



DEFENSE

MANPOWER DATA CENTER

**SEXUAL HARASSMENT
IN THE MILITARY: 1988**

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FOREWORD

This report provides the results of the 1988 DoD Survey of Sex Roles in the Active-Duty Military, mandated by then Secretary of Defense Frank Carlucci in response to a recommendation of the Task Force on Women in the Military. Survey responses were received from about 20,250 active duty members of the four military services and the Coast Guard.

The survey was designed to focus on:

- (1) the frequency of sexual harassment among the active duty military;
- (2) the context, location, and circumstances under which sexual harassment occurs; and
- (3) the effectiveness of current programs designed to prevent, reduce, and eliminate sexual harassment.

In 1981, the Department of Defense formally established its policy, "... that sexual harassment is unacceptable conduct and will not be condoned or tolerated in any way." Each of the Services and the Coast Guard reissued that policy statement and established policies emphasizing the prevention of sexual harassment through extensive education and training.

The Department has reviewed the current sexual harassment policies and procedures in each of the Military Departments and in the Coast Guard and found them responsive to DoD guidelines. Service policies and programs are briefly discussed below:

Policy Statements — each Service has either issued a separate policy letter on sexual harassment or incorporated the DoD policy in current equal opportunity directives; each policy reinforces the fact that sexual harassment will not be condoned or tolerated.

Training — each Service requires every officer and enlisted service member to be trained in the prevention of sexual harassment at initial Service entry points, and periodically thereafter.

Application -- sexual harassment policy for each Service applies equally to military and civilian personnel.

Responsibility — each Service policy clearly states that the prevention of sexual harassment is a principal responsibility of the chain-of-command. All service members must be cognizant of the policy and enforce the standards required by the policy.

Complaint Process -- each Service has a clearly outlined set of

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procedures to process sexual harassment complaints. Service members who have sexual harassment complaints are encouraged to use the chain-of-command. Equal Opportunity/Human Relations Advisors, Chaplains, Inspector General and Judge Advocate General are recommended as alternate channels.

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Uniform Code of Military Justice — each Service's policy refers commanders to a number of specific articles in the Uniform Code of Military Justice when considering punishment for sexual harassment offenders.

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The Department is currently evaluating the results of the survey and will issue additional guidance to further refine and strengthen the Services' programs as needed. Future surveys, based on this benchmark survey, will evaluate the effectiveness of DoD and Service policies designed to reduce sexual harassment.

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EXECUTIVE SUMMARY

Background

Mandated in 1988 by then Secretary of Defense Frank Carlucci in response to a recommendation of the Task Force on Women in the Military, the 1988/89 DoD Surveys of Sex Roles in the Active-Duty Military consist of two confidential mail surveys of scientifically selected samples of active-duty military personnel conducted in 1988 and 1989. Results from the much larger 1988 survey, which targeted about 38,000 personnel in the active DoD Services and Coast Guard and experienced a corrected response rate of about 60 percent, are the focus of this report.

Definition of Sexual Harassment

Respondents were not asked directly and explicitly about "sexual harassment" experiences, but rather were asked about specific, behaviorally described "uninvited and unwanted sexual attention" received at work. The term "sexual harassment" was used in the survey questionnaire only when asking respondents about policies and official actions. Consistent with DoD policy, the language of this report calls reported experiences of uninvited and unwanted sexual talk and behavior, as perceived by respondents, sexual harassment.

Limitations of the Survey

Like all studies, this survey has several limitations. First, it is the first survey of sexual harassment to be conducted in the military environment, and there is little with which to compare it. Second, the data are self-report data, which are always subject to problems of memory decay and unintended reporting error. Third, the measurement of sexual harassment is problematic, generally lacking in standardized terms, and characterized by fluid definitions that vary both across and within individuals because the topic tends to be emotionally charged for many people.

Experiences of Sexual Harassment

The questionnaire asked all respondents about their experiences of sexual harassment. These data are weighted estimates which assume nonrespondents would have answered the same way as respondents. The estimates can be generalized to the active-duty military population. For the sake of brevity, when a statistic is based only on those who reported experiencing sexual harassment, the language used is "victims." When a statistic is based on all persons answering the survey, the language used is "personnel" or "respondents."

Level of Sexual Harassment

- o The percentage of active-duty military personnel experiencing at least one form of sexual harassment at least

once while at work in the year prior to the survey is estimated to be about 22 percent of respondents of all four DoD Services and the Coast Guard.

- Female personnel (64 percent) were almost four times as likely as male personnel (17 percent) to experience some form of sexual harassment.

Types of Sexual Harassment

- o The two most severe forms of sexual harassment are pressure for sexual favors and actual or attempted rape or sexual assault. Fifteen percent of the female and 2 percent of the male respondents reported pressure for sexual favors. Five percent of the female and 1 percent of the male respondents reported actual or attempted rape or sexual assault.
- o Although verbal types of sexual harassment occur more frequently than other forms of sexual harassment, just 4 percent of respondents (Female: 9 percent; Male: 3 percent) experienced only verbal forms.
- o The types of sexual harassment reported in the year prior to the survey by the majority of all victims (who are 64 percent of female personnel and 17 percent of male personnel) were:

- Sexual teasing, jokes, remarks or questions (Female victims: 82 percent; Male victims: 74 percent)
 - Sexually suggestive looks, gestures or body language (Female victims: 69 percent; Male victims: 58 percent)
 - Touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature (Female victims: 60 percent; Male victims: 51 percent)
- o A majority of female victims (59 percent) also experienced whistles, calls, hoots or yells of a sexual nature; 27 percent of male victims experienced this.
 - o Female victims (88 percent) are more likely than male victims (73 percent) to report experiencing two or more of the ten forms of sexual harassment listed on the questionnaire.
 - o Female victims generally experienced sexual harassment more frequently than male victims, although frequency of occurrence varied by type of sexual harassment.

Victims of Sexual Harassment

- o There are differences between victims and all four DoD Services and the Coast Guard in length of active service, officer/enlisted status, and race/ethnicity.

Described Experiences of Sexual Harassment

The questionnaire asked respondents who had experienced sexual harassment while on duty during the year prior to the survey to select one experience of sexual harassment which occurred in that time period and answer questions about it. For technical reasons, data on these described experiences are not weighted and cannot be generalized to the active-duty military population.

Perpetrators of Described Experiences

o Most of the described experiences involved perpetrators of the opposite gender acting alone, although almost a quarter of them involved multiple perpetrators.

-- Perpetrators of the women's described experiences were usually men acting alone (75 percent) or with other men (22 percent).

-- Perpetrators of the men's described experiences were usually women acting alone (50 percent) or with other women (10 percent). The other 40 percent were men acting alone or in groups with other men or women.

o Perpetrators were most likely (45 percent) to be other military co-workers.

