

November 28, 2022

Attachment B

USAP Sexual Assault and Harassment Climate Survey

SECTION ONE: OPENING

The National Science Foundation, United States Antarctica Program (USAP), through an Interagency Agreement with the Department of Interior, NSF has contracted with Leading and Dynamic Services and Solutions (LDSS) to conduct the USAP Sexual Assault and Harassment Climate Survey (SAHCS). Soteria Solutions, members of team LDSS and subject matter experts in climate surveys, are responsible for collecting the SAHCS baseline data on sexual assault and harassment within the USAP community.

The goal of the climate survey is to generate solution-oriented data which will paint a comprehensive picture of the health and challenges of the USAP workplace and community in which problem behaviors arise and to identify the healthy characteristics and elements of the overall USAP environment which can be enhanced or changed to address these problems.

Your privacy is important to us. We are protecting and maintaining your confidentiality in the following ways:

1. Soteria Solutions is administering the survey AND housing the data.
2. We are not asking for your name.
3. We are not collecting your IP address.
4. Responses are confidential.
5. Your participation in the survey is voluntary and you may stop or exit at any time.
6. All data will be aggregated when reported out and no data with a cell size less than 10 will be reported.

If you would like to make a formal report of sexual assault or sexual harassment to NSF, please contact the NSF Office of Equity and Civil Rights at saferscience@nsf.gov.

If you would like to talk with a confidential advocate, please contact USAPAdvocate@ldsscorp.com.

The survey will be open from X, 2023 to X 2023 and is voluntary. Once the survey is started:

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- It will take approximately 25-30 minutes to complete and will begin on the next page.
- You have the options of "I prefer not to answer" for every item in the survey.
- Please feel free to skip questions you cannot or do not wish to answer.
- You may stop taking the survey at any time.

This study is authorized by law (42 U.S.C. 1862 Section 3.a.6.). The OMB control number for this study is 3145-0260.

If you wish to participate in this survey, please click "Next" to proceed. If you do not wish to participate, you can exit the survey platform now.

We thank you for your time and willingness to help move USAP towards a safe and respectful workplace for all.

SECTION TWO: DEMOGRAPHICS

Which category best matches your current position?

- Grantee/Student Researcher team member
- Grantee/Non-Student Researcher team member
- Grantee/PI
- Contractor
- Federal civilian personnel
- Military personnel
- Other, please specify: _____

Where was your most recent PRIMARY deployment location?

- McMurdo Station
- McMurdo: Near field
- McMurdo: Deep field
- South Pole Station
- Palmer Station
- Research Vessel
- Other, please specify: _____

How much total time have you been deployed as a USAP participant (over all deployments)?

- Less than 12 months
- 1-3 years
- 4-6 years
- 7-9 years
- 10 or more years

What is the total number of deployments you have done as a USAP participant?

_____ (enter number)

When was your last deployment?

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- Winter 2023
- Summer 2022
- Winter 2022
- Summer 2021
- Winter 2021
- Summer 2020
- Winter 2020
- Summer 2019
- Winter 2019

How long was your last deployment?

- Less than 4 months
- 5-7 months
- 8-10 months
- 10+ months
- I am currently deployed

What is your age?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to answer

Are you (mark all that apply):

- Male
- Female
- Transgender, non-binary, or another gender

How do you describe yourself?

- Gay

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- Lesbian
- Bisexual
- Queer
- Heterosexual (“straight”)
- Another sexual orientation not listed (if you would like, feel free to describe): _____
- Prefer not to answer

Are you?

- Hispanic/Latino
- No – Not Hispanic/Latino

What is your race? (Check all that apply)

- Asian
- Black/African American
- Native Hawaiian/Pacific Islander
- Native American/American Indian/Alaskan Native/First Nations/Indigenous
- White/Caucasian
- Prefer not to answer

Of the following levels of education, please tell us the highest level you have completed:

- Secondary (completed high school or GED)
- Some post-secondary/college/trade school
- Completed trade school/Technical certification/Associate degree
- Completed college/Bachelor's Degree
- Some graduate school
- Master's Degree
- Doctoral or Professional Degree
- Prefer not to answer

What is your approximate annual income in the year of your most recent deployment?

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- Receiving academic credit, no income while deployed
- Under \$15,000
- Between \$15,000 and \$29,999
- Between \$30,000 and \$49,999
- Between \$50,000 and \$74,999
- Between \$75,000 and \$99,999
- Between \$100,000 and \$150,000
- Over \$150,000
- Prefer not to answer

Do you have any responsibilities as a supervisor or manager?

- Yes
- No
- Prefer not to answer

If YES, approximately how many employees are normally within your line of responsibility?

- 1-10
- 10-50
- 50-100
- 101-500

SECTION THREE: General Experiences While Deployed

I. Directions: The next set of statements are thoughts one may have about working at USAP. Please indicate how much you agree or disagree with each statement. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. I would recommend USAP as a respectful place to work. | | | | | |
| B. The work that I do at USAP is important and meaningful to me. | | | | | |
| C. I feel valued by at least one person I work closely with at USAP. | | | | | |
| D. I feel valued by most of the people I work closely with at USAP. | | | | | |

II. General Experiences – SOCIAL NORMS

Directions: The next set of statements are thoughts that a community member could have about how the people they work with feel about working at USAP. Please indicate approximately what percent of your colleagues (0-100%, no decimals) you feel would **AGREE** or **STRONGLY AGREE** with each statement. There are no right or wrong answers.

| | | |
|--|----------------------------|-----------------------------|
| | 0-100% No | Prefer not to answer |
|--|----------------------------|-----------------------------|

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| | decimals | |
|---|-----------------|--|
| A. x% of the people I work with would agree or strongly agree that USAP is a respectful place to work. | | |

SECTION FOUR: Workplace Satisfaction

I. Directions: The next set of statements are thoughts that someone could have about their specific job within the USAP community. Please indicate how much you agree or disagree with each statement. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. In my current job at USAP, I feel like my skills are appropriately utilized. | | | | | |
| B. In my current job at USAP, I feel that my workload and deadlines are manageable. | | | | | |
| C. Overall, I am comfortable with my workplace environment at USAP. | | | | | |
| D. In my current job at USAP, I feel like my skills are appropriately credited. | | | | | |
| E. In my current job at USAP, I feel like my perspectives/thoughts are valued. | | | | | |

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In the remaining sections of this survey, we will be using the terms *sexual assault*, *sexual harassment*, and *stalking*. Please use the following definitions.

