

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 DoD civilian employees. 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.

When the questions in this survey say "**DoD civilian**," please interpret this to mean employment as a civilian employee of any military Service or component within the Department of Defense. "**DoD civilian**" does NOT include military members or contractors working for the Department.

Definitions provided in this survey are limited to this survey.

1. For which DoD component did you work as a DoD civilian employee on **DATE**? *If you are a Non-Appropriated Fund (NAF) employee, select the Department with which you most interact while performing your duties.*

- Army
- Navy (including Marine Corps)
- Air Force (including Space Force)
- DoD Office, Agency, or Field Activity (for example, the Defense Logistics Agency, Pentagon, or the Office of the Secretary of Defense)
- None, you were retired or had left

2. Are you...?

- Male
- Female

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.

3. Are your job responsibilities, tasks, and/or projects the same as they were on **[X Date]**?

- Yes
- No
- Do not remember

4. Were you on vacation or leave on **[X Date]**?

- Yes
- No
- Do not remember

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

- Yes
- No
- Do not remember

The first part of this survey asks about experiences that happened while you were working as a DoD civilian employee. Please only include experiences that are related to your DoD civilian employment.

GENDER-RELATED EXPERIENCES IN THE DOD CIVILIAN WORKPLACE

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 DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military Service member, or a contractor working for the DoD. They could be in your organization or in other organizations.

These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

Responding to these questions will NOT result in a complaint about your experiences to the Department. Reporting resources are provided to you at the end of this survey should you want to file a complaint about any unwanted experiences or seek additional assistance.

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

"Someone from work" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**.

"Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

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

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

7. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to? *For example, by calling you a fag or gay, a dyke or butch.*

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

8. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

9. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? *Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).*

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

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

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

11. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

12. 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" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**.
"Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

13. Since **[X Date]**, did someone from work either **take or share** sexually suggestive pictures or videos of you when you did not want them to?

- Yes
- No

14. [Ask if Q13 = "Yes"] Did this make you uncomfortable, angry, or upset?

- Yes
- No

"Someone from work" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**.
"Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

15. Since **[X Date]**, did someone from work make **repeated** attempts to establish an **unwanted** romantic or sexual relationship with you? *These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."*

- Yes
- No

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

- Yes
- No

"Someone from work" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**.
"Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

17. Since **[X Date]**, did someone from work intentionally touch you in a **sexual way** when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*

- Yes
- No

"Someone from work" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**.
"Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

18. [Ask if Q17 <> "Yes"] 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.*

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

19. Since [X Date], has someone from work made you feel as if you would get some **workplace benefit** in exchange for doing something sexual? *For example, they might hint that they would give you a good performance appraisal, a better work 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.*

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

20. Since [X Date], has someone from work made you feel like you would get **punished or treated unfairly in the workplace** if you did **NOT** do something sexual? *For example, they hinted that they would give you a bad performance appraisal, a bad work 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.*

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

21. Since [X Date], did you hear someone from work say that your gender is **NOT** as good at your particular job, or that your gender should be prevented from having your job?

- Yes
- No

"Someone from work" includes any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your DoD civilian workplace.

22. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?

- Yes
- No

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

23. [Ask if Q6 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

24. [Ask if Q6 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these jokes if they had heard them? *If you are not sure, choose the best answer.*

- Yes
- No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly **suggesting that you do not act like someone of your gender is supposed to**. For example, by calling you a fag or gay, a dyke or butch.

25. [Ask if Q7 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

26. [Ask if Q7 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if someone had said these things to them? *If you are not sure, choose the best answer.*

- Yes
- 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**.

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

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

28. [Ask if Q8 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these gestures? *If you are not sure, choose the best answer.*

- Yes
- No

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

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

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

30. [Ask if Q9 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by seeing these sexually explicit materials? *If you are not sure, choose the best answer.*

- Yes
- No

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

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

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

32. [Ask if Q10 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by hearing about these sexual activities? *If you are not sure, choose the best answer.*

- Yes
- No

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

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

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

34. [Ask if Q11 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if they had been asked these questions? *If you are not sure, choose the best answer.*

- Yes
- 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**.

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

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

36. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if these remarks had been directed to them? *If you are not sure, choose the best answer.*

- Yes
- 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.

37. [Ask if Q13 = "Yes" and Q14 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if it happened to them? *If you are not sure, choose the best answer.*

- Yes
- 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**.