- o Other military persons were next most frequently mentioned (Female: 32 percent; Male: 26 percent).
- o Military superiors were more likely to be the perpetrators of women's than men's described experiences.

Consequences of Responses to Described Experiences

- o The majority of both women and men experienced no change in working conditions as a result of their described experiences of sexual harassment and their reactions to it.
- o The majority of both women and men did not take formal action against the perpetrator(s) of their described experiences of sexual harassment.
- o Women were more likely than men to mention anticipated negative outcomes of a formal complaint as important reasons for not reporting their described experiences to officials.

Actions To Reduce Sexual Harassment and Attitudes of Leaders

The questionnaire asked all respondents their perceptions of and opinions about various actions taken to reduce sexual harassment and about the attitudes of military leaders toward sexual harassment. These data are weighted and can be generalized to the active-duty military population.

Effectiveness of Formal Complaints

- o The majority of both female and male personnel believe that reporting sexual harassment to the perpetrators' chain of command or filing a formal complaint are effective ways to stop sexual harassment.
- o Some personnel think that formal complaints would make things worse or would not be effective (Female: 11 percent; Male: 5 percent).

Actions at Installations

- o Seventy-two percent of female and 77 percent of male personnel report that policies have been established at their installations/ships to reduce sexual harassment.
- o About a quarter of personnel either do not know or believe no policies have been established prohibiting sexual harassment at their duty stations.
- o A majority of personnel either do not know or believe no penalties against sexual harassers have been enforced (Female: 61 percent; Male: 53 percent).

Attitudes of Leaders

- o The majority of both female and male personnel believe that the senior leadership of their Services, the senior leadership of their installations/ships, and their immediate supervisors/commanding officers make reasonable, honest efforts to stop sexual harassment.

- o Over 30 percent of personnel do not know about their leaders' efforts to stop sexual harassment or believe that their leaders are not making reasonable and honest efforts to stop sexual harassment.

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1. Introduction

Background

In February, 1988, then Secretary Carlucci mandated that a Services-wide survey on sexual harassment in the active-duty military be conducted in response to a recommendation of the Task Force on Women in the Military in its report of January, 1988. The Coast Guard also elected to be included in the research effort. The resulting surveys, the 1988/89 DoD Surveys of Sex Roles in the Active-Duty Military, are both the first surveys of the military and the largest surveys on the subject of sexual harassment ever conducted in the United States. Secretary Carlucci, himself, reviewed the instrument for the 1988 DoD Survey in November, 1988.

Definition of "Sexual Harassment"

Respondents were not asked directly and explicitly about "sexual harassment" experiences, but rather were asked about specific, behaviorally described "uninvited and unwanted sexual attention" received at work. However, the inside front cover of the questionnaire contained examples of "certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work [which] can be considered sexual harassment." The term "sexual harassment" was used in the survey questionnaire only when asking respondents about policies and official actions. (A copy of the questionnaire is found at Appendix A.)

The language of this report calls experiences of uninvited and unwanted sexual talk and behavior "sexual harassment" because DoD policy defines unwanted, uninvited sexual attention occurring at work to be sexual harassment. The DoD policy and definition, most recently reestablished by the Secretary of Defense on July 20, 1988, in Memorandum 37723 are:

"Sexual harassment is a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- (3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

"Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly,

any military member or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

"It remains this Department's firm policy that sexual harassment is unacceptable conduct and will not be condoned or tolerated in any way."

Respondents were asked a variety of perception and attitude questions about sexual harassment in the survey. The experiences of sexual harassment which provide the data for this report are experiences defined by recipients, not by conformance to any particular definition.

Questionnaire Structure and Contents

The questionnaire found in Appendix A contains three sections. The first section examines the perceptions of sexual harassment and sexual harassment prevention policy in the military workplace. Questions are included in this section on the respondents' views on the attitudes of military leadership toward sexual harassment, the implementation of sexual harassment prevention policy, and the effectiveness of alternative actions taken to reduce sexual harassment.

The second section examines personal experiences of sexual harassment. All respondents were first asked about their experiences during the year prior to the survey. Respondents who reported

experiencing sexual harassment in the previous year were then asked to "select the one experience that had the greatest effect" on them and to answer questions about that experience.

Finally, the third section asks questions about the characteristics of the respondent, including demographic characteristics and military Service and occupation.

The 1988 Survey Effort

Sample

The 1988 DoD Survey of Sex Roles in the Active-Duty Military was mailed to approximately 38,000 active-duty military personnel in the four DoD Services and Coast Guard. The sample was selected scientifically in strata organized by Service, gender, officer-enlisted status, and race. About two percent of active DoD personnel and almost 15 percent of active-duty Coast Guard personnel were targeted. Members of the Service academies were excluded from the population from which the sample was drawn.

Field Methodology

The survey instrument was mailed directly to individual targeted respondents at their military unit addresses worldwide in December 1988. The instrument was accompanied by a letter from Secretary Carlucci stating the purpose and voluntary nature of the Survey and

requesting participation. The respondents were provided a postage-paid preaddressed envelope in which to return their completed survey forms directly to the Defense Manpower Data Center (DMDC), which forwarded the returned forms to a contractor for processing. A followup mailing was sent out to persons who had not returned their questionnaires about six weeks after the initial mailing. The field period lasted until June 1989. The data on sexual harassment presented in this report cover events which occurred sometime within the December 1988 through June 1989 period.

Response Rates

Of those targeted, approximately 20,400 personnel responded, yielding a corrected response rate of 60 percent. The corrected response rate is returned questionnaires as a percent of targeted respondents from which the number of losses (i.e., postal nondeliverables and separations) have been removed. This response rate is considered good, given the sensitive nature of the survey and the general decline in response to mail surveys in recent years. An analysis of field data reveals that the patterns of nonresponse to the Survey across sampling strata does not differ from those normally experienced for other personnel surveys fielded by DMDC. Although there were some differences in response rates across the various groups, the largest observed difference in response was that between officer and enlisted personnel. About 76 percent of officers responded, whereas 54 percent of enlisted personnel did. There was virtually no difference between female (61 percent) and male (59 percent) response rates.

Bias and Underreporting in the Survey Data

Although an analysis of response rates shows no unusual patterns of nonresponse, it is the case that younger personnel, persons with a shorter length of active service, blacks and male enlisted personnel have generally lower response rates than other groups. While the underrepresentation of these groups is usually corrected by weighting the data, such a statistical procedure assumes that nonrespondents would have responded like the respondents in the same group. The section of the report on victims and perpetrators reports findings from unweighted data. The underrepresentation discussed is particularly important to keep in mind in interpreting that section. The unweighted data may underrepresent the sexual harassment experiences of those who are more likely to be at increased risk of experiencing such harassment.