Sexual assault includes, but is not limited to, any intentional sexual contact, characterized by use of physical force, threats, intimidation, or abuse of authority, or where consent is not given or cannot be given.

Sexual harassment includes, but is not limited to any unwelcome sexual advances, requests for sexual favors, and other verbal (i.e. sexist comments) or physical conduct of a sexual nature, that is made a condition of securing, maintaining, or otherwise affects employment, interferes with work performance, or creates an intimidating, hostile, or offensive working environment.

Stalking includes but is not limited to a pattern of repeated and unwanted attention, harassment, contact, or any other repeated course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Together, these behaviors will be referred to as **sexual assault and sexual harassment (SA/SH)** throughout this USAP Climate Survey.

SECTION FIVE: Supervision Culture

- I. Directions:** The next set of statements are thoughts one may have about their direct/immediate supervisor regarding SA/SH issues at USAP. Please indicate how much you agree or disagree with each statement. There are no right or wrong answers.

| My Supervisor/Manager: | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. Would not stop community members who were making sexist comments at work. | | | | | |
| B. Would correct community members who refer to coworkers as “honey”, “hottie”, “babe”, “sweetie,” or use other unprofessional language | | | | | |

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|---|--|--|--|--|--|
| at work. | | | | | |
| C. Supports helping behaviors to prevent SA/SH. | | | | | |
| D. Would not stop community members who were making homophobic comments at work. | | | | | |
| E. Does not model/show respectful behavior. | | | | | |
| F. Overall, takes SA/SH issues seriously. | | | | | |
| G. Would not stop community members who were making transphobic (focused on transgender and intersex individuals) comments at work. | | | | | |
| H. Responds adequately to reports of homophobia (focused on lesbian, gay, bisexual, queer and questioning individuals). | | | | | |
| I. Would not stop community members who were making racist comments at work. | | | | | |
| J. Would not intervene if an individual was receiving inappropriate sexual attention at work (e.g., staring at someone's chest, standing too close, rubbing someone's shoulders). | | | | | |
| K. Responds adequately to reports of sexual | | | | | |

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| harassment. | | | | | |
| L. Would not stop community members who are talking about sexual topics at work. | | | | | |
| M. Responds adequately to reports of stalking. | | | | | |

II. Supervisory Climate – SOCIAL NORMS

Directions: The next set of statements are thoughts one may have about how the people they work with feel about their supervisor/manager and SA/SH. Please tell us what percent of your colleagues (0-100%, no decimals) you think would **AGREE** or **STRONGLY AGREE** with each statement. There are no right or wrong answers.

| | 0-100% No decimals | Prefer not to answer |
|--|-------------------------------|---------------------------------|
| A. X% of the people I work with would agree or strongly agree that, overall, my supervisor/manager takes SA/SH issues seriously. | | |
| B. X% of the people I work with would agree or strongly agree that my supervisor/manager would correct community members who refer to coworkers as “honey,” “babe,” “sweetie,” or use other unprofessional language at work. | | |
| C. X% of the people I work with would agree or strongly agree that my supervisor/manager does not model/show respectful behavior. | | |

SECTION SIX: SA/SH Personal Attitudes

I. **Directions:** The next statement is about SA/SH resources at USAP. Please indicate how much you agree or disagree with the following statement. There is no right or wrong answer.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|--|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. I know about resources for people experiencing SA/SH while deployed. | | | | | |
| B. I would be more likely to talk to a confidential SA/SH advocate if I could talk to them in-person while deployed. | | | | | |

II. **Directions:** The next set of statements describe actions one may or may not take regarding SA/SH issues at USAP while deployed. Please indicate how much you agree or disagree with each statement. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. If I were made aware of SA/SH happening to a USAP community member, I would check in with that person. | | | | | |
| B. If a USAP community member told me they experienced SA/SH, I would believe them. | | | | | |

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| <p>C. Intervening when observing/hearing/witnessing SA/SH issues is not the responsibility of USAP community members.</p> | | | | | |
| <p>D. I would respect a USAP member who intervened to prevent SA/SH.</p> | | | | | |
| <p>E. If a USAP member told me they observed/saw SA/SH, I would have a hard time believing them.</p> | | | | | |
| <p>F. If I saw SA/SH happening to a USAP community member, I would intervene.</p> | | | | | |
| <p>G. SA/SH is not that common among USAP community members.</p> | | | | | |
| <p>H. I am confident that most of the USAP community members I work with would do something to help make sure I was safe if they thought I were in danger due to a SA/SH issue,</p> | | | | | |
| <p>I. If a USAP community member told me they experienced SA/SH, I would feel comfortable letting them know about the confidential SA/SH advocate.</p> | | | | | |

III. SA/SH Perception of Community Attitude

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Directions: Please show what percent of people you work with at USAP would AGREE or STRONGLY AGREE with the statement about SA/SH. There are no right or wrong answers.

| | 0-100% No decimals | Prefer not to answer |
|---|-------------------------------|---------------------------------|
| A. X% of the USAP community members that I work with would intervene if they observed/heard/saw SA/SH happening while deployed. | | |
| B. X% of the USAP community members that I work with would respect someone who intervened to prevent SA/SH while deployed. | | |
| C. X% of the USAP community members that I work with would say SA/SH is not that common while deployed. | | |

IV. Directions: The next set of statements describe actions one may or may not take regarding the prevention of SA/SH issues within the USAP community. Please indicate your level of agreement with each statement. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|--|---------------------------|--------------|-----------------|------------------------------|---------------------------------|
| A. I am willing to be a part of community conversations, while deployed, about how I can help prevent SA/SH. | | | | | |
| B. I am willing to wear a pin or publicly display a symbol to show my support for SA/SH prevention. | | | | | |

