BACKGROUND INFORMATION

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.

1. Were you a member of the National Guard or a Reserve component on XX, 2021?

X Yes

No, I was separated or retired

2. Are you...?

Male

X Female

3. What is your current relationship status? *Mark one*.

Married Married

Living with a romantic partner (for example, a boyfriend or girlfriend)

In a committed romantic relationship, but not living together

Divorced and not currently in a relationship

Widowed and not currently in a relationship

Never married and not currently in a relationship

Other or prefer not to say

ACTIVATION STATUS

In this survey, the term "activation" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under Title 10 for Full Mobilization, Voluntary Active Duty, Partial Mobilization, or Presidential Callup, National Guard members on Full-Time National Guard Duty in a Title 32 status providing operational support, or National Guard members on State Active Duty. It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members performing inactive duty for training (IDT), or members performing annual training.

4. In the past 12 months, have you been... Mark "Yes" or "No" for each item.

			No
		Yes	
a.	Federally activated (in a Title 10 status)? This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for		
	the past 12 months, select "No."		
b.	Activated in a Title 32 status? This includes activations that started more than		
	12 months ago and continued into the past 12 months.	X	\boxtimes
C.	[Ask if POPFLG = "National Guard"] Activated for State Active Duty? <i>This</i> includes activations that started more than		
	12 months ago and continued into the past 12 months.	X	\boxtimes

TIME REFERENCE

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.

5. Do you currently live in the same house or building that you did on [X Date]?

X Yes

X No

No not remember

6. Are you the same rank today that you were on [X Date]?

X Yes

X No

No not remember

7. Were you married or dating someone on [X Date]?

X Yes

X N

No not remember

The next 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

GENDER-RELATED EXPERIENCES IN THE **MILITARY**

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(s) 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 experiences may have occurred on- or off-duty or onor off-base. Please include them as long as the person who did them to you was someone from your military work.

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

Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?



"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

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 [a woman, a fag, or gay][a dyke or butch].



"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

10. 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?

X Yes

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

11. 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?** Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).





"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

12. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?





"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

13. 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?



X No

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

Yes No

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

15. 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?

X Yes

X No

16. [Ask if Q15 = "Yes"] Did this make you uncomfortable, angry, or upset?

X Yes

X No

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

17. 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 on a date to asking you for sex or a "hookup."

X Yes

X No

18. [Ask if Q17 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

X Yes

X No

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

19. 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.

X Yes

X No

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your

20. [Ask if O19 = "Missing" or O19 = "No"] 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.

X Yes

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

21. Since [X Date], has someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual? For example, they hinted 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.

X Yes

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your

22. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the 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.

X Yes

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

23. Since [X Date], did you hear someone from work say that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job?

"Someone from work" means 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 experiences may have occurred onor off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

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

X Yes



You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly <u>telling sexual "jokes."</u>

25. [Ask if Q8 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

26. [Ask if Q8 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

X Yes

X No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly <u>suggesting that you do not act like a [man][woman] is supposed to</u>. For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

27. [Ask if Q9 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

28. [Ask if Q9 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

X Yes

X No

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

29. [Ask if Q10 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

30. [Ask if Q10 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by these gestures? If you are not sure, choose the best answer.

X Yes

X No

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

31. [Ask if Q11 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

32. [Ask if Q11 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended by seeing these sexually explicit materials? If you are not sure, choose the best answer.

X Yes

X No

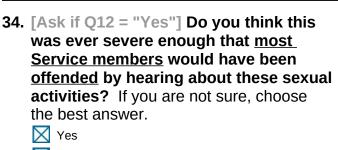
You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly <u>telling you about their sexual activities</u>.

33. [Ask if Q12 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No



X No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by <u>asking you questions</u> <u>about your sex life or sexual interests</u>.

35. [Ask if Q13 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

36. [Ask if Q13 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if they had been asked these questions? If you are not sure, choose the best answer.

X Yes

X No

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.

37. [Ask if Q14 = "Yes"] Did they <u>continue</u> this unwanted behavior even <u>after</u> they knew that you or someone else wanted them to stop?

X Yes

Not applicable, they did not know I or someone else wanted them to stop

X No

38. [Ask if Q14 = "Yes"] Do you think this was ever severe enough that most Service members would have been offended if these remarks had been directed to them? If you are not sure, choose the best answer.

X Yes

X No

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.

39. [Ask if Q15 = "Yes" and Q16 = "Yes"]

Do you think this was ever severe enough that most Service members

would have been afforded if it

would have been <u>offended</u> if it happened to them? If you are not sure, choose the best answer.

X Yes

X No

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.

40. [Ask if Q17 = "Yes" and Q18 = "Yes"]
Did they <u>continue</u> this unwanted
behavior even <u>after</u> they knew that you

X Yes

Not applicable, they did not know I or someone else wanted them to stop

or someone else wanted them to stop?

No No

41. [Ask if Q17 = "Yes" and Q18 = "Yes"]

Do you think this was ever severe enough that most Service members would have been offended by these unwanted attempts? If you are not sure, choose the best answer.

X Yes

X No

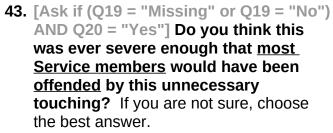
You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

42. [Ask if (Q19 = "Missing" or Q19 = "No")
AND Q20 = "Yes"] Did they continue
this unwanted behavior even after they
knew that you or someone else wanted
them to stop?

X Ye

Not applicable, they did not know I or someone else wanted them to stop

No.

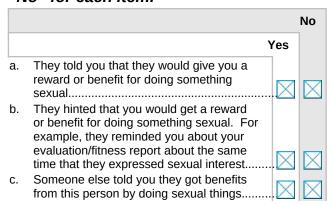


X Yes

No.

You indicated that, after [X Date], someone from work made you feel as if you would get some workplace benefit in exchange for doing something sexual.