38. [Ask if Q15 = "Yes" and Q16 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

39. [Ask if Q15 = "Yes" and Q16 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these unwanted attempts? *If you are not sure, choose the best answer.*

- Yes
- No

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

40. [Ask if (Q17 <> "Yes") and Q18 = "Yes"] Did they **continue** this unwanted behavior even **after** they knew that you or someone else wanted them to stop?

- Yes
- Not applicable, they did not know I or someone else wanted them to stop
- No

41. [Ask if (Q17 <> "Yes") and Q18 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by this unnecessary touching? *If you are not sure, choose the best answer.*

- 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.

42. [Ask if Q19 = "Yes"] What led you to believe that you would get a **workplace benefit** if you agreed to do something sexual? *Mark "Yes" or "No" for each item.*

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your performance appraisal about the same time that they expressed sexual interest.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

43. [Ask if Q19 = "Yes"] Was at least one person who acted this way part of your leadership?

- Yes
- 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 **not** do something sexual.

44. [Ask if Q20 = "Yes"] What led you to believe that you would get **punished or treated unfairly** in the workplace if you did **NOT** do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your performance appraisal near the same time that they expressed sexual interest.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

45. [Ask if Q20 = "Yes"] Was at least one person who acted this way part of your leadership?

- Yes
- No

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

46. [Ask if Q21 = "Yes"] Do you think their beliefs about your gender ever **harmed or limited** your career? For example, did they hurt your performance appraisal, affect your chances of promotion, or limit your opportunities for professional development?

- Yes
- No

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

47. [Ask if Q21 = "Yes"] Was at least one person who said this part of your leadership?

- Yes
- No

You indicated that, after [X Date], someone from work **mistreated, ignored, excluded, or insulted you** because of your gender.

48. [Ask if Q22 = "Yes"] Do you think this treatment ever **harmed or limited** your career? For example, did it hurt your performance appraisal, affect your chances of promotion, or limit your opportunities for professional development?

- Yes
- No

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

49. [Ask if Q22 = "Yes"] Was at least one person who acted this way part of your leadership?

- Yes
- No

GENDER-RELATED EXPERIENCES IN THE DOD CIVILIAN WORKPLACE WITH BIGGEST EFFECT

Based on your answers earlier, it appears that at least one person you worked with in the last 12 months acted in a way that created an upsetting or offensive work environment. The following questions ask about the upsetting situation involving someone from work that had the **biggest effect on you**. Before you continue, please choose the one upsetting situation involving someone from work since [X Date] that you consider to be the worst or most serious.

50. [Ask if [MEO_FLAG] = "True"] Was/Were any of the person(s) who acted this way... Mark one answer for each item.

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Military member(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. DoD contractor(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone else working for the DoD?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Someone from your leadership at work" includes individuals who perform a leadership role within your **DoD civilian** organization at any level, including team leaders, supervisors, managers, and organization leaders. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from **leadership** in your **DoD civilian workplace**.

"Someone you manage(d)" is any employee over which you serve(d) as a supervisor, team leader, and/or organization leader.

51. [Ask if [MEO_FLAG] = "True"] Was/Were any of the person(s) who acted this way... *Mark one answer for each item.*

	Not applicable			
	Do not know			
	Yes		No	
a. Someone from your leadership at work?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone you manage(d)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Another coworker with whom you have no supervisory relationships?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

52. [Ask if [MEO_FLAG] = "True"] Thinking about the upsetting situation, did it ever occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No".*

	Yes		No	
a. In person at work?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. In person not at work?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Through work provided e-mail, software, or other digital platform/social media?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Through personal e-mail, software, or other digital platform/social media?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

53. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, did you discuss it with... *Mark "Yes" or "No" for each item. If you do not have access to the individual(s), mark "No."*

	Yes		No	
a. The person(s) involved?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your coworker(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A counselor or medical/mental health provider?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes		No	
d. An Employee Assistance Program (EAP) counselor?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. An Ombudsman?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Legal counsel (for example, a lawyer)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

For the purposes of this survey, the following definitions apply:

"Complaint/grievance/report" refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

"EEO representative" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

54. [Ask if [MEO_FLAG] = "True"] Did you make a complaint/grievance/report, either orally or in writing, to address this upsetting situation to any of the following individuals or organizations? *Mark "Yes" or "No" for each item. If you do not have access to the resource, mark "No."*

	Yes		No	
a. Your leadership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. An EEO representative.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

There are two types of complaints that can be filed with EEO Representatives:

- **Informal complaints** or “precomplaints” are initial allegations submitted either verbally or in writing to an EEO representative. The EEO representative takes information about the complaint, advises employees of their rights and responsibilities, and gives the involved parties the opportunity to resolve the complaint through EEO counseling or Alternative Dispute Resolution (ADR).
- **Formal complaints** are allegations submitted in writing to an EEO representative that trigger an investigation into complaints that were not resolved during the informal or “precomplaint” EEO process. At this stage, employees must file a signed statement documenting the complaint and requesting corrective action.