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| C. I would add a statement regarding my commitment to SA/SH prevention to my email signature line. | | | | | |
| D. I would like to have prevention strategies for SA/SH included in work team meetings. | | | | | |
| E. It is important for me to help build a plan, with other USAP community members, to prevent SA/SH. | | | | | |

SECTION SEVEN: Clear understanding of SA/SH Policies

I. Directions: The next set of statements describe things a community member may think about SA/SH policies. Please tell us about how much you agree with the statements listed below. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | I Don't know | Prefer not to answer |
|--|-----------------------|--------------|-----------------|--------------------------|---------------------|-----------------------------|
| A. I have a clear understanding of what behaviors constitute SA/SH within the USAP community. | | | | | | |
| B. The sanctions/consequences people get for SA/SH behaviors are not severe enough. | | | | | | |
| C. I have a clear understanding of how to report sexual assault or harassment (SA/SH) when while deployed. | | | | | | |
| D. I know about the SA/SH policies/rules of the Polar Code of Conduct. | | | | | | |
| E. Sanctions/consequences for SA/SH are not enforced the same for everyone. | | | | | | |
| F. I think the sanctions/consequences for SA/SH are too harsh. | | | | | | |
| G. I know about the SA/SH policies/rules for my company/institution/military branch. | | | | | | |

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| H. I have a clear understanding of what the options are for reporting SA/SH within the USAP community. | | | | | | |
| I. I am comfortable reporting SA/SH to the appropriate company/institution/military resources. | | | | | | |

SECTION EIGHT: SUPERVISORS ONLY

I. Directions: The next set of statements describe things a supervisor or manager may think about respect in the workplace. Please tell us about what how much you agree with the statements listed below. There are no right or wrong answers.

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. I am a supervisor and I feel I have the skills to foster a respectful workplace environment. | | | | | |
| B. I am a supervisor and I feel I have the skills to correct a workplace that is not respectful. | | | | | |
| C. My employees need to make some behavior changes in order to have a respectful workplace. | | | | | |
| D. I have a clear understanding of the SA/SH policies/rules of the Polar Code of Conduct. | | | | | |
| E. I have a clear understanding of the SA/SH policies/rules for my company/institution/military branch. | | | | | |

SECTION NINE: NORMS

I. Self-Perception

Directions: The next set of statements describe things a person may think about the USAP community’s culture. Please tell us about what how much you agree with the statements listed below. There are no right or wrong answers.

| SELF PERCEPTION | Strongly Agree | Agree | Disagree | Strongly Disagree | Prefer not to answer |
|---|-----------------------|--------------|-----------------|--------------------------|-----------------------------|
| A. Sexual jokes and innuendos are a normal part of deployment with the USAP community. | | | | | |
| B. Drinking a lot of alcohol during off hours is the best way to relax. | | | | | |
| C. Going to the McMurdo bars means a community member is probably looking to hook up/have sex. | | | | | |
| D. Most people of the USAP community have a “ <i>what happens on-ice, stays on-ice</i> ” way of thinking when it comes to sex and dating. | | | | | |
| E. If I want to date/hookup with a USAP community member, it’s ok to keep asking until they agree to a date or very definitively say no. | | | | | |
| F. Flirting and sexual compliments are the way of life within the USAP community. | | | | | |
| G. Having an “ice wife/husband/partner” is a normal part of USAP community life. | | | | | |
| H. Surprising someone by always showing up where they are, even if they don’t like it, can be understood as a compliment. | | | | | |

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| I. Most people are looking to date or hookup while deployed. | | | | | |
| J. It is ok to say homophobic or sexist things if I'm just joking. | | | | | |

II. Perception of Others

Directions: The next set of statements describe things about what the entire community thinks about the USAP community's culture. Please tell us about what percent of USAP community members would **AGREE** or **STRONGLY AGREE** with the statement listed below. There are no right or wrong answers.

| PERCEPTION OF OTHERS | 0-100% No decimals | Prefer not to answer |
|--|-------------------------------|---------------------------------|
| A. X% of community members would agree or strongly agree that flirting and sexual compliments are the way of life within the USAP community. | | |
| B. X% of community members would agree or strongly agree that everyone is looking to hookup while deployed. | | |
| C. X% of community members would agree or strongly agree that drinking a lot of alcohol during off hours is the only way to relax. | | |
| D. X% of community members would agree or strongly agree that saying homophobic or sexist things is a way of joking around. | | |
| E. X% of community members would agree or strongly that going to a McMurdo bars means a community member is looking to hookup/have sex. | | |

SECTION TEN: Inventory/Detail of Bystander Experiences

In this section, we are hoping to learn more about various types of incidents regarding sexual assault, sexual harassment and stalking in the workplace that **you may have observed/seen** during your time as a USAP community member while deployed.

Sexual assault includes, but is not limited to, any intentional sexual contact, characterized by use of physical force, threats, intimidation, or abuse of authority, or where consent is not given or cannot be given.

Sexual harassment includes, but is not limited to any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, that is made a condition of securing, maintaining, or otherwise affects employment, interferes with work performance, or creates an intimidating, hostile, or offensive working environment.

Stalking includes but is not limited to a pattern of repeated and unwanted attention, harassment, contact, or any other repeated course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Together, these behaviors will be referred to as **sexual assault and sexual harassment (SA/SH)** throughout this USAP Climate Survey.