Limitations of the Survey

Like all studies, this survey has several limitations. First, this survey is the first study of sexual harassment to be conducted in the military environment, with several of its questions never before asked on any survey. Hence, there is little with which to compare it. Second, the data are self-report data, which are always subject to problems of memory decay and unintended reporting error. Third, the measurement of sexual harassment is generally problematic. The topic tends to be emotionally charged for many people, and their feelings may bias even their most basic perceptions of whether sexual harassment is

or is not occurring. Standardized, behaviorally anchored definitions of terms and scales are lacking. Definitions of sexual harassment tend to be fluid both across individuals and within the same individual over time.

How to Read the Report Tables

Tables in this report present either weighted or unweighted percentages and total numbers. Weighted data have been statistically adjusted so that respondents are proportionate to their relative position in the active military population. These data are estimates, within some error, of characteristics of this population. Unweighted data, on the other hand, pertain only to respondents and are not proportionate to their relative position in the active military population. Unweighted data are presented when, for technical and conceptual reasons, response data are not necessarily representative of the population. In each table which reports unweighted data, the "Number of Cases" is included. This number represents the actual number of respondents or victims who were eligible, and chose, to answer the question to which the data pertain.

Each table presents data from either a single-response question or a multiple-response question. A single-response question is one which permits respondents to select only one of the response options presented, while a multiple-response question permits respondents to

select as many response options as they find appropriate. In each table the questionnaire item on which table data are based is given or referenced at the bottom of the table, while the response options from which respondents could select in answering the question are given in the leftmost column of the table.

Report Contents

This report presents findings from the 1988 DoD Survey of Sex Roles in the Active-Duty Military. This report includes information on:

Experiences of Sexual Harassment. This section includes information on the types and extent of sexual harassment and the characteristics of respondents experiencing sexual harassment.

Described Experiences of Sexual Harassment: Types, Perpetrators, and Consequences. Respondents who did experience sexual harassment in the year prior to the survey were asked to select the one experience that had affected them the most and answer a series of questions to describe it in detail. This section describes those experiences.

Actions to Reduce Sexual Harassment. This section describes the views of all respondents on the effectiveness of reporting the perpetrator(s) of sexual harassment to the chain of command and the effectiveness of filing a formal complaint. It also describes

2. Experiences of Sexual Harassment

As discussed earlier, Section II of the questionnaire first asks all survey respondents what type(s) of sexual harassment, if any, they received from someone at work during the last 12 months. The findings on the extent and types of sexual harassment that survey respondents report experiencing in that period are discussed below, and presented in a variety of tables. These data are weighted. For the sake of brevity, when a statistic refers only to those who reported experiencing sexual harassment, the language used is "victims." When a statistic refers to all persons answering the survey, the language used is "respondents" or "personnel."

The data on sexual harassment are measured and reported as percentages. Although the term "incidence" has been used to refer to these kinds of percentages, it is incorrect to refer to self-report data from any survey of sexual harassment as incidence data, since the term incidence implies a level of measurement precision not currently attainable.

Throughout the tables in this report, there are observable differences between the data from males and the data from females. These differences must be interpreted with caution, particularly when less than about 5 percent. Small differences may be statistical artifacts due to the small number of male victims surveyed. However, as the discussion points out, the larger differences between male and

female respondents are probably valid gender differences in perceptions and experiences.

Level of Sexual Harassment

Figure 2.1 shows the percentages of all survey respondents who report that they were sexually harassed by someone where they work during the year prior to the survey. These are not incidence data: personnel may have experienced more than one type of sexual harassment, and/or one or several types more than once. Rather, these data show the percentages of personnel experiencing at least one type of sexual harassment at least once in the year prior to the survey. Overall, about 22 percent of respondents report experiencing sexual harassment in the year prior to the survey. The majority of women (64 percent) and 17 percent of men report experiencing some form of sexual harassment ranging from jokes to actual assault while on duty in this time period.

Types of Sexual Harassment

Table 2.1 shows the "first-circled" type of sexual harassment experienced. Again, these are not incidence data. Rather, these data refer only to the first type of sexual harassment circled by respondents on a list of types of sexual harassment, presented in the order shown in the leftmost table column. This means that the percentages of respondents experiencing any type of sexual harassment other than attempted or actual rape or sexual assault are minimum

