



Workplace and Gender Relations Survey of Military Members

Agency Disclosure Notice

The public reporting burden for this collection of information, OMB Control Number: 0704-0615, is estimated to average 30 minutes per response, including the time for reviewing the instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or burden reduction suggestions to the Department of Defense (DoD), Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil (OMB Control Number: 0704-0615). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

Privacy Advisory

Participants were identified for the full or abbreviated version of this survey via a process of random selection. These research conditions pose no harm to participants. Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. The Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative. This survey assesses the respondent's perspective regarding experiences of sexual harassment, gender discrimination, and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

Additional Information

10 USC Sections 136, 481, 1782, 2358, 14 USC 1, and Section 570 of the FY13 NDAA, authorize the DoD to conduct this survey. Reports will be provided to the DoD, each Military Department, and Members of Congress. Results from these surveys will be posted on the web: <https://www.opa.mil>

The data collection procedures are not expected to involve any risk or discomfort to you. OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender). In order to increase efficiency and to improve the user experience for future OPA surveys, participants identified for this survey were randomly assigned to receive different types of recruitment materials. Some individuals were also randomly assigned to receive both an online and paper version of the survey. These research conditions pose no harm to participants.

In no case will individual identifiable survey responses be reported. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research.

The government and its contractors have a number of policies and procedures to ensure the survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses.

Your responses could be used in future research. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances, and only with sponsor approval, OPA may make available datasets with additional demographic variables to a small number of approved researchers. There is some risk individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including—but not limited to—data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

Some findings may be published by the Office of People Analytics (OPA) or in professional journals, or presented at scientific conferences.

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- **If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime**, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
 - To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
Toll-Free: 1-877-995-5247
DSN: 94-877-995-5247
Other: 202-540-5962
Worldwide: <https://www.safehelpline.org/> or www.sapr.mil/
- **If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it**, you may want to contact your Service's local sexual harassment or equal opportunity office.
 - To reach a hotline for your Service, call:
Army: 1-877-995-5247
Navy: 1-800-253-0931
Marine Corps: 1-703-784-9371
Air Force: 1-888-231-4058
Space Force: 1-888-231-4058
Coast Guard: 1-888-992-7387

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to wgr-survey@mail.mil or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail DHA.R2O2.PR@mail.mil.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to {CLOSE DATE}. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to take the survey.