- I. **Directions: During deployment(s) of the calendar years of 2019-2023 please mark an estimate of the total times you OBSERVED (saw with your own eyes) a USAP community member(s) doing any of the following SA/SH behaviors to another USAP community member(s). In the following statements, “community member(s) A” is a person causing harm to “community member(s) B”.**

REMINDER: Sexual assault, harassment, and stalking behaviors will be referred to as sexual assault and sexual harassment (SA/SH) throughout this USAP Climate Survey.

| THINGS that you observed another USAP community member(s) do to another USAP community member(s) | Never | 1-3 times | 4-6 times | 7-9 times | 10+ times |
|---|-------|-----------|-----------|-----------|-----------|
| A. <i>Community member(s) A</i> showing up somewhere or waiting for <i>community member B</i> in a way that made <i>community member B</i> afraid, uncomfortable or caused <i>community member B</i> emotional distress (e.g., waiting outside of a room, workspace, bar, bathroom etc.). | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| <p>B. <i>Community member(s) A</i> spying on, watching or following <i>community member(s) B</i> in a way that made <i>community member(s) B</i> afraid, uncomfortable or caused them emotional distress.</p> | | | | | |
| <p>C. <i>Community member(s) A</i> photographing or recording <i>community member(s) B</i> when <i>community member(s) B</i> was naked, undressing, or engaging in a sexual act, without <i>community member(s) B</i>'s knowledge or consent.</p> | | | | | |
| <p>D. <i>Community member(s) A</i> sending unwanted messages or continually calling <i>community member(s) B</i> (e.g., leaving notes at their room or workspace, by pager, email) in a way that caused <i>community member(s) B</i> to feel afraid, uncomfortable or caused <i>community member(s) B</i> emotional distress.</p> | | | | | |
| <p>E. <i>Community member(s) A</i> saying inappropriate, crude or gross sexual things to <i>community member(s) B</i> or trying to get <i>B</i> to talk about sexual things when <i>community member(s) B</i> didn't want to.</p> | | | | | |
| <p>F. <i>Community member(s) A</i> making sexual remarks, jokes or stories that were insulting or offensive, or made <i>community member(s) B</i> uneasy.</p> | | | | | |
| <p>G. <i>Community member(s) A</i> making inappropriate gestures, offensive comments, or using rude sexual body language in reference to <i>community member community member(s) B</i>'s body, appearance, or sexual activities.</p> | | | | | |
| <p>H. <i>Community member(s) A</i> continually asking <i>community member community member(s) B</i> to go on dates/go out/meet/or hookup even though <i>community member B</i> said "No" or otherwise indicated "No".</p> | | | | | |
| <p>I. <i>Community member(s) A</i> leading, pulling, or trying to convince <i>community member(s) B</i> away from other people to a more secluded or private space even though <i>community member(s) B</i> didn't want to go.</p> | | | | | |
| <p>J. <i>Community member(s) A</i> initiating unwanted touching, such as a hand on lower back, shoulder or back rubs, or other invasive touching of <i>community member(s)</i></p> | | | | | |

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| B. | | | | | |
| K. <i>Community member(s) A</i> paying unwanted attention, such as flirting or overtly sexual compliments to <i>community member(s) B</i> . | | | | | |
| L. <i>Community member(s) A</i> pressuring <i>community member(s) B</i> to engage in behavior of a sexual or intimate nature that did not end up happening at that time. | | | | | |
| M. <i>Community member(s) A</i> initiating unwanted sexual behavior, such as grabbing another person or themselves in intimate areas of the body, in front of <i>community member(s) B</i> on purpose. | | | | | |
| N. <i>Community member(s) A</i> initiating unwanted touching, groping, or kissing when <i>community member(s) B</i> didn't want to because/or: | | | | | |
| 1. <i>community member(s) A</i> either threatening to end a friendship or romantic relationship if <i>community member(s) B</i> didn't, and/or causing <i>community member(s) B</i> to feel pressure by <i>community member(s) A</i> 's constant arguments or begging. | | | | | |
| 2. <i>community member(s) A</i> either threatening to end a working relationship if <i>community member(s) B</i> didn't, and/or promises of rewards (e.g., re-hire, higher pay, etc.). | | | | | |
| 3. <i>community member(s) A</i> either threatening to use or using physical force (e.g., twisting arm, holding down, choking). | | | | | |
| 4. <i>community member(s) B</i> was sleeping, passed out, or incapacitated due to drugs or alcohol. | | | | | |
| 5. <i>community member A</i> initiating sexual activity despite <i>community member(s) B</i> 's refusal or while <i>community member(s) B</i> was still deciding or ignoring <i>community member(s) B</i> 's cues to stop or slow down. | | | | | |
| O. <i>Community member(s) A</i> initiating oral, vaginal, or anal penetration when | | | | | |

| | | | | | |
|--|--|--|--|--|--|
| <i>community member(s) B</i> didn't want to because/or: | | | | | |
| 1. <i>community member(s) A</i> either threatening to end a friendship or romantic relationship if <i>community member(s) B</i> didn't, and/or causing <i>community member(s) B</i> to feel pressure by <i>community member(s) A</i> 's constant arguments or begging. | | | | | |
| 2. <i>community member(s) A</i> either threatening to end a working relationship if <i>community member(s) B</i> didn't, and/or promises of rewards (e.g., re-hire, higher pay, etc.). | | | | | |
| 3. <i>community member(s) A</i> threatening to use or using physical force (e.g., twisting your arm, holding you down, choking). | | | | | |
| 4. <i>community member(s) B</i> was sleeping, passed out, or incapacitated due to drugs or alcohol. | | | | | |
| 5. <i>community member(s) A</i> initiating sexual activity despite <i>community member(s) B</i> 's refusal or while <i>community member(s) B</i> was still deciding or ignoring <i>community member(s) B</i> 's cues to stop or slow down. | | | | | |

II. Directions: Thinking about the LAST SA/SH behavior you observed/saw, while deployed, during the calendar years of 2019-2023, please answer the following questions.

a. During what deployment season did the SA/SH behavior happen? (Choose one option)

- i. Winter 2023
- ii. Summer 2022
- iii. Winter 2022
- iv. Summer 2021
- v. Winter 2021
- vi. Summer 2020
- vii. Winter 2020
- viii. Summer 2019

ix. Winter 2019

b. When in the day did the SA/SH behavior happen? (Choose one option)

- i. During my work hours.
- ii. During my time off of work/social time.
- iii. Prefer not to answer

c. Who was committing the behavior in this specific incident? (Check all that apply)