Figure 2.1

Percent Experiencing Sexual Harassment From Someone at Work in the Last Year

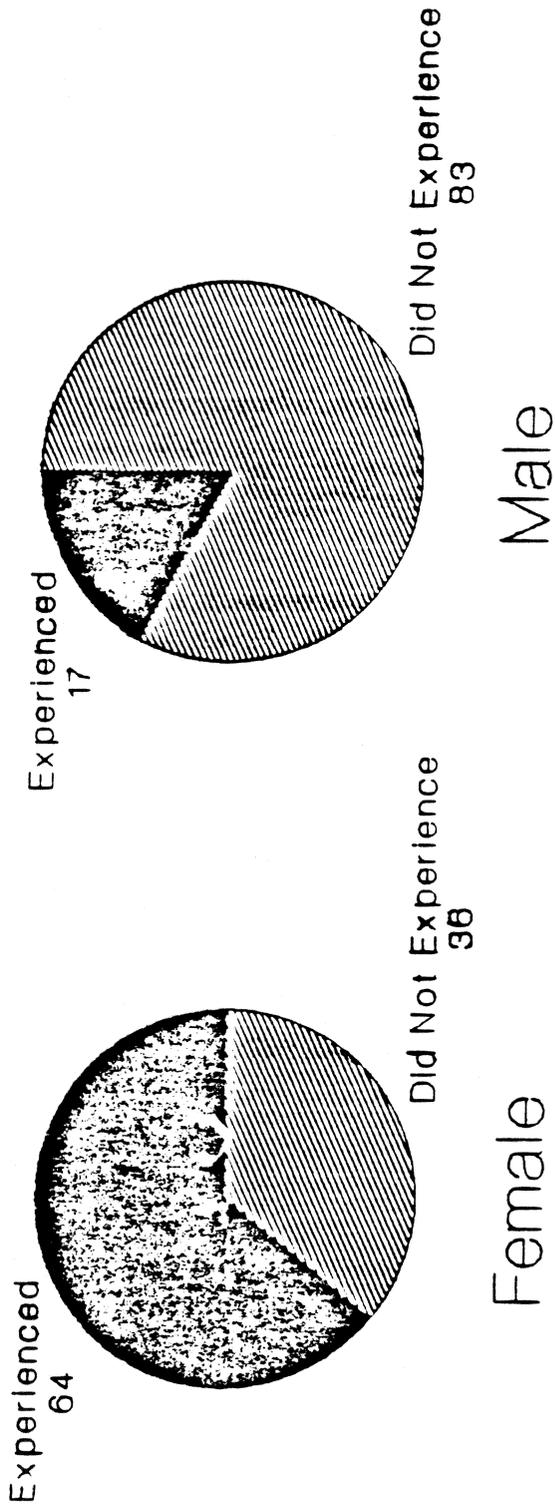


Table 2.1

"First-Circled" Type of Sexual Harassment Received from Someone
at Work During the Year Prior to the Survey^a
by Gender
(In Weighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
Type of Sexual Harassment:		
Actual or Attempted Rape or Sexual Assault	5%	1%
Pressure for Sexual Favors	12	2
Touching, Cornering	25	7
Looks, Gestures	10	3
Letters, Calls	1	1
Pressure for Dates	2	0
Teasing, Jokes	7	3
Whistles, Calls	2	0
Attempts to Get Participation ^e	0	0
Other Attention	0	0
None Experienced	36	83
Total	100	100

^a Respondents experiencing more than one form of attention appear in the percentages only once (for the form of attention they circled first).

^b The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Due to rounding, percentages may not always add to 100.

^d Exact response categories are shown in the questionnaire in Appendix A.

^e "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

Reference: Section II, Question 2: "Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military?" (Abbreviated response options are given above under "Type of Sexual Harassment.")

estimates, since respondents experiencing more than one type would only appear in the table for the type they circled first. For example, attempted or actual rape or sexual assault victims who experienced additional types of sexual harassment appear in Table 2.1 only in the percentages for attempted or actual rape or sexual assault, since this type appears first on the list.

Seventeen percent of female respondents first circled the more serious types of sexual harassment, i.e., pressure for sexual favors (12 percent) and attempted or actual rape or sexual assault (5 percent). Two percent of male respondents first circled the former, and one percent of males first circled the latter.

Of the less serious types of sexual harassment, touching/cornering and related forms of physical contact was the type most often circled first by women respondents (25 percent). Looks and gestures was next often circled first by women (10 percent), followed by sexual teasing, jokes and remarks (7 percent). Whistles and calls were less often circled first by women (2 percent). Men respondents followed a very similar, albeit not identical, pattern.

These data reveal that the commonly held stereotype (or belief) that most sexual harassment victims experience only the verbal types of harassment -- in the form of sexual teasing, jokes, remarks, questions, whistles, calls, and yells -- is not true, at least not among the

active military population. Specifically, Table 2.1 shows the first-circled type of sexual harassment experienced by survey respondents. Respondents who circled these verbal types of harassment did not report experiencing any type appearing earlier in the list. In other words, only about 9 percent of women and 3 percent of men (4 percent of all respondents) report experiencing only these verbal types of harassment.

Whereas Table 2.1 shows first-circled type of sexual harassment, Table 2.2 shows percentages of personnel experiencing each type of sexual harassment at least once in the year prior to the survey. These data reflect the fact that some personnel experience more than one type of sexual harassment. However, these data do not show how often victims experienced any given type. These frequencies are discussed later.

Sexual teasing, jokes, remarks and questions is the type of sexual harassment experienced by the largest portion (52 percent) of female personnel. The type of sexual harassment received by the next largest percent of women (44 percent) is sexual looks, gestures and body language. The third-ranking forms of sexual harassment experienced by women are whistles, calls, hoots and yells (38 percent), and sexual touching and cornering (38 percent).

Male personnel experienced a very similar pattern in terms of the top-ranking types of sexual harassment. However, the two forms of sexual harassment involving pressure -- pressure for sexual favors and pressure for dates -- were experienced by 15 and 26 percent of women, respectively, but only by about 2 and 3 percent of men, respectively.

Table 2.2

All Types of Sexual Harassment
Received from Someone at Work
During the Year Prior to the Survey
by Gender
(Multiple Responses)
(In Weighted^a Percentages^b)

Responses ^c	All Services	
	Female	Male
<u>Type of Sexual Harassment:</u>		
Actual or Attempted Rape or Sexual Assault	5%	1%
Pressure for Sexual Favors	15	2
Touching, Cornering	38	9
Looks, Gestures	44	10
Letters, Calls	14	3
Pressure for Dates	26	3
Teasing, Jokes	52	13
Whistles, Calls	38	5
Attempts to Get Participation ^d	7	2
Other Attention	5	1
None Experienced	36	83

- ^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.
- ^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not sum to 100 because respondents could select more than one answer.
- ^c Exact response categories are shown in the questionnaire in Appendix A.
- ^d "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

Reference: Section II, Question 2: "Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military?" (Abbreviated response response options are given above under "Type of Sexual Harassment.")

Table 2.3 shows the percentages of victims (not personnel) experiencing each type of sexual harassment at least once in the year prior to the survey. These data reveal that the majority of both male and female victims experienced three types of sexual harassment in the year prior to the survey: sexual teasing, jokes, remarks and questions; sexual looks, gestures and body language; and sexual touching, cornering, brushing against and the like. In addition, the majority of female victims experienced sexual whistles, calls, hoots or yells. Thirty percent of female and 17 percent of male victims experienced the most serious forms of sexual harassment: pressure for sexual favors and attempted or actual rape or sexual assault.

Figures 2.2 and Table B-1, Appendix B, show that most victims report experiencing more than one type of sexual harassment ranging from off-color jokes to actual assault in the course of performing duties. The majority (56 percent) of all victims report experiencing three or more of the types of sexual harassment assessed in the survey. Only 22 percent experienced only one type, while 12 percent experienced 6 or more types of sexual harassment.

However, as Figure 2.2 and Table B-1 show, women and men differ in the extent to which they report experiencing multiple types of sexual harassment ranging from jokes to actual assault. Eighty-eight percent of women victims report experiencing more than one type, and 54 percent report experiencing four or more types. In contrast, 73 percent of men victims report experiencing more than one type, and only 27 percent report experiencing four or more types.

Table 2.3

All Types of Sexual Harassment
Received from Someone at Work
During the Year Prior to the Survey
by Gender of Victims
(Multiple Responses)
(In Weighted^a Percentages^b)

Responses ^c	All Services	
	Female Percent	Male Percent
<u>Type of Sexual Harassment:</u>		
Actual or Attempted Rape or Sexual Assault	7%	3%
Pressure for Sexual Favors	23	14
Touching, Cornering	60	51
Looks, Gestures	69	58
Letters, Calls	22	19
Pressure for Dates	41	17
Teasing, Jokes	82	74
Whistles, Calls	59	27
Attempts to Get Participation ^d	12	11
Other Attention	7	5

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not sum to 100 because respondents could select more than one answer.