44. [Ask if Q21 = "Yes"] What led you to believe that you would get a military workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.



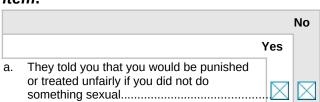
45. [Ask if Q21 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

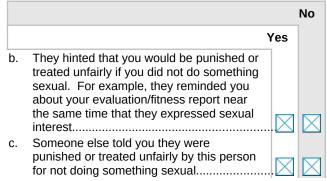
X Yes

X No

You indicated that, after [X Date], someone from work made you feel as if you would get punished or treated unfairly in the workplace if you did <u>not</u> do something sexual.

46. [Ask if Q22 = "Yes"] What led you to believe that you would get <u>punished or treated unfairly in the military workplace</u> if you did <u>not</u> do something sexual? *Mark "Yes" or "No" for each item*.





47. [Ask if Q22 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes

You indicated that, after [X Date], someone from work said that [men][women] are not as good as [women][men] at your particular job, or that [men][women] should be prevented from having your job.

48. [Ask if Q23 = "Yes"] Do you think their beliefs about [men][women] ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

X Yes

49. [Ask if Q23 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you?

Yes

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

50. [Ask if Q24 = "Yes"] Do you think this treatment ever <u>harmed or limited</u> your military job/career? For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

X Yes

X No

TOTAL TRANSPORTED AND CONTROL TRANSPORTED CO	reg receive compension content in con
51. [Ask if Q24 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/leadership over you? ☐ Yes ☐ No	n. Said that [men][women] are not as good as [women][men] at your job, or that [men] [women] should be prevented from having your job
GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT	53. [Ask if [MEO_FLAG] = "True"] Ho many people were involved in thi upsetting situation?

Based on your answers earlier, you may have experienced more than one upsetting situation. Please think about the one situation since [X DATE] that had the biggest effect on you the one you consider to be the worst or most serious.

52. [Ask if [MEO_FLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"]

Which of the following experiences happened during the upsetting situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

			No
		Yes	
a.	Repeatedly told sexual jokes		\boxtimes
b.	Repeatedly suggested that you do not act like a [man][woman] is supposed to		
C.	Repeatedly made sexual gestures or sexual body movements		
d.	Displayed, showed you, or sent you sexually explicit materials like pictures or videos		
e.	Repeatedly told you about their sexual activities		\boxtimes
f.	Repeatedly asked you questions about your sex life or sexual interests		
g.	Made repeated sexual comments about your appearance or body		
h.	Took or shared sexually suggestive pictures or videos of you		
i.	Made repeated attempts to establish an unwanted romantic or sexual relationship with you		
j. k.	Touched you in a sexual way Touched you in any way other than	×	
K.	sexually that made you uncomfortable, angry, or upset		
l.	Made you feel like you would get some workplace benefit in exchange for doing something sexual		
m.	Made you feel like you would get punished or treated unfairly if you refused to do something sexual		

53.	[Ask if [MEO_FLAG] = "True"] How
	many people were involved in this
	upsetting situation?
	One person
	More than one person
54.	[Ask if [MEO_FLAG] = "True"]
	Was/were the person(s) who acted this
	way
	All men?
	All women?

A mix of men and women?

No

Yes

55. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way a military member? X Yes, they all were Yes, some were, but not all No, none were military Not sure

	[Ask if [MEO_FLAG] = "True"] At the			No
	time of the upsetting situation, was/		Yes	
	were any of the person(s) Mark all	L		
	that apply.	E	e. While you were performing full-time National Guard or Reserve duty, active	
	Your immediate military supervisor?		duty for special work (ADSW), additional duty operational support (ADOS), active	
	Someone else in your chain of command (excluding your immediate military supervisor)?		duty for training (ADT), or annual training (AT)?	
	Some other higher ranking military member in your unit?	f		
	Some other higher ranking military member <u>not</u> in your unit?	Ç	y. While you were activated for State Active Duty?	
	Military member of the same rank as you in your unit?	ł	n. While you were in a delayed entry program (DEP) or delayed training	
	Military member of the same rank as you <u>not in</u> your unit?	i	,	
	Subordinate(s) or someone you manage as part	k	training? Mhile you were in Officer Candidate or	
	of your military duties? DoD/Government civilian(s) working for the		Training School/Basic or Advanced Officer Course?	
	military? Contractor(s) working for the military?	I		
	None of the above		training/advanced individual training/professional military education?	
	Not sure	r	n. While at an official military function (either on- or off-base)?	
57	[Ask if [MEO_FLAG] = "True"] Thinking	r	n. While you were at a location off-base (for example, in temporary lodging/hotel room,	
· · ·	about this upsetting situation, about		a restaurant, bar, nightclub, etc.)?	$\subseteq \boxtimes $
	how long did it continue?	C	o. Online on social media or via other electronic communications?	
	It happened one time	a r	Ask if [MEO_FLAG] = "True"] When	
	About one week	_	did this upsetting situation occur?	
	About one month		Mark all that apply.	
	A few months A year or more		While you were out with friends or at a party that was <u>not</u> an official military function	
			While you were at work during duty hours	
58.	[Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, did it		While you were in your or someone else's home or quarters	!
	ever occur Mark "Yes" or "No" for		None of the above	
	each item. If you have not visited these locations or performed these activities		Do not recall	
		0. [Ask if [MEO_FLAG] = "True"] At any	,
	No	_	point during the upsetting situation,	
			vere there any military members	
	Yes	-	present who could have stepped in to	
	a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location?		nelp you (for example, by speaking u o address the situation)?	p
	b. While you were on TDY/TAD, at sea, or during field exercises/alerts?		Yes, and someone did step in	
	c. While you were deployed to a combat zone or to an area where you drew imminent		Yes, but no one stepped in No, there were no military members present	
	danger pay or hostile fire pay? d. While you were performing a drill period	L	who could have stepped in	
	(inactive duty training [IDT])?			