- i. Community member(s) B's supervisor
- ii. A supervisor, but not community member(s) B's supervisor
- iii. Someone in community member(s) B's immediate work group who is NOT their supervisor
- iv. A Research team member
- v. Community member(s) B's dating partner/spouse/"ice-wife/husband/partner"/hookup partner
- vi. Community member B's superior that is NOT their supervisor
- vii. A Contractor
- viii. Community member(s) B's subordinate
- ix. A subordinate, but not Community member(s) B's subordinate
- x. Military personnel
- xi. I don't know
- xii. Other, please describe: _____
- xiii. Prefer not to answer

d. What was the setting of the behavior?

i. **GENERAL**

- 1. Christchurch, New Zealand
- 2. Punta Arenas, Chile
- 3. McMurdo Station
- 4. McMurdo: Near field
- 5. McMurdo: Deep field

6. South Pole Station
7. Palmer Station
8. Research Vessel

ii. **SPECIFIC**

1. Workspace
2. Common area (Galley, lounge, library, or other common area)
3. Bar
4. Private in-person meeting (one on one)
5. Bathroom
6. Residence/bedroom
7. Field Camp
8. Other, please describe: _____
9. Prefer not to answer

e. **Was the incident isolated or part of multiple incidences?**

- i. Isolated (a single incident that happened only once and not connected to any other incidents)
- ii. Multiple incidences. Please approximate how many incidences:
 1. 1
 2. 2-5
 3. 6-12
 4. 12+
 5. Prefer not to answer

f. **Did the incident involve alcohol (*the involvement of alcohol does not mean that the person who was harmed is to blame, or that the person causing harm is excused from responsibility for their behavior*)?**

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- i. Yes
- ii. No
- iii. Not Sure

1. If Yes, THEN: If alcohol was involved, in your opinion did the alcohol make the person harmed less able to consent or make decisions about what was happening?

- a. Yes
- b. No
- c. Not sure

III. Directions: In relation the specific incident you observed, please select “yes” or “no” for EACH action listed. (select “yes” for actions that are most like actions that you took even if the wording is not exact)

| ACTIONS | Yes | No |
|--|------------|-----------|
| A. I asked the person who appeared to be at risk if they needed help while it was happening. | | |
| B. I confronted the person who appeared to be causing the situation. | | |
| C. I created a distraction to cause one or more of the people to disengage from the situation. | | |
| D. I considered intervening in the situation, but I did not feel safe. | | |
| E. I wanted to do something but did not know what to do. | | |
| F. I checked in with the person who appeared to be at risk after the situation was over. | | |
| G. I reached out to another person, or persons, who were observing the same incident (not to officially report) to talk about what to do about the situation. | | |
| H. I reached out to another person, or persons, who DID NOT observe the incident (not to officially report) to talk about what to do about the situation. | | |

If YES or NO to Item G or H. THEN,

- 1. If Yes, THEN, specifically who did you talk to about the SA/SH behavior you observed/saw? (Check all that apply)**
 - a. A community member I work with
 - b. A community member I do not work with
 - c. Confidential Victim Advocate
 - d. Chaplain/Faith or Spiritual Leader while deployed
 - e. Someone at the Medical Clinic while deployed
 - f. Counselor while deployed
 - g. My Supervisor/Manager/Military Commanding Officer
 - h. Human Resources
 - i. NSF Station Manager/Special Deputy U.S. Marshal
 - j. Ice Ally
 - k. Someone NOT deployed (i.e., family member, friend)
 - l. Other: _____
 - m. Prefer not to answer

- 2. If No, THEN, please tell us why you decided not to talk to anyone about the SA/SH behavior you observed/saw. (Check all that apply)**
 - a. Felt it was not serious enough
 - b. Was afraid of being retaliated against socially (i.e., ostracized, excluded, judged)
 - c. Was afraid of retaliation by my employer (i.e., a poor performance review, demotion, change in duties, losing my job/being re-deployed, not being hired again/deployed etc.)
 - d. Was afraid it would be reported without my permission
 - e. Was afraid for my physical safety
 - f. Didn't trust that the person would be sanctioned/punished

- g. Felt bad about calling attention to negative workplace behavior
- h. Didn't think I would be believed
- i. Didn't think it would be taken seriously
- j. It wasn't the first time it happened
- k. I reported a SA/SH behavior before and nothing happened
- l. Didn't know who or what office to talk to
- m. It happens all the time and nobody reports it
- n. Decided to handle on my own
- o. Other, please describe_____
- p. Prefer not to answer

b. Did you, or someone you spoke with, officially report the SA/SH behavior you observed/saw?

- i. Yes
- ii. No
- iii. Prefer not to answer

1. If Yes, THEN, did you want the person to officially report the SA/SH behavior you observed/saw?

- a. Yes
- b. No
- c. Prefer not to answer

2. If No, THEN, please tell us why you did not report, or if you did not want the person you told to report, the SA/SH behavior you observed/saw. (Check all that apply)

- a. Felt it was not serious enough
- b. Was afraid of being retaliated against socially (i.e., ostracized, excluded, judged)
- c. Was afraid of retaliation by my employer (i.e., a poor performance review, demotion, change in duties, losing my job/being re-deployed, not being hired again/deployed etc.)
- d. Was afraid it would be reported without my permission
- e. Was afraid for my physical safety

- f. Didn't trust that the person would be sanctioned/punished
- g. Felt bad about calling attention to negative workplace behavior
- h. Didn't think I would be believed
- i. Didn't think it would be taken seriously
- j. It wasn't the first time it happened
- k. I reported a SA/SH behavior before and nothing happened
- l. Didn't know who or what office to talk to
- m. It happens all the time and nobody reports it
- n. Decided to handle on my own
- o. Other, please describe_____
- p. Prefer not to answer

IV. Directions: People observing/seeing SA/SH react in a variety of understandable ways. Please mark how much each item described below impacted your life because of observing/seeing the incident you described above.