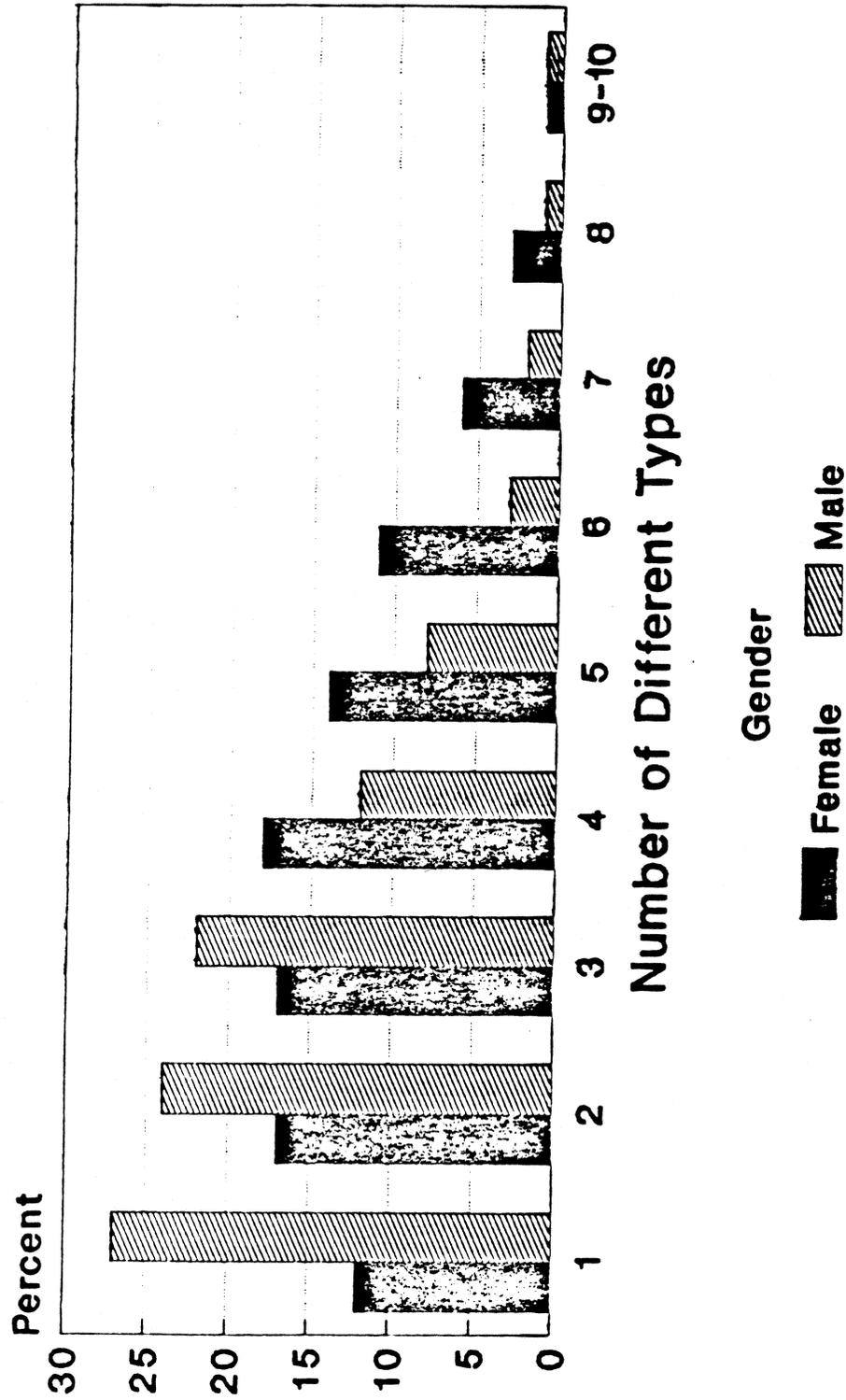
^c Exact response categories are shown in the questionnaire in Appendix A.

^d "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

Reference: Section II, Question 2: "Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military?" (Abbreviated response options are given above under "Type of Sexual Harassment.")

Figure 2.2

Number of Different Types of Sexual Harassment Experienced



All Victims (Weighted)

Frequency of Occurrence of Sexual Harassment

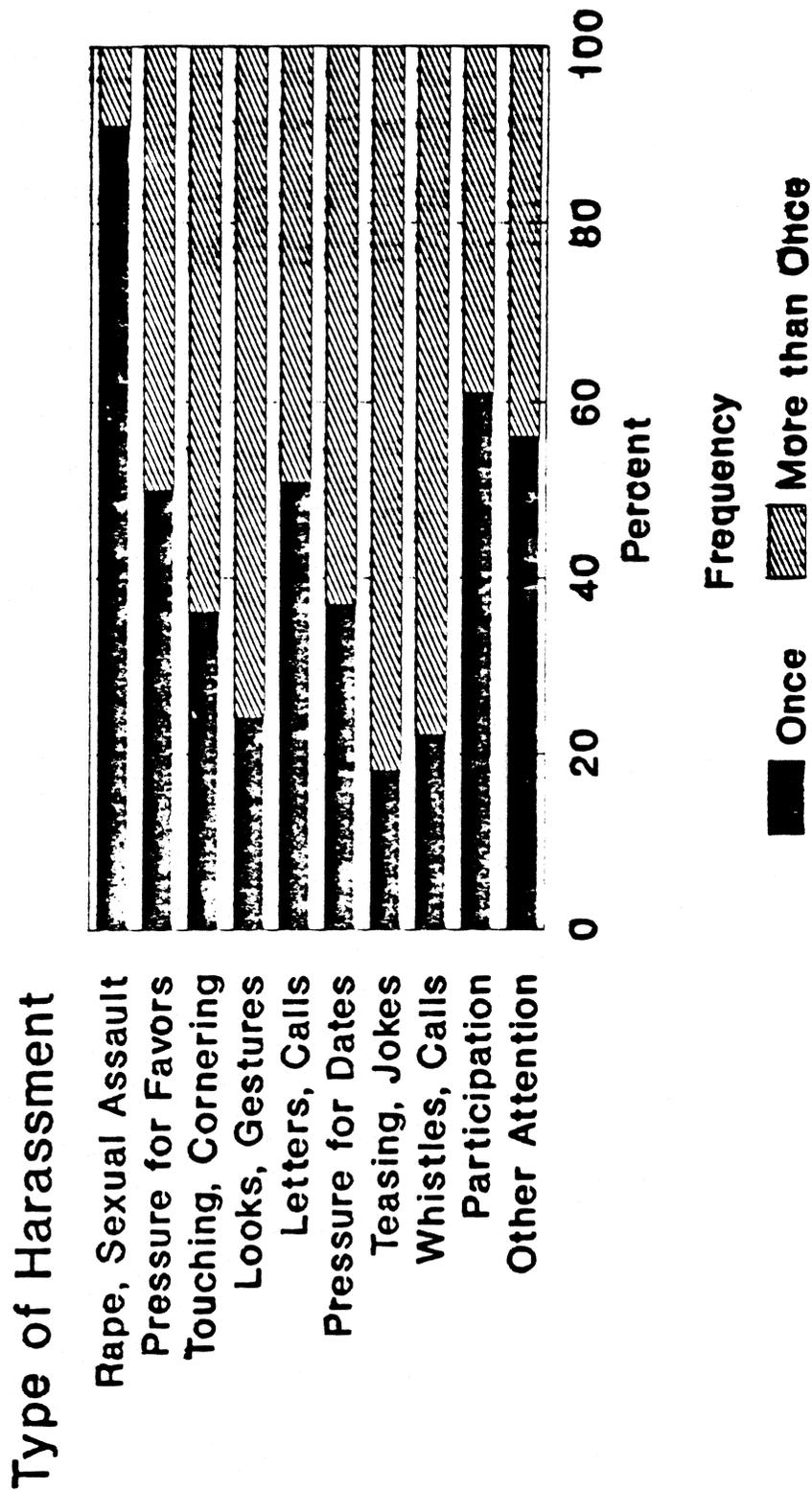
All respondents reporting a given type of sexual harassment in the year prior to the survey were asked how often they had experienced it. Figures 2.3 and 2.4 (and Tables B-2 and B-3) show the frequency of occurrence of the types of sexual harassment for female and male victims, respectively.