61. [Ask if [MEO_FLAG] = "True"] Did you make a complaint about this upsetting situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item. Mark "Yes" if you discussed this situation with any of these indiviuals or offices, even if you did not make a formal complaint.

	•		No
		Yes	
a.	Someone in your chain of command		X
b.	Someone in the chain of command of the offender		\boxtimes
C.	Military equal opportunity (MEO) staff or office assigned to receive MEO complaints	X	\boxtimes
d.	[ASK IF [CSERVICE = "Army"] SHARP staff or office		\boxtimes
e.	Inspector General's office		\boxtimes
f.	A military hotline or advice line dedicated	\times	X

DoD provides three types of military equal opportunity (MEO) complaint options:

- Anonymous complaints are received by a commanding officer or supervisor and allow for reporting of harassment allegations without requiring the individual to divulge any personally identifiable information.
- Informal complaints are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.
- Formal complaints are allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.
- 62. [Ask if [MEO_FLAG] = "True" and (Q61 a = "Yes" or Q61 b = "Yes" or Q61 c = "Yes" or Q61 d = "Yes" or Q61 e = "Yes" or Q61 f = "Yes")] What type of complaint did you make?

CO	mplaint did you
\times	Anonymous complain
\times	Informal complaint
X	Formal complaint

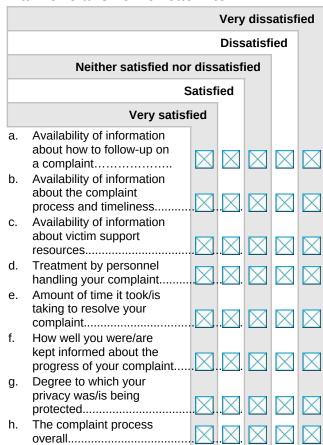
X Not sure

63. [Ask if [MEO_FLAG] = "True" and ((Q62 = "Anonymous complaint" or Q62 = "Informal complaint" or Q62 = "Formal complaint" or Q62 = "Not sure")] What actions were taken in response to your complaint? Mark one answer for each item.

			cnow
		No	
		Yes	
a.	The person you told took no action		
b.	The rules on harassment were explained to everyone		
C.	Someone talked to the person(s) to ask them to change their behavior		
d.	Your work station, schedule, or duties were changed to help you avoid the person(s)		
e.	The person(s) who took the upsetting action was/were moved or reassigned so that you did not have as much contact with them		
f.	The person(s) stopped their upsetting behavior		
g.	You were encouraged to drop the issue		
h.	You were discouraged from filing a formal complaint		
i.	The person(s) who did the upsetting behavior took action against you for complaining. For example, their		
	upsetting behavior became worse or they threatened you		
j.	Your coworkers treated you worse, avoided you, or blamed you for the problem		
k.	You were punished for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job		

64. [Ask if [MEO_FLAG] = "True" and (Q62 = "Anonymous complaint" or Q62 = "Informal complaint" or Q62 = "Formal complaint" or Q62 = "Not sure")] How satisfied were you with the following aspects of the complaint process?

Mark one answer for each item.



65. [Ask if [MEO_FLAG] = "True" and (Q61 a = "Yes" or Q61 b = "Yes" or Q61 c = "Yes" or Q61 d = "Yes" or Q61 e =

"Yes")] How satisfied were you with the outcome of your complaint?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied
- Does not apply, it is still in process
- Does not apply, I do not know the outcome of my complaint
- **66.** [Ask if [MEO_FLAG] = "True" and (Q61 a = "No" or Q61 b = "No" or Q61 c = "No" or Q61 d = "No" or Q61 e = "No")

AND (Q61 a <> "Yes" and Q61 b <>
"Yes" and Q61 c <> "Yes" and Q61 d
<> "Yes" and Q61 e <> "Yes")] What
were your reasons for not making a
complaint about this upsetting

The offensive behavior stopped on its own.

situation? Mark all that apply.

- You asked the person to stop and they did.
- You thought it was not serious enough to make a complaint.
- You did not think anything would be done.
- You did not trust that the process would be fair.
- You thought you might get in trouble for something else you did.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You were worried about negative consequences from the person(s) who did it.
- You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- You took other actions to handle the situation.
- Some other reason
- 67. [Ask if [MEO_FLAG] = "True"] Do you consider the upsetting situation to have been... *Mark one answer for each item*.



UNWANTED SEXUAL EXPERIENCES

Please read the following special instructions before Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted sexual experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences may 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 anyone.

When answering these questions, <u>please include experiences</u> 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 situations 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.

68. Since X DATE, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.

		Yes	No
a.	Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?	. <u>\</u>	X
b.	Attempted to make you have sexual intercourse, but was not successful?	\boxtimes	X
C.	Made you have sexual intercourse?	\boxtimes	\boxtimes
d.	Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	\boxtimes	X
e.	Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	X	 X

69. Please give your best estimate of how many <u>different times</u> (on how many <u>separate occasions</u>) since X DATE, you had these unwanted experiences?

	Times

70. Did the person(s) who did this to you... Mark "Yes" or "No" for each item.

		res	NO
a.	Do it for a sexual reason?	X	X
b.	Do it to abuse or humiliate you?	X	X

71. Did the person(s) who did this to you... Mark "Yes" or "No" for each item.

		Yes	No
a.	Use, or threaten to use, physical force to make you comply?	X	X
b.	Threaten you (or someone else) in some other way such as using their position of authority or getting you in trouble with authorities?	X	X
C.	While you were passed out, asleep, unconscious, or so drunk, high or drugged that you could not understand what was happening or could not show them that you were unwilling	\bowtie	\bowtie

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].

72. [Ask if [SAFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] The items that follow will ask for additional information about the unwanted event(s) in which someone...