| Reactions | Did not experience | No Impact | Minor Impact | Moderate Impact | Major Impact | Severe Impact | Prefer not to answer |
|--|---------------------------|------------------|---------------------|------------------------|---------------------|----------------------|-----------------------------|
| A. Made me nervous or scared about encountering the person | | | | | | | |
| B. Affected my work performance (e.g., difficulty concentrating or focusing) | | | | | | | |
| C. Felt anxiety or depression | | | | | | | |
| D. Created stress in my workplace relationships | | | | | | | |

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| | | | | | | | |
|---|--|--|--|--|--|--|--|
| E. Caused me to miss at least one day of work | | | | | | | |
| F. Created stress in my personal and family relationships | | | | | | | |
| G. Considered quitting my job or seeking to transfer | | | | | | | |
| H. Experienced retaliation from USAP community member(s) | | | | | | | |
| I. Experienced retaliation from my employer | | | | | | | |
| J. Made me uncomfortable about seeing the person | | | | | | | |
| K. Difficulty concentrating | | | | | | | |
| L. Changed rooms | | | | | | | |
| M. Stopped socializing during off hours | | | | | | | |
| N. Fearfulness or being concerned about my physical safety. | | | | | | | |
| O. Feelings of helplessness, or hopelessness | | | | | | | |
| P. Nightmares or trouble sleeping | | | | | | | |
| Q. Feeling numb or detached | | | | | | | |
| R. Headaches or stomach aches | | | | | | | |

| | | | | | | | |
|---|--|--|--|--|--|--|--|
| S. Increased or decreased eating | | | | | | | |
| T. Increased smoking, drinking alcohol, using/misusing drugs, engaging in high-risk sexual activity, or other self-harm behaviors | | | | | | | |
| U. Thought or feelings of wanting to die | | | | | | | |
| V. Attempted to die by suicide | | | | | | | |

V. SA/SH Community Perception

Directions: The next set of statements are examples of what you think about the opinion of the people you work with about the incident you observed/saw. Please tell us approximately what percent of the people you work with would say, or do, the things described below. There are no right or wrong answers.

| | 0-100% No decimals | Prefer not to answer |
|---|-----------------------------------|---------------------------------|
| A. X% of the people I work with would say that the situation I described above (that I observed/saw) would have made them uncomfortable. | | |
| B. X% of the people I work with would say that the situation I described above (that I observed/saw) was not a big deal/not inappropriate. | | |
| C. X% of the people I work with would say that the person harmed/targeted in the situation I described above (that I observed/saw) is to blame/is at fault for what happened and NOT the person who did the behavior. | | |

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| | | |
|---|--|--|
| D. X% of the people I work with would NOT have taken action if they observed/saw the SA/SH incident I described. | | |
|---|--|--|

If you would like to say more on any of the SA/SH you OBSERVED/SAW, please feel free to use the space below. You will have the chance to say more about SA/SH you experienced in another section. The information you type will be kept confidential and is anonymous. We ask that you **NOT** give any identifying information, such as, specific names of individuals involved.

If you would like to make a formal report of sexual assault or sexual harassment to NSF, please contact the NSF Office of Equity and Civil Rights at saferscience@nsf.gov. If you would like to talk with a confidential advocate, please contact USAPAdvocate@ldsscorp.com.

Reminder: Any information you type in the space below will kept **confidential and is anonymous** and will help us achieve our goal of using the survey results to foster a healthy work environment within the USAP community.

| |
|---|
| OPEN TEXT BOX: Please make sure to write when (deployment season and year) this happened. |
|---|

SECTION ELEVEN: Inventory/Detail of Target Experience

In this section, we are hoping to learn more about various types of incidents regarding sexual assault, sexual harassment and stalking that you may have personally experienced during your time as a USAP community member while deployed. These behaviors will be collectively referred to as SA/SH (sexual assault and harassment) throughout the USAP Climate Survey.

I. Directions: During deployment(s) of the calendar years of 2019-2023 please mark an estimate of the total times you personally EXPERIENCED any of the following SA/SH behaviors.

REMINDER: Sexual assault, harassment, and stalking behaviors will be referred to as sexual assault and sexual harassment (SA/SH) throughout this USAP Climate Survey.

| THINGS a USAP Community member(s) DID TO YOU | Never | 1-3 times | 4-6 times | 7-9 times | 10+ times |
|--|--------------|------------------|------------------|------------------|------------------|
| A. Some community member(s) showing up somewhere or waiting for you in a way that made you uncomfortable, afraid, or caused your emotional distress (e.g., waiting outside of a room, workspace, bar, bathroom etc.). | | | | | |
| B. Some community member(s) spying on, watching, or following you in a way that made you afraid or caused you emotional distress. | | | | | |
| C. Some community member(s) photographing or recording you when you were naked, undressing, or engaging in a sexual act, without your knowledge or consent. | | | | | |
| D. Some community member(s) sending unwanted messages (e.g., leaving notes at your room or workspace, by pager, email) or continually calling your room phone, in a way that caused you to feel afraid, uncomfortable or caused your emotional distress. | | | | | |
| E. Some community member(s) saying crude or gross sexual things to you or trying to get you to talk about sexual things when you didn't want to. | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| F. Some community member(s) making sexual remarks, jokes or stories that were insulting or offensive, or made you uneasy. | | | | | |
| G. Some community member(s) making inappropriate gestures, offensive comments, or used rude sexual body language about your body, appearance, or sexual activities. | | | | | |
| H. Some community member(s) continually asking you to go on dates/go out/or hookup even though you said “No” or otherwise indicated “No.” | | | | | |
| I. Some community member(s) leading, pulling, or trying to convince you to go away from other people to a more secluded or private space even though you didn’t want to go. | | | | | |
| J. Some community member(s) initiating unwanted touching, such as a hand on lower back, shoulder or back rubs, or other invasive touching of your body. | | | | | |
| K. Some community member(s) paying unwanted attention, such as flirting or making overtly sexual compliments to you. | | | | | |
| L. Some community member(s) pressuring you to engage in behavior of a sexual or intimate nature that did not end up happening at that time. | | | | | |
| M. Some community member(s) initiating unwanted sexual behavior, such as grabbing another person or themselves in intimate regions of the body, in front of you on purpose. | | | | | |
| N. Some community member(s) initiating unwanted touching, groping, or kissing when you didn’t want to because/or: | | | | | |
| 1. they either threatened to end a friendship or romantic relationship if you didn’t, and/or causing you to feel pressured by their constant arguments or begging. | | | | | |