The frequency of occurrence varies by type of sexual harassment. Of all victims reporting attempted or actual rape or sexual assault in the year prior to the survey (7 percent of females and 3 percent of males), the majority (91 percent of women reporting an occurrence and 85 percent of men reporting an occurrence) experienced this only once. Nine percent of female victims and 15 percent of male victims reporting attempted or actual rape or sexual assault in the year prior to the survey, report experiencing actual or attempted rape or sexual assault more than once. (The data for men should be interpreted with caution because they are based on fewer than 40 reported cases in the survey.)

With the exception of attempted or actual rape or sexual assault, most female victims of six of the remaining nine types of sexual harassment experienced it more than once, as Figure 2.3 shows. Frequencies are highest for the verbal types of harassment, i.e., teasing, jokes, remarks, whistles, and calls. Most male victims report this same general pattern of frequency of occurrence of the various types of sexual harassment, as Figure 2.4 shows. However, male victims generally report experiencing sexual harassment less frequently than do female victims. This is true even for the verbal types of harassment.

Frequency with which Each Type of Sexual Harassment Occurred

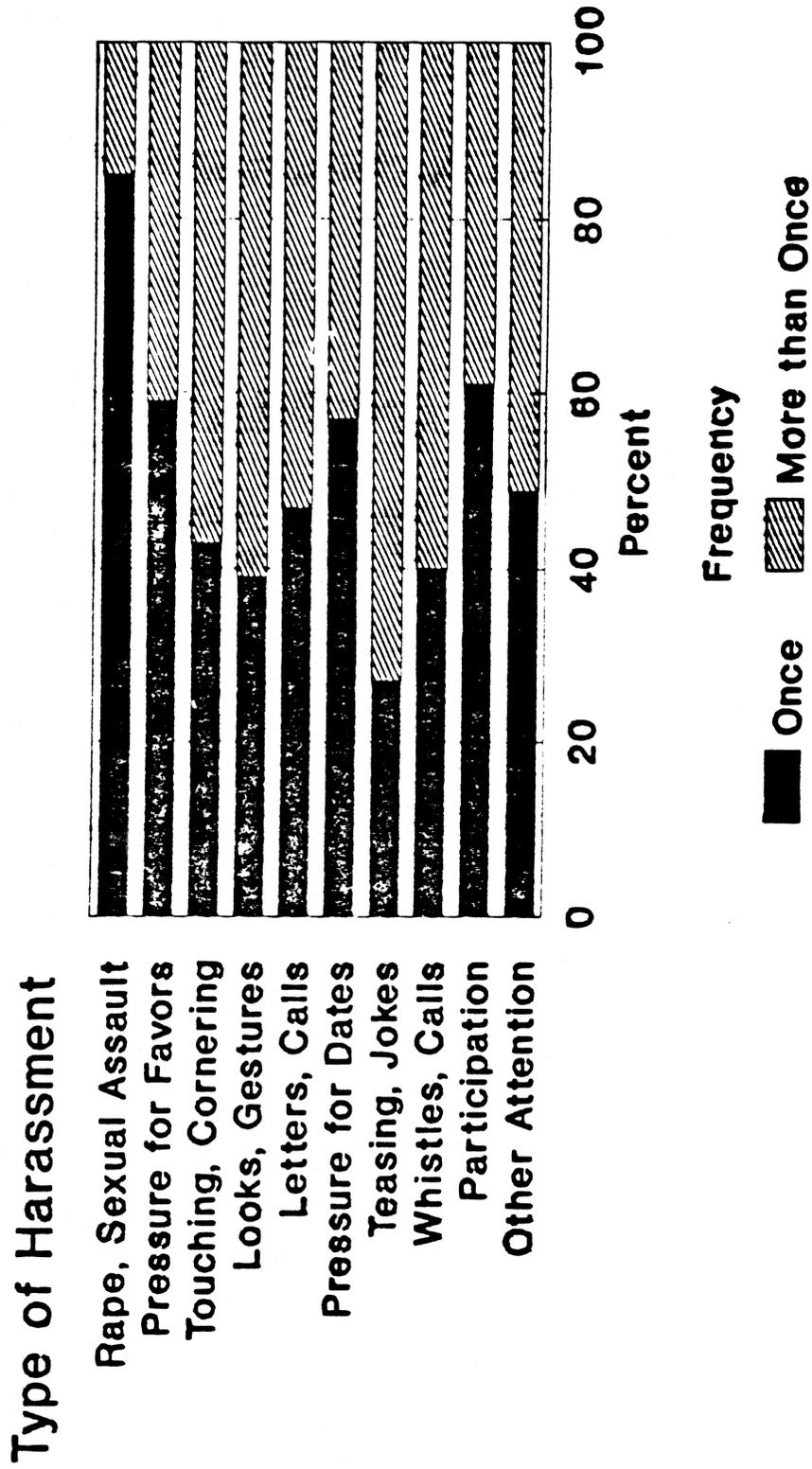
Figure 2.3



All Female Victims (Weighted)
Reporting a Specific Type of Harassment

Figure 2.4

Frequency with which Each Type of Sexual Harassment Occurred



All Male Victims (Weighted)
Reporting a Specific Type of Harassment

The high frequencies with which verbal types of harassment occur may create the false impression that the majority of victims experience only these verbal forms.