- a. <u>Sexually touched you</u> or made you sexually touch them.
- b. <u>Attempted</u> to make you have sexual intercourse, but was not successful.
- c. Made you have sexual intercourse.
- d. <u>Attempted</u> 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.

2021 Workplace and Gender Relations SurveyR	eserve Compone
73. [Ask if [SAFLAG] = "True" and Q69 >1] Were all of these events done by the	
same person(s)?Yes, each incident involved the same person(s)No, these events involved different people	d. Attempted to ma oral sex, anal se finger or object, le. Intentionally touch
74 [Ask if [SAFLAG] = "True" and Q69 >1] Was/were any of the person(s) who did this to you Mark all that apply. 76	f. Made you perfor anal sex, or pendobject
Your current or former spouse?	the person(s) in All men? All women?
Someone you have a child with? Your current or former significant other (for example, a boyfriend or girlfriend)?	An wontern: A mix of men an Not sure
A person you were casually intimate with but not in an exclusive relationship with? A friend or acquaintance?	. [Ask if [SAFLA any of the pers
A family member or relative? A stranger?	you a military r

GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT

Someone you met on a dating application or

Someone from work?

None of the above

website?

Not sure

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.

75. [Ask if [SAFLAG] = "True" and Q69 > 1 and [SACount] > 1 and [MATCHING **BEHAVIOR] = "Yes"] Which of the** following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.

			No
		Yes	
a.	Sexually touched you or made you sexually touch them		
b.	Attempted to make you have sexual intercourse, but was not successful		
C	Made you have sexual intercourse		X

esei	rve Component Content—w/ USC	Metr	<u>ic</u>
			No
		Yes	
d.	Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful		
e.	Intentionally touched ANY area of your body		
f.	Made you perform or receive oral sex, anal sex, or penetration by a finger or object		
[A	sk if [SAFLAG] = "True"]	Vere	
the	e person(s) involved		
\times	All men?		
\times	All women?		
X	A mix of men and women?		

G] = "True"] Was/Were on(s) who did this to member?

Yes, some were, but not all

No, none were military

Not sure

78. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... Mark all that apply.

Your immediate military supervisor?

Someone else in your chain of command (excluding your immediate military supervisor)?

Some other higher ranking military member in your unit?

Some other higher ranking military member not in your unit?

Military member of the same rank as you in your unit?

Military member of the same rank as you not in your unit?

Subordinate(s) or someone you manage as part of your military duties?

DoD/Government civilian(s) working for the military?

Contractor(s) working for the military?

None of the above

Not sure

79.	_	sk if [SAFLAG] = "True"] At the							No
		the event, was/were the person(no did this to you <i>Mark all that</i>					١	es/	
		io dia tilis to you <i>Mark all tilat</i> ply.				h.	While you were in a delayed entry		
	X	Your current or former spouse?					program (DEP) or delayed training program (DTP)?	\times	\boxtimes
	X	Someone you have a child with?				i.	While you were in recruit training/basic training?	\times	\boxtimes
	X	Your current or former significant other (for a boyfriend or girlfriend)?	examı	ole,		j.	While you were in Officer Candidate or Training School/Basic or Advanced Officer	\searrow	
	X	A person you were casually intimate with bu an exclusive relationship with?	ıt not i	n		k.	Course? While you were completing military		
	X	A friend or acquaintance?					occupational specialty school/technical training/advanced individual	∇	
	X	A family member or relative?				I.	training/professional military education? While at an official military function (either		
	X	A stranger?				m.	on- or off-base)? While you were at a location off-base (for		
	X	Someone from work? Someone you met on a dating application o	r				example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	\times	\boxtimes
	X	website? None of the above					sk if [SAFLAG] = "True"]		
	X	Not sure					at apply.		
80.	ГΑ	sk if [SAFLAG] = "True"] Did the	<u>.</u>			X	While you were out with friends or at a party that was <u>not</u> an official military function		
		wanted event occur Mark "Ye		r		X	While you were at work during duty hours		
		lo" for each item. If you have no				X	While you were in your or someone else's ho or quarters	me	
		sited these locations or performo ese activities since [X Date], plea				X	None of the above		
		ark "No."				X	Do not recall		
				No	82.	ΓΔ	sk if [SAFLAG] = "True"] Did the		
			Yes		O_I	off	fender(s) <i>Mark "Yes" or "No" f</i>	or	
	a.	At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location?				ea	ch item.		No
	b.	While you were on TDY/TAD, at sea, or during field exercises/alerts?					,	es/	No
	c.	While you were deployed to a combat zone				a.	Sexually harass you <u>before</u> the situation?	X	\boxtimes
		or to an area where you drew imminent danger pay or hostile fire pay?	\times			b.	Stalk you <u>before</u> the situation?	\boxtimes	X
	d.	[Ask if [POPFLAG] = "Reserve" or [POPFLAG] = "National Guard"] While				C.	Sexually harass you <u>after</u> the situation?	\times	
		you were performing a drill period (inactive duty training [IDT])?	X			d.	Stalk you <u>after</u> the situation?		
	e.	[Ask if [POPFLAG] = "Reserve" or [POPFLAG] = "National Guard"] While you were performing full-time National							

Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?....