55. [Ask if [MEO_FLAG] = "True" and Q54 b = "Yes"] Which of the following best describes the current status of your EEO complaint? **Mark one.**

- Informal complaint
- Formal complaint
- Not sure

“**Leadership**” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

“**EEO representative**” refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

56. [Ask if [MEO_FLAG] = "True" and Q54 a = "Yes" and Q54 b = "Yes"] What actions were taken in response to your report to **leadership** AND your complaint filed with **an EEO representative** about the upsetting situation? *For both columns, mark all that apply.*

	Action in response to complaint filed with EEO	
	Action in response to report to leadership	
a. The person you told took no action.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The rules on harassment were explained to everyone in the workplace.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. An investigation, survey, or other assessment of the workplace was conducted.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone talked to the person(s) to ask them to change their behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your work station, schedule, or duties were changed to help you avoid the person(s).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. There was some official career action taken against the person(s) for their upsetting behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Action in response to complaint filed with EEO	
	Action in response to report to leadership	
h. The person(s) stopped their upsetting behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You were encouraged to drop the issue.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You were discouraged from filing/further pursuing an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. The person(s) who acted this way took action against you for reporting/filing an EEO complaint. For example, their upsetting behavior became worse or they threatened you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Your coworkers treated you worse, avoided you, or blamed you for the problem.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Not sure.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Some other action.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“**Leadership**” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

57. [Ask if [MEO_FLAG] = "True" and Q54 a = "Yes" and Q54 b <> "Yes"] What actions were taken in response to **your report to leadership** about the upsetting situation? **Mark all that apply.**

- The person you told took no action.
- The rules on harassment were explained to everyone in the workplace.
- An investigation, survey, or other assessment of the workplace was conducted.
- Someone talked to the person(s) to ask them to change their behavior.
- Your work station, schedule, or duties were changed to help you avoid the person(s).
- The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them.
- There was some official career action taken against the person(s) for their upsetting behavior.
- The person(s) stopped their upsetting behavior.
- You were encouraged to drop the issue.
- You were discouraged from filing an EEO complaint.
- The person(s) who acted this way took action against you for reporting to leadership. For example, their upsetting behavior became worse or they threatened you.
- Your coworkers treated you worse, avoided you, or blamed you for the problem.
- You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- Not sure
- Some other action

"EEO representative" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

58. [Ask if [MEO_FLAG] = "True" and Q54 a <> "Yes" and Q54 b = "Yes"] **What actions were taken in response to your complaint filed with the EEO representative about the upsetting situation? Mark all that apply.**

- The person you told took no action.
- The rules on harassment were explained to everyone in the workplace.
- An investigation, survey, or other assessment of the workplace was conducted.
- Someone talked to the person(s) to ask them to change their behavior.
- Your work station, schedule, or duties were changed to help you avoid the person(s).
- The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them.
- There was some official career action taken against the person(s) for their upsetting behavior.
- The person(s) stopped their upsetting behavior.
- You were encouraged to drop the issue.
- You were discouraged from filing/further pursuing an EEO complaint.
- The person(s) who acted this way took action against you for filing an EEO complaint. For example, their upsetting behavior became worse or they threatened you.
- Your coworkers treated you worse, avoided you, or blamed you for the problem.
- You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- Not sure
- Some other action

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

59. [Ask if [MEO_FLAG] = "True" and Q54 a = "Yes"] **How satisfied or dissatisfied are you with the following aspects of how your report to leadership was handled? Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Availability of information about victim support resources.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. How you were treated by leadership handling your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The action taken by leadership handling your situation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Amount of time it took/is taking to resolve your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. How well you were/are kept informed about the progress of your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. The reporting process overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"EEO representative" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