| | | | | | |
|--|--|--|--|--|--|
| 2. they either threatened to end a work relationship if you didn't, and/or promising you rewards (e.g., re-hire, higher pay, etc.). | | | | | |
| 3. they were threatening to use or used physical force (e.g., twisting arm, holding down, choking). | | | | | |
| 4. you were asleep, passed out, or incapacitated due to drugs or alcohol. | | | | | |
| 5. they initiated sexual activity despite your refusal or while you were still deciding or ignored your cues to stop or slow down. | | | | | |
| O. Some community member(s) initiating unwanted oral, vaginal, or anal penetration when you didn't want to because/or: | | | | | |
| 1. they either threatened to end a friendship or romantic relationship if you didn't, and/or causing you to feel pressured by their constant arguments or begging. | | | | | |
| 2. they either threatened to end a working relationship if you didn't, and/or they promised you rewards (e.g., re-hire, higher pay, etc.). | | | | | |
| 3. they threatened to use or used physical force (e.g., twisting your arm, holding you down, choking). | | | | | |
| 4. you were asleep, passed out, or incapacitated due to drugs or alcohol. | | | | | |
| 5. they initiated sexual activity despite your refusal or while you were still deciding or ignored your cues to stop or slow down. | | | | | |

If the response to questions A through O is “never” survey skips to SECTION FIVE, otherwise the next series of questions are asked:

II. Directions: Thinking about **the last SA/SH incident you experienced, while deployed, during** the calendar years of 2019-2023, please answer the following questions.

a. During what deployment season did the SA/SH behavior/incident happen? (Choose one option)

i. Winter 2023

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- ii. Summer 2022
- iii. Winter 2022
- iv. Summer 2021
- v. Winter 2021
- vi. Summer 2020
- vii. Winter 2020
- viii. Summer 2019
- ix. Winter 2019

b. When in the day did the SA/SH behavior/incident happen? (Choose one option)

- i. During my work hours.
- ii. During my time off of work/social time
- iii. Prefer not to answer

c. Did the SA/SH behavior/incident involve more than one person causing harm?

- i. Yes
- ii. No
- iii. Prefer not to answer

d. Who was committing the behavior in this specific incident? (Check all that apply)

- i. Your supervisor
- ii. A supervisor, but not your supervisor
- iii. Someone in your immediate work group who is NOT your supervisor
- iv. A Research team member
- v. Your dating partner/spouse/"ice-wife/husband/partner"/hookup partner
- vi. A superior that is NOT your supervisor
- vii. A Contractor
- viii. Your subordinate
- ix. Military personnel
- x. I don't know
- xi. Other, please describe: _____
- xii. Prefer not to answer

e. What was the setting of the behavior?

i. GENERAL

1. Christchurch, New Zealand
2. Punta Arenas, Chile
3. McMurdo Station
4. McMurdo: Near field
5. McMurdo: Deep field
6. South Pole Station
7. Palmer Station
8. Research Vessel

ii. SPECIFIC

1. Workspace
2. Common area (Galley, lounge, library, or other common area)
3. Bar
4. Private in-person meeting (one on one)
5. Bathroom
6. Residence/bedroom
7. Field Camp
8. Other, please describe: _____
9. Prefer not to answer

f. Was the incident isolated or part of multiple incidences?

- i. Isolated (a single incident that happened only once and not connected to any other incidents)

ii. Multiple incidences. Please approximate how many incidences:

1. 1
2. 2-5
3. 6-12
4. 12+
5. Prefer not to answer

g. Did the incident involve alcohol (*the involvement of alcohol does not mean that the person who was harmed is to blame, or that the person causing harm is excused from responsibility for their behavior*)?

- i. Yes
- ii. No
- iii. Not Sure

1. If Yes, THEN: If alcohol was involved, in your opinion did the alcohol make you less able to consent or make decisions about what was happening?

- a. Yes
- b. No
- c. Not sure

III. Did the person(s) that harmed you do any of the following during this incident? Please select “yes” or “no” for EACH action listed. (*select “yes” for any actions that are most like action the person(s), even if the wording is not exact*)

| ACTIONS | YES | NO |
|--|-----|----|
| A. Caught you off guard (e.g., initiated sexual activity without checking in with you first, before you knew what was happening) | | |
| B. Initiated sexual activity despite your refusal or ignored your verbal cues to stop or slow down (e.g., “No, stop.” or “I don’t want to do this.”) | | |

| | | |
|---|--|--|
| C. Ignored your nonverbal cues to stop or slow down (e.g., move hand away, turn away, push off, pretend to be asleep) | | |
| D. Ignored you when you asked/told them to leave | | |
| E. Used verbal pressure | | |
| F. Criticized your sexuality, attractiveness, or called you names/slurs | | |
| G. Threatened to end the relationship, spread rumors about you, or “out” you | | |
| H. Wouldn’t let you leave (e.g., blocked the door, held you back) | | |
| I. Took advantage of you when you were asleep, too drunk, high, or out of it to consent | | |
| J. Became angry, threatened you, used physical force, or used a weapon | | |
| K. I don’t know/I don’t remember | | |
| L. Other method not described above | | |
| M. None of the above | | |
| N. Prefer not to answer | | |

b. Did you talk to someone (*not to officially report*) about the SA/SH behavior that you experienced?