[POPFLAG] = "National Guard"] While you were activated in a Title 10 (Federal Authority) status?.....g. [Ask if [POPFLAG] = "National Guard"] While you were activated for State Active Duty?.....

f. [Ask if [POPFLAG] = "Reserve" or

83. [Ask if [SAFLAG] = "True"] Thinking about this unwanted event, overall how satisfied or dissatisfied were you with responses and services you received from the following individuals and service providers? Mark one answer for each item. If you have not interacted with the individual or service provider, please mark "Not applicable."

pr	ovider, please	mar	'K "I	vot	арр	ııca	рle
				No	ot ap	plica	ble
			Very	diss	atisf	ied	
			Diss	atisf	ied		
ı	Neither satisfied n	or diss	atisf	ied			
		Satisf	ied				
	Very satis	sfied					
a.	Your unit						
	commander/						
	director	🔼	\triangle				\triangle
b.	Your senior						
	enlisted advisor						
	(for example,						
	First or Master						
	Sergeant, Sergeant Major,						
	Command						
	Master/Senior	B 7					
	Chief)	X	\times	\times			X
c.	Your immediate						
О.	military						
	supervisor		\mathbb{X}	\times			X
d.	A Sexual						
٠	Assault						
	Response						
	Coordinator						
	(SARC)		X		X		X
e.	A Uniformed						
	Victim Advocate						
	(UVA) or Victim						
	Advocate (VA)	🔼					
f.	DoD Safe						
	Helpline (877- 995-5247)						
g.	A medical						
	provider (for						
	example, someone from a						
	military medical treatment facility						
	or civilian						
	treatment						
	facility) / A						
	mental health						
	provider (for						
	example,						
	counselor)		X	\triangle	X		X
h.	Special Victims'						
	Counsel (SVC)						
	or Victims' Legal						
	Counsel (VLC)						

				No	ot ap	plica	ble
			Very	diss	atisf	ied	
			Diss	atisf	ied		
	Neither satisfied	nor diss	atisf	ied			
		Satisf	ied				
	Very sa	tisfied					
i.	A chaplain		\times		\times	\boxtimes	\times
j.	Military law enforcement						
	personnel	X	X	X	X	X	X

DoD provides two types of sexual assault reports.

- <u>Restricted</u> reports allow people to get information, collect evidence, and receive medical treatment and counseling <u>without starting an official investigation of the</u> assault.
- <u>Unrestricted</u> reports <u>start an official investigation</u> in addition to allowing the services available in restricted reporting.
- 84. [Ask if [SAFLAG] = "True"] Did you report this unwanted event? This could have been a restricted report, an unrestricted report, or a report to civilian law enforcement.

X Yes, to military authorities

Yes, to civilian law enforcement

Yes, to both military authorities and civilian law enforcement

X No

DoD provides two types of sexual assault reports.

- <u>Restricted</u> reports allow people to get information, collect evidence, and receive medical treatment and counseling <u>without starting an official investigation of the</u> assault.
- <u>Unrestricted</u> reports <u>start an official investigation</u> in addition to allowing the services available in restricted reporting.
- 85. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority"] What type of report did you initially make to a military authority?

A restricted report?

An unrestricted report?

Unsure what type of report I initially made

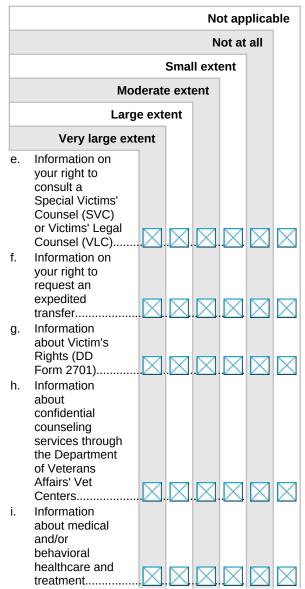
- 86. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority" and Q85 = "A restricted report?"] What happened with your restricted report? *Mark one*.
 - It remained restricted and I am not aware of any investigation that occurred
 - I chose to convert it to unrestricted

I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it

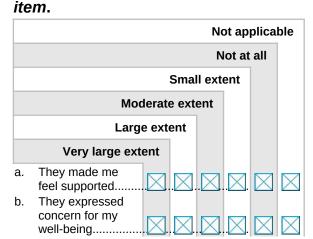
- example, someone you talked to about it notified your chain of command and they initiated an investigation)
- ☐ Unable to recall
- 87. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority" and Q85 = "A restricted report?"] If making a restricted report was not an option, what would you have done? *Mark one*.
 - Made an unrestricted report
 - Sought civilian confidential resources
 - Not reported
 - X Not sure

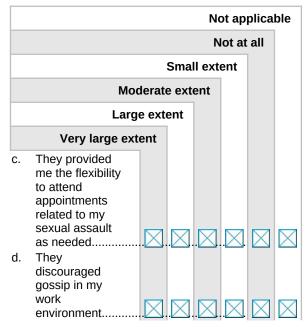
88. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority" After reporting this unwanted event, to what extent were you provided the following? Mark one answer for each item.

un	SWCI IOI CACII I	tem	-				
				No	ot ap	plica	ble
				N	lot at	all	
			Sma	ll ext	ent		
	Mod	derat	e ext	ent			
	Large	e ext	ent	1			
	Very large ext						
		l					
a.	Safety planning information						
	regarding your						
	immediate						
	situation (for						
	example, steps						
	to take should						
	the offender try						
	to contact you,						
	information						
	regarding a Military						
	Protective Order						
	or Civilian						
	Protective						
	Order, risk				∇		
	assessment)			\square			
b.	Accurate up-to-						
	date information						
	on your case status	X	\times	\times	\times	\times	\times
c.	Information to						
О.	address your						
	confidentiality						
	concerns (for						
	example, your			\boxtimes	\vee		\vee
	right to privacy)	\square		\square			
d.	Regular contact						
	regarding your						
	well-being (for example, your						
	Sexual Assault						
	Response						
	Coordinator						
	[SARC] or						
	Uniformed						
	Victim Advocate						
	[UVA]/Victim						
	Advocate [VA] checked in with						
	you to address						
	any new						
	concerns,						
	perform case						
	management, or	∇	\vee	∇	\vee	∇	\vee
	make referrals)						



89. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority"] After reporting this unwanted event, to what extent were you provided the following from your leadership? Mark one answer for each





90. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Did Not Report to a Military Authority"] What were your reasons for <u>not</u> reporting the unwanted event to a <u>military authority</u>? *Mark all that apply*.