60. [Ask if [MEO_FLAG] = "True" and Q54 b = "Yes"] **How satisfied or dissatisfied are you with the following aspects of how the complaint filed with the EEO representative was handled? Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very dissatisfied					
	Dissatisfied					
	Neither satisfied nor dissatisfied					
	Satisfied					
	Very satisfied					
b.	Availability of information about victim support resources.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	How you were treated by the EEO representative handling your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	The action taken by the EEO representative handling your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	Amount of time it took/is taking to resolve your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	How well you were/are kept informed about the progress of your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h.	The complaint process overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“Complaint/grievance/report” refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

61. [Ask if [MEO_FLAG] = "True" and Q54 [Matching item] = "Yes"] How satisfied or dissatisfied are you with the outcome of your **complaint/grievance/report** to the following individuals or organizations? *Mark one answer for each item.*

	Does not apply; I do not know the outcome					
	Does not apply; it is still in process					
	Very dissatisfied					
	Dissatisfied					
	Neither satisfied nor dissatisfied					
	Satisfied					
	Very satisfied					
a.	Your leadership.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	An EEO representative.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“Leadership” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

“EEO representative” refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

62. [Ask if [MEO_FLAG] = "True" and Q54 a <> "Yes" and Q54 b <> "Yes" and (Q54 a <> Not answered or Q54 b <> Not answered)]
What were your reasons for NOT reporting to leadership AND NOT filing a complaint with an EEO representative? For both columns, mark all that apply.

	Reason for NOT filing complaint with EEO		
	Reason for NOT reporting to leadership		
a.	The offensive behavior stopped on its own. . .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	You asked the person to stop and they did....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	You thought it was not serious enough to report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	You did not want more people to know.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	You did not know with whom to report the behavior or how to file an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	You wanted to forget about it and move on....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	You did not think anything would be done.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h.	You did not trust the process would be fair....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i.	You thought you might get in trouble for something else you did.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j.	You thought it might hurt your performance appraisal or your career.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k.	You were worried about negative consequences from the person(s) who acted this way.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l.	You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m.	You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n.	Some other reason.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

63. [Ask if [MEO_FLAG] = "True" and Q54 a <> "Yes" and Q54 b = "Yes"] **What were your reasons for NOT reporting to leadership? Mark all that apply.**

- The offensive behavior stopped on its own.
- You asked the person to stop and they did.
- You did not feel comfortable reporting to leadership.
- You did not want more people to know.
- You did not know with whom to discuss the behavior.
- You wanted to forget about it and move on.
- 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 appraisal or your career.
- You were worried about negative consequences from the person(s) who acted this way.
- You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- Some other reason

"EEO representative" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

64. [Ask if [MEO_FLAG] = "True" and Q54 a = "Yes" and Q54 b <> "Yes"] **What were your reasons for NOT filing a complaint with an EEO representative? Mark all that apply.**

- No EEO complaint was needed after your report to leadership.
- You thought it was not serious enough to file an EEO complaint.
- The offensive behavior stopped on its own.
- You asked the person to stop and they did.
- You did not want more people to know.
- You did not know with whom to file an EEO complaint about the behavior.
- You wanted to forget about it and move on.
- 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 appraisal or your career.
- You were worried about negative consequences from the person(s) who acted this way.
- You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- Some other reason

UNWANTED EXPERIENCES

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience.

They can happen to anyone.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female; another DoD civilian employee; a contractor or military member; someone you knew or a stranger; at work, on official work travel, or outside of work.

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

Responding to these questions will NOT result in a formal complaint about your experiences to the Department or a report to law enforcement. Reporting resources are provided to you at the end of this survey should you want to file a complaint about any unwanted experiences or seek additional assistance.

The following questions will ask you about events that happened AFTER [X Date].

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

65. 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?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Someone from work" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations.

Please select "Yes" even if the event occurred outside of work hours or away from your primary duty location if the person(s) who did this to you was someone you had contact with as part of your **DoD civilian job duties**.

66. [Ask if [USCFLAG] = "True"] At the time of the event(s), was/were any of the person(s) who did this to you **someone from work**?

- Yes
- No

Thank you for answering the questions thus far. Remember that your answers are confidential. Based on your answers, you indicated that you had at least one unwanted experience at work since [X Date].

67. [Ask if [USCFLAG] = "True" and Q66 = "Yes"] Thinking about the past 12 months, please give your best estimate of how many **separate occasions** you had these unwanted experiences by **someone from work**.