Characteristics of Respondents Experiencing Sexual Harassment

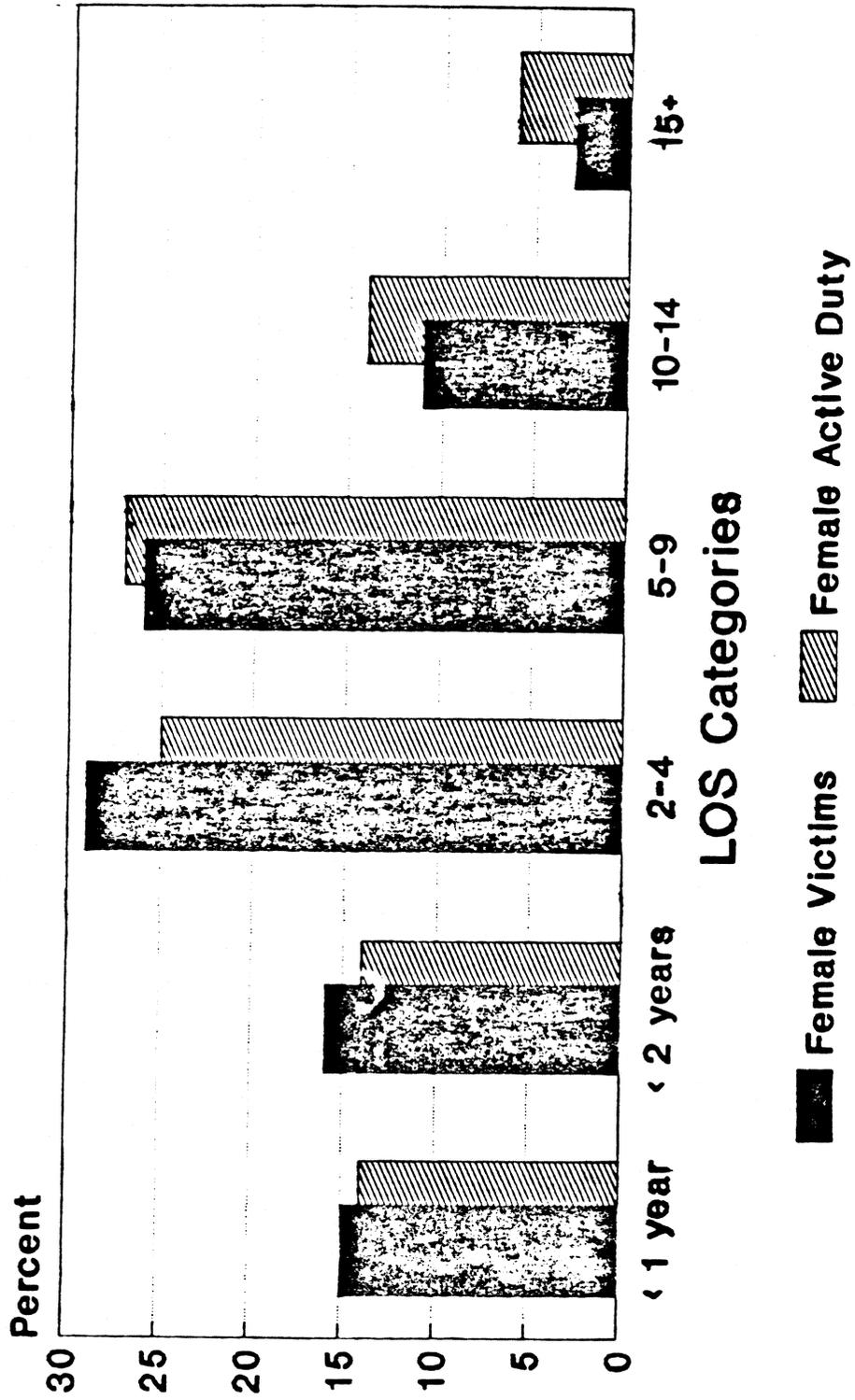
The characteristics of respondents who report experiencing sexual harassment in the year prior to the survey and comparisons of their characteristics with those of all four DoD Services and the Coast Guard are shown in Figures 2.5 through 2.8 and in Table B-4, Appendix B. As these figures and table show, there are differences between female and male victims, and between victims and the total Active Force.

Length of Service

As Figures 2.5 and 2.6 show, male victims had generally been in the military longer than female victims. However, the percentages of female and male victims who had served less than two years at the time of the survey were close (about 30 percent). Further, as Table B-4, Appendix B, shows, both female and male victims had a shorter length of service than the female and male DoD Services and the Coast Guard as a whole. Victims were younger than the Active Force, consistent with these length of service patterns. However, victims are less likely than the Active Force to be in the youngest ages (under 20). This may, in part, be due to the length of time between the drawing of the sample