- You thought it was not serious enough to report.
- You did not think your report would be kept confidential.
- You did not think anything would be done.
- You did not trust the process would be fair.
- You thought you might get in trouble for something else you did.
- You thought it might hurt your performance evaluation/fitness report or your career.
- You were worried about potential negative consequences from the person(s) who did it.
- You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you a troublemaker).

Some other reason

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

- 91. [Ask if [SAFLAG] = "True"] Thinking about the unwanted event, has your military leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? Mark all that apply.
 - Demoted you or denied you a promotion
 - Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
 - Rated you lower than you deserved on a performance evaluation
 - Denied you an award you were previously eligible to receive
 - Reduced your pay or benefits without doing the same to others
 - Reassigned you to duties that do not match your current grade
 - Made you perform additional duties that do not match your current grade
 - Transferred you to a different unit or installation without your request or agreement
 - Ordered you to one or more command-directed mental health evaluations
 - Disciplined you or ordered other corrective action
 - Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
 - Some other action that negatively affected, or could negatively affect, your position or career
 - Does not apply, you have not experienced any of the above

92. [Ask if [SAFLAG] = "True" AND
[SARPTFLAG] = "Reported to a Military
Authority" AND (Q91 a = "Marked" or
Q91 b = "Marked" or Q91 c = "Marked"
or Q91 d = "Marked" or Q91 e =
"Marked" or Q91 f = "Marked" or Q91 g
= "Marked" or Q91 h = "Marked" or Q91
i = "Marked" or Q91 j = "Marked" or
Q91 k = "Marked" or Q91 I = "Marked")]

Do you have reason to believe that any of the actions you marked in the previous item were <u>only</u> based on your report of sexual assault (i.e., not based on your conduct or performance)?

- X Ye
- X No
- Not sure
- 93. [Ask if [SAFLAG] = "True" and [SARPTFLAG] = "Reported to a Military Authority" AND (Q91 a = "Marked" or Q91 b = "Marked" or Q91 c = "Marked" or Q91 d = "Marked" or Q91 e = "Marked" or Q135 f = "Marked" or Q91 g = "Marked" or Q91 h = "Marked" or Q91 i = "Marked" or Q91 j = "Marked" or Q91 k = "Marked" or Q91 l = "Marked") AND Q92 = "Yes"] Why do you believe this/these individual(s)

you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply*.

- They were trying to get back at you for making a report (unrestricted or restricted)
- They were trying to discourage you from moving forward with your report
- They did not believe you
- They were mad at you for causing a problem for
- They did not understand the situation
- They were trying to help you
- They were following established protocol by temporarily reassigning you during recovery
- They were friends with the person(s) whom you indicated committed the sexual assault
- They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (for example, underage drinking)
- Some other reason
- Not sure

- 94. [Ask if [SAFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? Mark all that apply.
 - Made insulting or disrespectful remarks or made jokes at your expense in <u>public</u>
 - Excluded you or threatened to exclude you from social activities or interactions
 - Ignored you or failed to speak to you (for example, gave you "the silent treatment")
 - You did not experience any of the above
- 95. [Ask if [SAFLAG] = "True" AND
 [SARPTFLAG] = "Reported to a Military
 Authority" AND (Q94 a = "Marked" or
 Q94 b = "Marked" or Q94 c =
 "Marked")] Did anyone who took these
 actions know or suspect you made an
 official (unrestricted or restricted)
 sexual assault report?
 - X Yes
 - X No
 - Not sure
- 96. [Ask if [SAFLAG] = "True" AND [SARPTFLAG] = "Reported to a Military Authority" AND (Q94 a = "Marked" or Q94 b = "Marked" or Q94 c = "Marked") AND Q95 = "Yes"] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? Mark all that apply.
 - They were trying to discourage you from moving forward with your report or discourage others from reporting
 - They were trying to make you feel excluded
 - They were friends with the person(s) whom you indicated committed the sexual assault
 - They did not believe you
 - Some other reason
 - Not sure

- 97. [Ask if [SAFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply*.
 - Made insulting or disrespectful remarks or made jokes at your expense to you in private
 - Showed or threatened to show private images, photos, or videos of you to others
 - Bullied you or made intimidating remarks about the assault
 - Was physically violent with you or threatened to be physically violent
 - Damaged or threatened to damage your property
 - Some other negative action
 - Does not apply, you did not experience any of the above
- 98. [Ask if [SAFLAG] = "True" AND [SARPTFLAG] = "Reported to a Military Authority" AND (Q97 a = "Marked" or Q97 b = "Marked" or Q97 c = "Marked" or Q97 d = "Marked" or Q97 e = "Marked" or Q97 f = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual
 - X Yes
 - X No
 - X Not sure

assault report?

- 99. [Ask if [SAFLAG] = "True" AND [SARPTFLAG] = "Reported to a Military Authority" AND (Q97 a = "Marked" or Q97 b = "Marked" or Q97 c = "Marked" or Q97 d = "Marked" or Q97 e = "Marked" or Q97 f = "Marked") AND Q98 = "Yes"] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? Mark all that apply.
 - They were trying to discourage you from moving forward with your report, or discourage others from reporting
 - They were trying to abuse or humiliate you
 - They were friends with the person(s) whom you indicated committed the sexual assault
 - They did not believe you
 - Some other reason
 - Not sure

100. [Ask if [SAFLAG] = "True" AND

- a. <u>Sexually touched you</u> or made you sexually touch them.
- Attempted to make you have sexual intercourse, but was not successful.
- c. Made you have sexual intercourse.
- d. <u>Attempted</u> 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.

[SARPTFLAG] = "Reported to a Military Authority" AND (Q97 a = "Marked" or Q97 b = "Marked" or Q97 c = "Marked" or Q97 d = "Marked" or Q97 e = "Marked" or Q97 f = "Marked")] Were

any of your military peers and/or coworkers (including DoD civilians) who took these actions in a position of authority/leadership over you?

X Yes

X No

X Not sure

GENDER-RELATED EXPERIENCES

Earlier in the survey you indicated that you experienced an unwanted event.