			Occasion(s)
--	--	--	-------------

68. [Ask if [USCFLAG] = "True" and Q66 = "Yes"] At the time of the event(s), was/were the person(s) who did this to you... *Mark all that apply.*

- Your current or former spouse?
- Someone you have a child with?
- Your current or former significant other (for example, a boyfriend or girlfriend)?
- A friend or acquaintance?
- A family member or relative?
- Someone else?
- Not sure
- Your only connection to the person(s) who did this is your employment with the DoD

69. [Ask if [USCFLAG] = "True"] At the time of the event(s), was/were any of the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Military member(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Contractor(s) working for the DoD?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone else working for the DoD?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED EXPERIENCE IN THE DOD CIVILIAN WORKPLACE WITH BIGGEST EFFECT

You indicated you experienced at least one event involving someone from work in the past 12 months. The following questions ask about the unwanted event involving someone from work that had the **biggest effect on you**. Before you continue, please choose the one unwanted event involving someone from work since [X Date] that you consider to be the worst or most serious.

The items that follow will ask for additional information about the unwanted event that had the **biggest effect on you**. Please focus on the one unwanted event that you consider to be the worst or most serious.

70. [Ask if [USCWFLAG] = "True" and (Q67 > 1 or Q69[Matching item] = No response)] At the time of the event, was/were any of the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Military member(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. DoD contractor(s)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Someone else working for the DoD?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Someone from your leadership at work" includes individuals who perform a leadership role within your **DoD civilian** organization at any level, including team leaders, supervisors, managers, and organization leaders. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from **leadership** in your **DoD civilian workplace**.

"Someone you manage(d)" is any employee over which you serve(d) as a supervisor, team leader, and/or organization leader.

71. [Ask if [USCWFLAG] = "True"] Was/Were the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. Someone from your leadership at work?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone you manage(d)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Another coworker with whom you have no supervisory relationships?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

72. [Ask if [USCWFLAG] = "True"] Thinking about this unwanted event, did you discuss it with... *Mark "Yes" or "No" for each item. If you do not have access to the resource, mark "No."*

	Yes	No
a. A DoD Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A DoD Safe Helpline (1-877-995-5247) representative?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A DoD Victim/Witness Assistance Program (VWAP) representative?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Any other DoD representative (for example, Family Advocacy Program)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

For the purposes of this survey, the following definitions apply:

“Complaint/grievance/report” refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

“Leadership” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

“EEO representative” refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

73. [Ask if [USCWFLAG] = "True"] Did you make a complaint/grievance/report, either orally or in writing, about the unwanted event to any of the following individuals or organizations? Mark “Yes” or “No” for each item. If you do not have access to the resource, mark “No.”

	Yes	No
a. Your leadership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. An EEO representative.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“Leadership” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

74. [Ask if [USCWFLAG] = "True" and (Q73 a = "Yes" and Q73 b <> "Yes")] What actions were taken in response to your report to leadership about the unwanted event? Mark all that apply.

- The person you told took no action.
- The person you told referred you to law enforcement.
- The rules on assault were explained to everyone in the workplace.
- An investigation, survey, or other assessment of the workplace was conducted.
- Your work station, schedule, or duties were changed to help you avoid the person(s).
- The person(s) who did this was/were moved or reassigned so that you did not have as much contact with them.
- There was some **official career action** taken against the person(s).
- Legal action** (for example, a protective order, criminal charges, or civil suit) was taken against the person(s).
- You were encouraged to drop the issue.
- You were discouraged from filing an EEO complaint or contacting law enforcement.
- The person(s) who did this took action against you for reporting to leadership. For example, their behavior became worse or they threatened you.
- Your coworkers treated you worse, avoided you, or blamed you for the event.
- You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- Not sure
- Some other action

“Leadership” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

75. [Ask if [USCWFLAG] = "True" and Q73 a = "Yes"] How satisfied or dissatisfied are you with the following aspects of how **your report to leadership** was handled? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very dissatisfied						
	Dissatisfied						
	Neither satisfied nor dissatisfied						
	Satisfied						
	Very satisfied						
b.	Availability of information about victim support resources.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	How you were treated by leadership handling your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	The action taken by leadership handling your situation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	Amount of time it took/is taking to resolve your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	How well you were/are kept informed about the progress of your report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	Degree to which your privacy was/is being protected.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h.	The reporting process overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“EEO representative” refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

“Leadership” refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

77. [Ask if [USCWFLAG] = "True" and Q73 a <> "Yes" and Q73 b <> "Yes" and (Q73 a <> Not answered or Q73 b <> Not answered)]
What were your reasons for NOT reporting to leadership AND NOT filing a complaint with an EEO representative? For both columns, mark all that apply.

