 = 1]

45. **Did you report this situation to a civilian authority or organization? PF45**

Yes 1
No 2

DoD provides two types of reporting of sexual assault. Unrestricted reporting is for victims who want medical treatment, counseling, and an official investigation of the assault. Restricted reporting is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.

[Ask if PF32 = 1]

46. **Did you report this situation to an installation/Service/DoD authority or organization?** PF46

- Yes 1
- No 2

DoD provides two types of reporting of sexual assault. Unrestricted reporting is for victims who want medical treatment, counseling, and an official investigation of the assault. Restricted reporting is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.

[Ask if PF32 = 1 AND PF46= 1]

47. **Did you make... *Select one.*** PF47

- Only a restricted report? 1
- Only an unrestricted report? 2
- A restricted report that was converted to an unrestricted report? 3

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3)]

48. **How satisfied have you been with your treatment by the... *Select one answer for each item.***

Sexual Assault Victims' Advocate assigned to you? PF48_1	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Sexual Assault Response Coordinator (SARC) handling your report? PF48_2	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Commander handling your report? PF48_3	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Criminal investigator(s) handling your report? PF48_4	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Trial Defense Office personnel? PF48_5	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6

Legal Office personnel (prosecution)? PF48_6	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Legal assistance (not prosecution)? PF48_7	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Medical personnel? PF48_8	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
Chaplain? PF48_9	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very Very dissatisfied 5	Does not apply 6
Safe Helpline staff? PF48_10	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3) AND (PF48_4 = 4 OR 5)]

52. **Was the criminal investigator(s) handling your report...** PF52

Military? 1

Civilian? 2

Both? 3

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3) AND (PF48_5 = 4 OR 5)]

53. **Was the Trial Defense Office personnel...** PF53

Military? 1

Civilian? 2

Both? 3

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3) AND (PF48_6 = 4 OR 5)]

54. **Was the Legal Office personnel (prosecution)...** PF54

Military? 1

Civilian? 2

Both? 3

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3) AND (PF48_7 = 4 OR 5)]

55. Was the legal assistance (not prosecution)... PF55

- Military? 1
- Civilian? 2
- Both? 3

[Ask if PF32 = 1 AND PF46 = 1 AND (PF47 = 2 OR 3 AND (PF48_8 = 4 OR 5)]

56. Was the medical personnel... PF56

- Military? 1
- Civilian? 2
- Both? 3

[Ask if PF32 = 1 AND PF46 = 1]

59. As a result of this situation, did you... Select “Yes,” “No,” or “Don’t know” for each item.

Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? PF59_1	Yes 1	No 2	Don’t know 97
Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)? PF59_2	Yes 1	No 2	Don’t know 97
Experience any administrative actions (e.g., placed on a medical hold, placed on a legal hold, transferred to a different assignment)? PF59_3	Yes 1	No 2	Don’t know 97
Experience any punishments for infractions/violations, such as underage drinking or fraternization? PF59_4	Yes 1	No 2	Don’t know 97

[Ask if PF32 = 1 AND PF46 = 1]

60. How satisfied have you been with... Select one answer for each item.

The quality of sexual assault advocacy services you received? PF60_1	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
The quality of counseling services you received? PF60_2	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6

The quality of medical care you received? PF60_3	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
The amount of time investigation process took/ is taking? PF60_4	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
How well you were/are kept informed about the progress of your case? PF60_5	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
The Safe Helpline service you received? PF60_6	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6
The reporting process overall? PF60_7	Very satisfied 1	Satisfied 2	Neither satisfied nor dissatisfied 3	Dissatisfied 4	Very dissatisfied 5	Does not apply 6

[Ask if PF32 = 1 AND PF46 = 1]

68. When you reported the situation, were you offered... Select “Yes” or “No” for each item.

Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)? PF68_1	Yes 1	No 2
Counseling services? PF68_2	Yes 1	No 2
Medical or forensic services? PF68_3	Yes 1	No 2
Legal services? PF68_4	Yes 1	No 2
Chaplain services? PF68_5	Yes 1	No 2

[Ask if PF32 = 1 AND PF46 = 1]

69. What were your reasons for reporting the situation to any installation/Service/DoD authority or organizations? Select “Yes” or “No” for each item.