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 past 12 months, and which events happened earlier.

- 101. [Ask if [SAFLAG] = "True"] Thinking about when the event occurred, how certain are you that it occurred in the past 12 months? If the event occurred over a long time, think about whether it ever happened after [X Date].
 - Definitely occurred AFTER [X Date]
 - Not sure if it occurred BEFORE or AFTER [X Date]
 - Definitely occurred BEFORE [X Date]
- **102.** [Ask if [SAFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"]

Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...

103. [Ask if [SAFLAG] = "True"] What was the date of your MOST RECENT unwanted event like this?

Month	
	-
Year	
	-

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened <u>more than one year ago</u>, <u>BEFORE [X Date]</u>. 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.

104. <u>Before [X Date]</u>, had anyone... *Mark* "Yes" or "No" for each item.

			No
		Yes	
a.	Sexually touched you or made you sexually touch them		
b.	Attempted to make you have sexual intercourse, but was not successful		
C.	Made you have sexual intercourse	\square	$ \times $
d.	Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful		
e.	Intentionally touched ANY area of your body		
f.	Made you perform or receive oral sex, anal sex, or penetration by a finger or object.		

105. [Ask if Q104 a = "Yes" or Q104 b =
"Yes" or Q104 c = "Yes" or Q104 d =
"Yes" or Q104 e = "Yes" or Q104 f =

"Yes"] Did any of these unwanted experiences happen... *Mark* "Yes" or "No" for each item.

		No
	Yes	
a.	Before you joined the military?	\boxtimes
b.	After you joined the military?	X

106. [Ask if ([SAFLAG] = "True" and Q69 > 1) or ((Q104 a = "Yes" or Q104 b = "Yes" or Q104 c = "Yes" or Q104 d = "Yes" or Q104 e = "Yes" or Q104 f = "Yes") and Q105 b = "Yes")] Did you report any of these unwanted sexual experiences? *Mark one*.

Yes, a restricted report that remained restricted

X Yes, an unrestricted report

Yes, a restricted report that I chose to convert to an unrestricted report

Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway

No, I have never filed a report

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations at your military workplace in the past 12 months.

107. In the past 12 months, did you... Mark "Yes" or "No" for each item.

		Yes
а.	Observe someone from your military workplace who "crossed the line" with their sexist comments or jokes?	
).	Encounter a group or individual from your military workplace being hazed or bullied?	
).	See someone from your military workplace making unwanted sexual advances on someone?	
l.	See horseplay or roughhousing from your military workplace that "crossed the line" or appeared unwanted?	
١.	Encounter someone from your military workplace who drank too much and needed help?	
	See someone from your military workplace grabbing, pushing, or insulting someone?	
	Encounter someone from your military workplace who was taking advantage of someone who was passed out?	
	See a situation from your military workplace you thought was a sexual assault or could have led to a sexual assault?	
	Hear someone from your military workplace say people who take risks are at fault for being sexually assaulted?	

108. [Ask if Q107 a = "Yes" OR Q107 b = "Yes" OR Q107 c = "Yes" OR Q107 d = "Yes" OR Q107 e = "Yes" OR Q107 f =
"Yes" OR Q107 g = "Yes" OR Q107 h = "Yes" OR Q107 i = "Yes"] How did you
respond to the situation(s) you observed? <i>Mark all that apply</i> .
I spoke up to address the situation. I told someone else about it while it was
happening. I told someone else about it after it happened.
I created a distraction. I talked to those involved to see if they were
okay. I intervened in some other way.
I did not intervene.

WORKPLACE CULTURE AND CLIMATE

109. In the past 12 months, to what extent have you witnessed people in your unit... *Mark one answer for each item*.

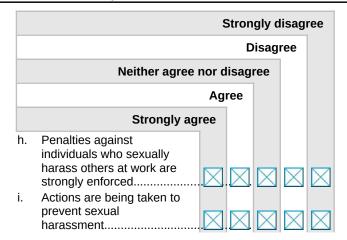
				N	lot at	all
			Sma	ll ext	ent	
	Мос	derat	e ext	ent		
	Larg	e ext	ent			
	Very large ext	ent				
a.	Promote a unit climate based on mutual respect and trust?				\boxtimes	
b.	Refrain from sexist comments and behaviors?		\boxtimes		\times	\boxtimes
C.	Recognize and immediately correct incidents of sexual harassment?				\boxtimes	
d.	Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?				\boxtimes	

110. During the past 12 months, how often have you experienced any of the following behaviors, where your military coworkers or immediate military supervisor... Mark one answer for each item.

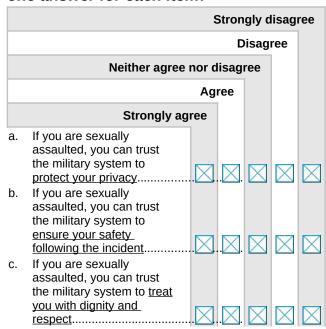
_						
				Ve	ry of	ten
				Of	ten	
		Sor	netin	nes		
	Once	or tw	ice			
	Ne	ever				
a.	Did not provide information or assistance when you needed it?		\times		\times	
b.	Were excessively harsh in their criticism of your work performance?				\times	
C.	Took credit for work or ideas that were yours?		\boxtimes		X	\boxtimes
d.	Gossiped/talked about you?		\boxtimes		X	
e.	Used insults, sarcasm, or gestures to humiliate you?		\times		X	
f.	Yelled when they were angry with you?				X	\boxtimes

111. How much do you agree or disagree with the following statements regarding your current military workplace? *Mark one answer for each item*.