Reason for NOT filing complaint with EEO			
Reason for NOT reporting to leadership			
a.	You did not know you could report/file an EEO complaint about this event with leadership/EEO.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	You did not know with whom to report the event or how to file an EEO complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c.	You thought it was not serious enough to report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d.	You did not think your report to leadership/ EEO representative would be kept private.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e.	You did not want more people to know.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f.	You wanted to forget about it and move on....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g.	You did not think anything would be done.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h.	You did not trust the process would be fair...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i.	You thought you might get in trouble for something else you did.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j.	You thought it might hurt your performance appraisal or your career.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k.	You were worried about negative consequences from the person(s) who did this to you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l.	You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m.	You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n.	Some other reason.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

“Complaint/grievance/report” refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

76. [Ask if [USCWFLAG] = "True" and Q73 [Matching item] = "Yes"] **How satisfied or dissatisfied are you with the outcome of your complaint/grievance/report to the following individuals or organizations? Mark one answer for each item.**

	Does not apply; I do not know the outcome						
	Does not apply; it is still in process						
	Very dissatisfied						
	Dissatisfied						
	Neither satisfied nor dissatisfied						
	Satisfied						
	Very satisfied						
a.	Your leadership.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b.	An EEO representative.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

78. [Ask if [USCWFLAG] = "True" and Q73 a <> "Yes" and Q73 b = "Yes"] **What were your reasons for NOT reporting to leadership? Mark all that apply.**

- You did not know you could report the event to leadership.
- You did not know with whom to report the event.
- You did not feel comfortable discussing the event with leadership.
- You did not think your discussion with leadership would be kept private.
- You did not want more people to know.
- You wanted to forget about it and move on.
- 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 appraisal or your career.
- You were worried about negative consequences from the person(s) who did this to you.
- You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- Some other reason

"EEO representative" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"Leadership" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

79. [Ask if [USCWFLAG] = "True" and Q73 a = "Yes" and Q73 b <> "Yes"] **What were your reasons for NOT filing a complaint with an EEO representative? Mark all that apply.**

- You did not know you could file a complaint about the event with EEO.
- You did not know with whom to report the event or how to file an EEO complaint.
- You thought it was not serious enough to file a complaint with EEO.
- You did not think your complaint would be kept private.
- You did not want more people to know.
- You wanted to forget about it and move on.
- 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 appraisal or your career.
- You were worried about negative consequences from the person(s) who did this to you.
- You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- Some other reason

80. [Ask if [USCWFLAG] = "True"] **Thinking about this unwanted event, did you file a police report with... Mark "Yes" or "No" for each item.**

	Yes	No
a. Your local civilian law enforcement agency?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your local military law enforcement or criminal investigative organization?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED EXPERIENCES

81. [Ask if [USCFLAG] = "True" and Q65 [Matching item] = "Yes"] Earlier in the survey you indicated that you experienced at least one unwanted event in which someone...

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the last 12 months, and which events happened earlier.

82. [Ask if [USCFLAG] = "True"] Thinking about when the most recent event occurred, how certain are you that it occurred in the last 12 months? If the event occurred over a long time, think about whether it has happened since [X Date].

- Definitely occurred SINCE [X Date]
- Not sure if it occurred BEFORE or AFTER [X Date]
- Definitely occurred BEFORE [X Date]

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

Month

Year

CULTURE

"Work unit" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

84. How much do you agree or disagree with the following statements regarding your current work unit? Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. It would be risky for me to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A sexual harassment complaint would not be taken seriously.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A sexual harassment complaint would be thoroughly investigated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. I would feel comfortable reporting a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Sexual harassment is not tolerated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Individuals who sexually harass others get away with it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I would be afraid to file a sexual harassment complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Penalties against individuals who sexually harass others at work are strongly enforced.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Actions are being taken to prevent sexual harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SEXUAL HARASSMENT/GENDER DISCRIMINATION TRAINING

85. Have you had any DoD sponsored training during the past 12 months on topics related to sexual harassment and/or gender discrimination?

