

2023 Workplace and Gender Relations Survey of Military Members

Welcome Screen (expanded links)



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Welcome

This survey will assess your views about gender relations in your military workplace and your experiences in the past year with a variety of topics mandated by Congress.

When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory
- Take the survey

Thank you for your time and participation. Read the [FAQ](#) for additional information.

[How do I know this is an official, approved DoD survey?](#)

All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The OMB license for this survey is 0704-0615, expiring 05/31/2024.

[How is this different than the Defense Organizational Climate Survey \(DEOCS\)?](#)

You may encounter similar questions on the DEOCS and Workplace and Gender Relations Survey (WGR), however, the information you provide will be used by different leaders and for different purposes. The DEOCS is a tool for your commander to understand and take action to address climate within your unit. The WGR is a congressionally mandated survey used by the Department's senior leaders to understand the health and well-being of military members and shape future policies. These surveys are both critical opportunities for you to provide your input. The surveys are independent from one another—your responses on the DEOCS will not be included in the WGR and your responses on the WGR will not be included on the DEOCS, even if you accessed this survey from the prompt at the end of the DEOCS. It is important that your voice be heard on both surveys.

[Security Protection Advisory](#)

WEBSITE PRIVACY: Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the [Privacy Advisory](#) at the beginning of the survey.

This website collects information from your visit to assist the DoD and our survey contractor improve the website and the performance of our web-based surveys. This non-personal information helps us make the site more useful by recognizing the types of technology being used. The data collected are listed below:

1. The Internet Protocol (IP) address for the computer and the server being used on the Internet (for example, www.verizon.com, www.comcast.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as Verizon or Comcast).
2. The device used to access the survey (e.g., PC, tablet, or mobile phone).
3. The type and version of the browser and operating system used to access our site.
4. The date and time this site was accessed.
5. Number of bytes sent and received.
6. The pages visited.

This information is stored permanently for troubleshooting technical problems and for future capacity planning. DoD and its survey contractor use this information to improve the performance of the OPA survey website. None of this information will be revealed publicly or used to identify you or your responses.

[Section 508 Compliance](#)

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\), as amended in 1998](#)

Send feedback or concerns related to the accessibility of this website to: DoDSection508@osd.mil

For more information about Section 508, please visit the [DoD Section 508 website](#)

Last Updated: 03/31/2021

[Continue](#)

Privacy Advisory



2023 Workplace and Gender Relations Survey of Military Members Agency Disclosure Notice (ADN)

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. 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. Results 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 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. In many cases, these researchers will be provided with a dataset containing limited demographic information (for example, Service/component and gender). 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.

Privacy Advisory (continued)

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 other unwanted sexual contact, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or a 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: 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.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to October 20, 2023. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

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

Continue

Frequently Asked Questions



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How to Contact Us

If you have questions or concerns about this survey, you have two ways to contact the Survey Processing Center:

- Call: 1-800-881-5307
- E-mail: wgr-survey@mail.mil

Frequently Asked Questions

What is the Health & Resilience (H&R) Program?

- The Health & Resilience (H&R) Division within the Office of People Analytics (OPA) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

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How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, gender).
- This year, Service members who are not part of the randomly selected sample may still elect to participate in an abbreviated version of the survey. The abbreviated survey takes less than five minutes to complete.

Why should I participate?

- This is your chance to be heard on issues that directly affect you and your unit, including policies and practices regarding unit culture, unit climate, and gender-related issues.
- Your responses on this survey *make a difference*.

How is this different than the Defense Organizational Climate Survey (DEOCS)?

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- The surveys are independent from one another—your responses on the DEOCS will not be included in the WGR and your responses on the WGR will not be included on the DEOCS, even if you accessed this survey from the prompt at the end of the DEOCS. It is important that your voice be heard on both surveys.

What is wgr-survey@mail.mil?

- The official e-mail address for communicating with military members about the survey. The "wgr" is short for Workplace and Gender Relations Survey.

Why am I being asked to use the web?

- Web administration enables us to collect and share the results faster.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DoD. Once you enter your ticket number, you are redirected to our contractor's site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Frequently Asked Questions (Continued)

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have three control buttons: *Next*, *Previous*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- OPA reports overall results, as well as results by certain characteristics, such as Service, gender, or race/ethnicity. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

Will my answers be kept private?

- Your response will be kept confidential to the extent permitted by law.
- If you answer any items in such a way that you indicate distress or being upset, 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.
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to October 20, 2023 by sending an e-mail to wgr-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

Will I ever see the results of the survey?

- OPA posts survey results on the following website: <https://www.opa.mil>

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