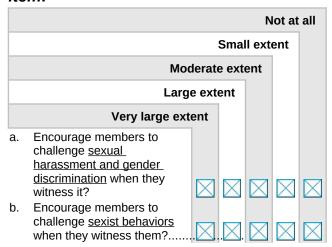
		9	Stron	gly d	lisag	ree
			D	isag	ree	
	Neither agree	nor d	lisag	ree		
		Ag	ree			
	Strongly ag	jree				
a.	It would be risky for me to file a sexual harassment complaint.		\times		\times	
b.	A sexual harassment complaint would not be taken seriously		X		\times	
C.	A sexual harassment complaint would be thoroughly investigated				\times	
d.	I would feel comfortable reporting a sexual harassment complaint		X		\times	
e.	Sexual harassment is not tolerated		X		X	\boxtimes
f.	Individuals who sexually harass others get away with it				\times	
g.	I would be afraid to file a sexual harassment			\boxtimes	\times	\boxtimes

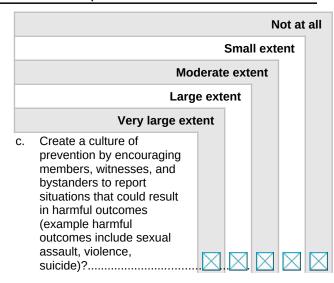


112. How much do you agree or disagree with the following statements? *Mark one answer for each item*.



113. To what extent does your immediate supervisor... *Mark one answer for each item*.





114. My immediate supervisor... *Mark* one answer for each item.

		5	Stron	gly d	lisag	ree
			D	isag	ree	
	Neither agree	nor d	lisag	ree		
		Ag	ree			
	Strongly a	gree				
a.	Promotes responsible alcohol use		\boxtimes		\times	
b.	Would correct individuals who refer to coworkers as "honey," "babe," or					
	"sweetie," or use other unprofessional language at work				\boxtimes	
C.	Would stop individuals who are talking about sexual topics at work		X		\boxtimes	
d.	Would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing					
e.	too close, rubbing someone's shoulders) Encourages individuals to help others in risky situations that could result in harmful outcomes					
	(example harmful outcomes include sexual assault, violence, suicide)			\boxtimes	\times	\boxtimes

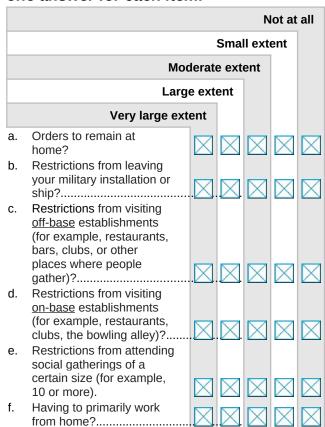
WELL-BEING

Thank you for answering the questions so far. Remember that your answers are confidential.

115. How much do you agree or disagree with the following statements? *Mark one answer for each item.*

			Stron	gly d	lisag	ree		
	Disagree							
	Neither agree	nor c	lisag	ree				
		Ag	ree					
	Strongly aç	jree						
a.	I tend to bounce back quickly after hard times.		\boxtimes		\times	\boxtimes		
b.	I have a hard time making it through stressful events		\boxtimes		X	\boxtimes		
C.	It does not take me long to recover from a stressful event				\times			
d.	It is hard for me to snap back when something bad happens				\times			
e.	I usually come through difficult times with little trouble				\times			
f.	I tend to take a long time to get over set-backs in				\times	\boxtimes		

116. During the past 12 months, due to the COVID-19 pandemic, to what extent were you personally affected by... *Mark one answer for each item.*



			Sma		lot at ent	all
		Moderat	e ext	ent		
		Large ext	ent			
	Very larg	e extent				
g.	Requirements to social distance (for example, stay a certain distance away from others) while you were at work?				\boxtimes	
h.	A personal decision to avoid social gatherings with friends, peers, or coworkers?					

HOW ARE WE DOING?

117. In your opinion...

			Do n	ot kn	ow
	More of a	proble	m too	lay	
	About the same as 2 y	ears a	igo		
	Less of a problem to	oday			
a.	Has <u>sexual harassment</u> in the military become more or less of a problem over the last 2 years?		\boxtimes		\times
b.	Has <u>sexual assault</u> in the military become more or less of a problem over the last 2 years?				\times

118. Have you had any military training during the <u>past 12 months</u> on topics related to... *Mark all that apply.*

			No
	,	Yes	
a.	Sexual assault?	\times	
b.	Sexual harassment?	\times	\times

ADDITIONAL BACKGROUND INFORMATION

119. Are you Spanish/Hispanic/Latino?

No, not Spanish/Hispanic/Latino

Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

120 .	What is your race? <i>Mark one or</i>
m	ore races to indicate what you
C	onsider yourself to be.

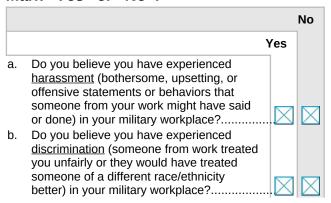
White

Merican Indian or Alaska Native

Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

121. As a result of your race/ethnicity... Mark "Yes" or "No".



122. Do you consider yourself to be... *Mark one*.

Heterosexual or straight?

X Gay or lesbian?

X Bisexual?

Something else (for example, questioning, asexual, undecided, self-identified)

Prefer not to answer

123. What sex were you assigned at birth, on your original birth certificate? *Mark one*.

X Female

X Male

Do not know

124. How do you describe yourself? *Mark one*.

Man

X Woman

X Transgendern

None of the above

Prefer not to answer

TAKING THE SURVEY

125. [Ask if [SAFLAG] = "True" OR Q105b = "Yes"] The DoD is conducting a study to hear from survivors about their experiences and challenges with the military sexual assault response system. The goal of this study is to make this system better for you and others. Would you like to learn more about this study?

X Yes

X No

126. Thank you for participating in the survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not enter personally identifiable information. Your feedback is useful and appreciated.

NE. [Ask if Q1 = "No, I was separated or retired"] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s). To submit your answers click Submit. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, email wgr-survey@mail.mil, or send fax to 1-763-268-3002.