- Yes
- No

86. [Ask if Q85 = "Yes"] My DoD sponsored sexual harassment and/or gender discrimination training... Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual harassment and gender discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Teaches how to intervene when you witness a situation involving a coworker (bystander intervention).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
c. Explains the role of the DoD in handling sexual harassment and gender discrimination complaints.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Explains the reporting options available to DoD civilian employees if sexual harassment or gender discrimination occurs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Identifies the points of contact for complaints of sexual harassment or gender discrimination (for example, supervisor, EEO representative).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Takes into consideration the unique needs and experiences of DoD civilian employees.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
d. Explains the reporting options available to DoD civilian employees who are sexually assaulted by someone from work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains how sexual assault can affect all members of the DoD community, including civilians.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Takes into consideration the unique needs and experiences of DoD civilian employees.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SEXUAL ASSAULT TRAINING

87. Have you had any DoD sponsored training during the **past 12 months** on topics related to **sexual assault**?

- Yes
- No

88. [Ask if Q87 = "Yes"] My DoD sponsored sexual assault training... *Mark one answer for each item.*

Strongly disagree					
Disagree					
Neither agree nor disagree					
Agree					
Strongly agree					
a. Provides a good understanding of what actions are considered sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Explains the resources available to victims (for example, Safe Helpline).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Explains the reporting options available within the DoD community if a sexual assault occurs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DOD LEADERSHIP TRAINING

A **"non-supervisor"** is an employee with no supervisory responsibilities.

A **"team leader"** provides employees with day-to-day guidance in work projects, but does not have supervisory responsibilities or conduct performance appraisals.

A **"supervisor"** serves as a first-line supervisor who is typically responsible for employees' performance appraisals and leave approval.

A **"manager"** is an employee in a management position who typically supervises/manages one or more supervisors.

An **"executive"** is a member of the Senior Executive Service (SES) or equivalent.

89. What is your supervisory status? *Mark one.*

- Non-supervisor
- Team leader
- Supervisor
- Manager
- Executive

90. [Ask if Q89 = "Supervisor" or Q89 = "Manager" or Q89 = "Executive"] Do you agree or disagree that DoD training you have received as a leader has prepared you for... *Mark one answer for each item.*

	Does not apply/My training did not cover this				
	Strongly disagree		Disagree		Neither agree nor disagree
	Agree		Strongly agree		
a. Providing support to employees who make complaints.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Responding to reports of sexual harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Responding to reports of gender discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Responding to reports of sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Helping an employee through the EEO complaint process.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Handling retaliation against employees who report unwanted gender-related behaviors in the workplace.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

91. [Ask if Q89 = "Supervisor" or Q89 = "Manager" or Q89 = "Executive"] Have you ever received a report for any of the following experiences within the DoD civilian workplace from one of your employees? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual harassment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sex discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

92. [Ask if (Q89 = "Supervisor" or Q89 = "Manager" or Q89 = "Executive") and Q91 [Matching item] = "Yes"] Please rate your level of confidence in responding to the report you received about... *Mark one answer for each item.*

	Not at all confident				
	Slightly confident		Moderately confident		Very confident
	Completely confident				
a. Sexual harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sex discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

TELEWORK STATUS

93. Select the response that BEST describes your teleworking arrangement over the past 12 months. *Mark one.*

- I telework every work day (i.e., remote work agreement)
- I telework 3 or 4 days per week
- I telework 1 or 2 days per week
- I telework, but only about 1 or 2 days per month
- I telework very infrequently, on an unscheduled or short-term basis
- I do not telework

ADDITIONAL BACKGROUND INFORMATION

We ask for demographic information to provide DoD leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked. Your answers to any demographic questions are strictly used for this purpose and will not be used to identify individual respondents.

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

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

- Married
- Living with a romantic partner (for example, 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

95. What is your military service status? *Mark one.*

- No prior military service
- Currently in National Guard or Reserve
- Retired
- Separated or discharged

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

- Heterosexual or straight?
- Gay or lesbian?
- Bisexual?
- I use a different term
- Prefer not to answer

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

- Male
- Female

98. Do you currently describe yourself as male, female, or transgender? *Mark all that apply.*

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

100. [Ask if Q1 = "None, you were retired or had left"] 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 "Previous" button and check your answer.

To submit your answer click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail dodhra.WGRC-survey@mail.mil.

TAKING THE SURVEY

99. 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 (for example, names, addresses). Your feedback is useful and appreciated.