Prevent the offender from continuing in the military PF69_1	Yes 1	No 2
Stop the offender from hurting you again PF69_2	Yes 1	No 2
Stop the offender from hurting others PF69_3	Yes 1	No 2
Seek justice PF69_4	Yes 1	No 2
It was the right thing to do PF69_5	Yes 1	No 2
Seek help dealing with an emotional incident PF69_6	Yes 1	No 2
Punish the offender PF69_7	Yes 1	No 2
Discourage other potential offenders PF69_8	Yes 1	No 2
Identify a fellow military member who is acting inappropriately PF69_9	Yes 1	No 2
Seek closure on the incident PF69_10	Yes 1	No 2
Seek medical assistance PF69_11	Yes 1	No 2
Seek mental health assistance PF69_12	Yes 1	No 2
Stop rumors by coming forward PF69_13	Yes 1	No 2
Other PF69_14	Yes 1	No 2

[Ask if PF32 = 1 AND PF46 = 1]

70. **How long after the situation occurred did you report it? Select one.** PF70

- Within 24 hours 1
- Within 2-3 days 2
- Within 4-7 days 3
- Within 8-14 days 4
- Within 15-30 days 5
- More than 30 days 6

[Ask if PF32 = 1 AND PF46 = 1 AND (PF70 = 2 OR 3 OR 4 OR 5 OR 6)]

71. **Why did you delay reporting the situation? Select “Yes” or “No” for each item.**

Did not realize at first that the situation was a crime PF71_1	Yes 1	No 2
Had to figure out how to report PF71_2	Yes 1	No 2
Wanted to think about the situation before deciding to report PF71_3	Yes 1	No 2

Wanted to seek advice first from a friend or family member PF71_4	Yes 1	No 2
Wanted to seek advice/counseling from a professional (e.g., medical personnel, chaplain, mental health counselor, Safe Helpline) before deciding to report PF71_5	Yes 1	No 2
Waited until you felt safe from the offender PF71_6	Yes 1	No 2
Waited until you could reach a specific authority (e.g., your chaplain, your doctor, your commander) PF71_7	Yes 1	No 2
Decided to report after receiving training or a briefing on sexual assault PF71_8	Yes 1	No 2
Researched sexual assault before deciding to report PF71_9	Yes 1	No 2
Was in a location where you could not contact an authority PF71_10	Yes 1	No 2

[Ask if PF32 = 1 AND PF46 = 2]

72. What were your reasons for not reporting the situation to any of the installation/Service/DoD authorities or organizations? Select “Yes” or “No” for each statement.

You thought it was not important enough to report. PF72_1	Yes 1	No 2
You did not know how to report. PF72_2	Yes 1	No 2
You felt uncomfortable making a report. PF72_3	Yes 1	No 2
You did not think anything would be done. PF72_4	Yes 1	No 2
You heard about negative experiences other victims went through who reported their situation. PF72_5	Yes 1	No 2
You thought you would not be believed. PF72_6	Yes 1	No 2
You thought reporting would take too much time and effort. PF72_7	Yes 1	No 2
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends. PF72_8	Yes 1	No 2
You thought your performance evaluation or chance for promotion would suffer. PF72_9	Yes 1	No 2
You thought you would be labeled a trouble-maker. PF72_10	Yes 1	No 2

You did not want anyone to know. PF72_11	Yes 1	No 2
You did not think your report would be kept confidential. PF72_12	Yes 1	No 2
You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization. PF72_13	Yes 1	No 2
You were afraid of being assaulted again by the offender. PF72_14	Yes 1	No 2
You thought you might lose your security clearance/personnel reliability certification. PF72_15	Yes 1	No 2

[Ask if PF32 = 1 AND (PF46 = 1 OR 2)]

73. **In retrospect, would you make the same decision about reporting if you could do it over?** PF73

- Yes 1
- No 2

[Ask if PF32 = 1]

SAFU25. 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 last 12 months, and which events happened earlier.

Thinking about when the event occurred, how certain are you that it occurred in the last 12 months? If the event occurred over a long time, think about whether it ever happened after [X Date]. SAFU25

- 1) Definitely occurred AFTER [X Date]. 1
- 2) Not sure if it occurred BEFORE OR AFTER [X Date]. 2
- 3) Definitely occurred BEFORE [X Date]. 3

Thank you for completing the survey. You may have found that the questions did not completely cover your experiences. Nonetheless, the answers you provided are very important to this study.

Sometimes answering questions like this can be upsetting. If you feel you need support or would like to talk to someone, you can call:

DoD Safe Helpline number (877-995-5247)

Military Crisis Line (1-800-273-8255)

RAINN (1-800-656-HOPE)

A SAFE helpline counselor can also explain how to report a sexual assault and how to find out the current status of a sexual assault report.

In early 2014, the Department of Defense Sexual Assault Prevention and Response Office asked the RAND National Defense Research Institute to conduct an independent assessment of sexual assault, sexual harassment, and gender discrimination in the military—an assessment last conducted in 2012 by the department itself with its Workplace and Gender Relations Survey of Active Duty Personnel. This volume documents the methodology used in the resulting RAND Military Workplace Study, which invited close to 560,000 service members to participate in a survey fielded in August and September of 2014. It describes the survey methods, how the new questionnaire was designed, and how sampling, recruitment, and analytic weighting were pursued. It also includes the entire survey instrument.



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