- i. Yes
- ii. No
- iii. Prefer not to answer
 - 1. **If YES, THEN, Specifically, who did you talk to about the SA/SH behavior you experienced? (Check all that apply)**
 - a. A community member I work with
 - b. A community member I do not work with
 - c. Confidential Victim Advocate
 - d. Chaplain/Faith or Spiritual Leader while deployed
 - e. Someone at the Medical Clinic while deployed

- f. Counselor while deployed
- g. My Supervisor/Manager/Military Commanding Officer
- h. Human Resources
- i. NSF Station Manager/Special Deputy U.S. Marshal
- j. Ice Ally
- k. Someone NOT deployed (i.e., family, friend)
- l. Other: _____
- m. Prefer not to answer

2. If NO – Please tell us why you decided not to talk to anyone about the SA/SH behavior you experienced. (Check all that apply)

- a. Felt it was not serious enough
- b. Was afraid of being retaliated against socially (i.e., ostracized, excluded, judged)
- c. Was afraid of retaliation by my employer (i.e., a poor performance review, demotion, change in duties, losing my job/being re-deployed, not being hired again/deployed etc.)
- d. Was afraid it would be reported without my permission
- e. Was afraid for my physical safety
- f. Didn't trust that the person would be sanctioned/punished
- g. Felt bad about calling attention to negative workplace behavior
- h. Didn't think I would be believed
- i. Didn't think it would be taken seriously
- j. It wasn't the first time it happened
- k. I reported a SA/SH behavior before and nothing happened
- l. Didn't know who or what office to talk to
- m. It happens all the time and nobody reports it
- n. Decided to handle on my own
- o. Other, please describe _____
- p. Prefer not to answer

c. Did you, or someone you spoke with, officially report the SA/SH behavior you experienced?

- i. Yes
- ii. No

iii. Prefer not to answer

1. If Yes – Did you want the person to officially report the SA/SH behavior you experienced?

- a. Yes
- b. No
- c. Prefer not to answer

2. If NO – Please tell us why you did not report the SA/SH behavior you experienced or if you did not want the person you told to report the SA/SH behavior that you experienced. (Check all that apply)

- a. Felt it was not serious enough
- b. Was afraid of being retaliated against socially (i.e., ostracized, excluded, judged)
- c. Was afraid of retaliation by my employer (i.e., a poor performance review, demotion, change in duties, losing my job/being re-deployed, not being hired again/deployed etc.)
- d. Was afraid it would be reported without my permission
- e. Was afraid for my physical safety
- f. Didn't trust that the person would be sanctioned/punished
- g. Felt bad about calling attention to negative workplace behavior
- h. Didn't think I would be believed
- i. Didn't think it would be taken seriously
- j. It wasn't the first time it happened
- k. I reported a SA/SH behavior before and nothing happened
- l. Didn't know who or what office to talk to
- m. It happens all the time and nobody reports it
- n. Decided to handle on my own
- o. Other, please describe_____
- p. Prefer not to answer

IV. Directions: People experiencing SA/SH react in a variety of understandable ways. Please mark how much each item described below impacted your life because of experiencing the incident you described above.

| Reactions | Did not experience | No Impact | Minor Impact | Moderate Impact | Major Impact | Severe Impact | Prefer not to |
|-----------|--------------------|-----------|--------------|-----------------|--------------|---------------|---------------|
|-----------|--------------------|-----------|--------------|-----------------|--------------|---------------|---------------|

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| | | | | | | | answer |
|--|--|--|--|--|--|--|---------------|
| A. Made me nervous or scared about encountering the person | | | | | | | |
| B. Affected my work performance (e.g., difficulty concentrating or focusing) | | | | | | | |
| C. Felt anxiety or depression | | | | | | | |
| D. Created stress in my workplace relationships | | | | | | | |
| E. Caused me to miss at least one day of work | | | | | | | |
| F. Created stress in my personal and family relationships | | | | | | | |
| G. Considered quitting my job or seeking to transfer | | | | | | | |
| H. Experienced retaliation | | | | | | | |
| I. Made me uncomfortable about seeing the person | | | | | | | |
| J. Difficulty concentrating | | | | | | | |
| K. Changed rooms | | | | | | | |
| L. Stopped socializing during off hours | | | | | | | |
| M. Fearfulness or being concerned about my | | | | | | | |

| | | | | | | | |
|---|--|--|--|--|--|--|--|
| physical safety. | | | | | | | |
| N. Feelings of helplessness, or hopelessness | | | | | | | |
| O. Nightmares or trouble sleeping | | | | | | | |
| P. Feeling numb or detached | | | | | | | |
| Q. Headaches or stomach aches | | | | | | | |
| R. Increased or decreased eating | | | | | | | |
| S. Increased smoking, drinking alcohol, using/misusing drugs, engaging in high-risk sexual activity, or other self-harm behaviors | | | | | | | |
| T. Thought or feelings of wanting to die | | | | | | | |
| U. Attempted to die by suicide | | | | | | | |

V. SA/SH Community Perception

Directions: The next set of statements are examples of what you think about the opinion of the people you work with about the incident you experienced. Please tell us approximately what percent of the people you work with would say, or do, the things described below. There are no right or wrong answers.

| | 0-100% No decimals | Prefer not to answer |
|---|-----------------------------------|---------------------------------|
| A. X% of the people I work with would say that the situation I described above (that I experienced) | | |

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| | | |
|---|--|--|
| would have made them uncomfortable. | | |
| B. X% of the people I work with would say that the situation I described above (that I experienced) was not a big deal/not inappropriate. | | |
| C. X% of the people I work with would say that in the situation I described above (that I experienced) I was to blame/at fault for what happened and NOT the person who did the behavior to me. | | |
| D. X% of the people I work with would NOT have reported if they experienced the SA/SH incident I described. | | |

If you would like to say more on any of the SA/SH you EXPERIENCED, please feel free to use the space below. The information you type will be kept confidential and is anonymous. We ask that you **NOT** give any identifying information, such as, specific names of individuals involved.

If you would like to make a formal report of sexual assault or sexual harassment to NSF, please contact the NSF Office of Equity and Civil Rights at saferscience@nsf.gov. If you would like to talk with a confidential advocate, please contact USAPAdvocate@ldsscorp.com.

Reminder: Any information you type in the space below will kept **confidential and is anonymous** and will help us achieve our goal of using the survey results to foster a healthy work environment within the USAP community.

OPEN TEXT BOX: Please make sure to write when (deployment season and year) this happened.

February 8, 2023

END OF SURVEY

Thank you for participating. * Participants will be directed to a screen with SA/SH resources