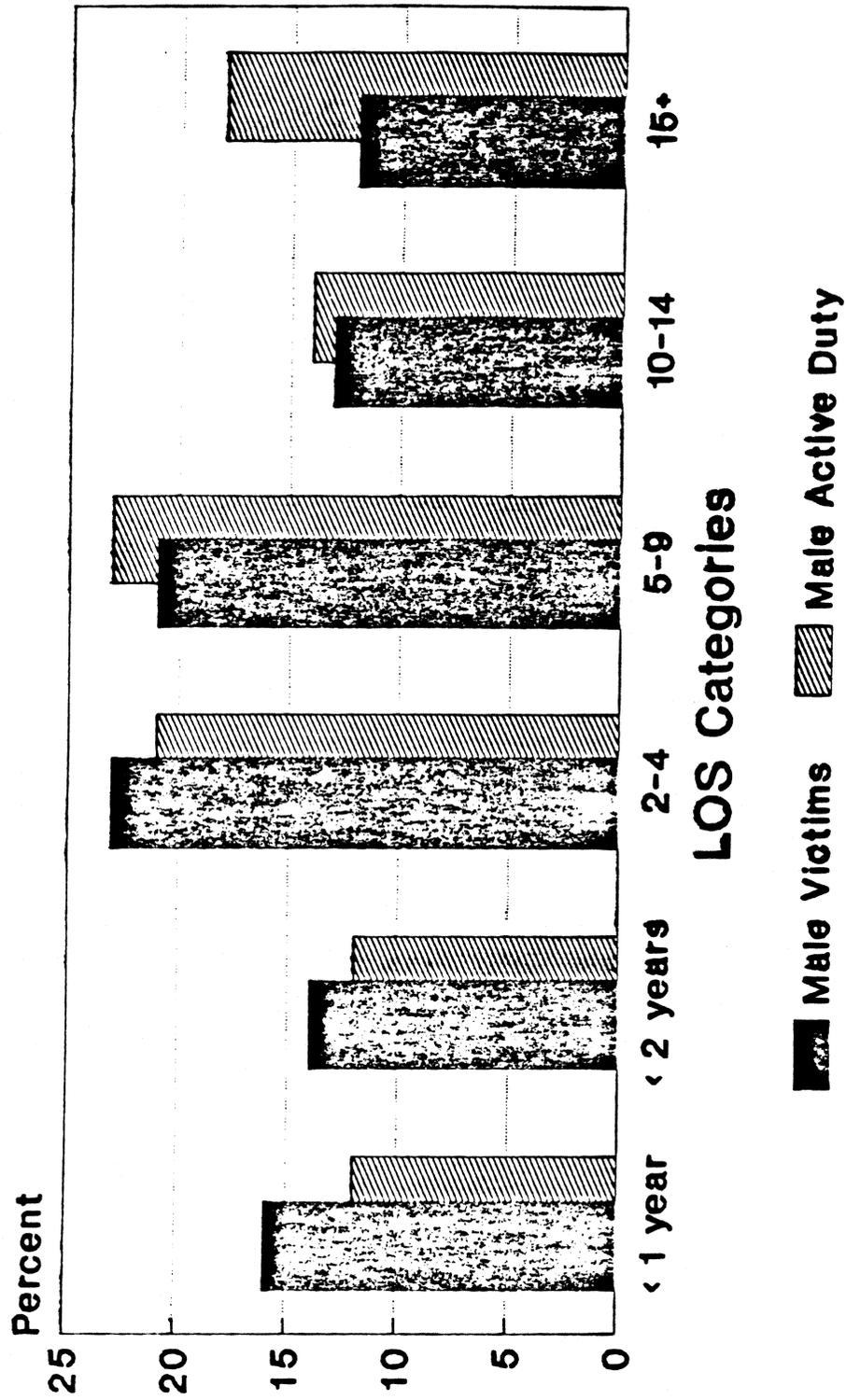
Figure 2.5

Length of Service of Female Victims Versus Active Force



Victims (Weighted) and Population

Figure 2.6
**Length of Service of Male Victims
 Versus Active Force**



Victims (Weighted) and Population

Source: Table B-4

for the survey and the reporting of age in the survey.

Officer/Enlisted Status

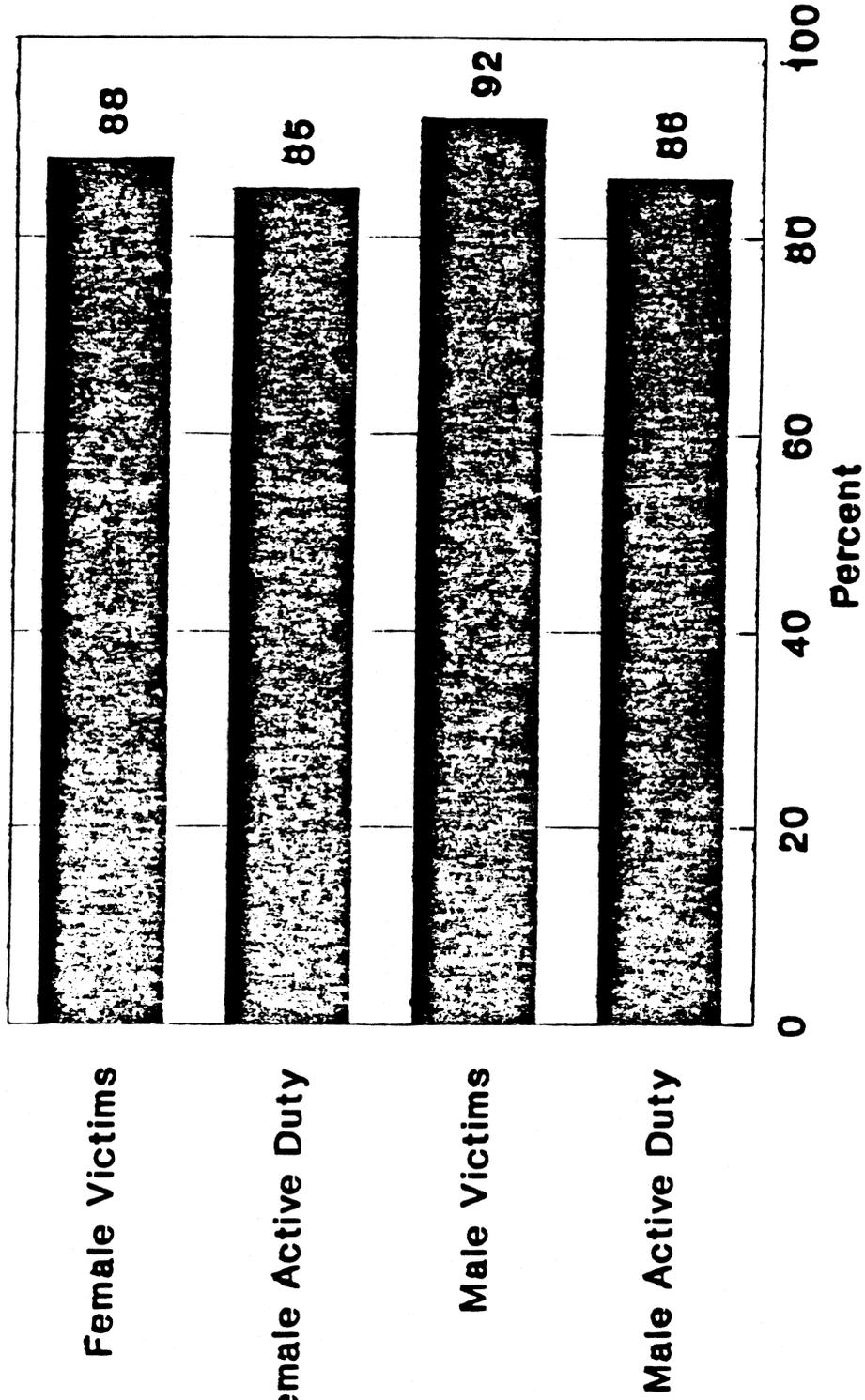
As Figure 2.7 and Table B-4 show, victims were generally enlisted personnel rather than officers. Twelve percent of female and 8 percent of male victims were officers. Both women and men victims were more likely to be enlisted personnel than might be expected, given the structure of the four DoD Services and the Coast Guard.

Race/Ethnicity

As Figure 2.8 and Table B-4 show, the majority of both female and male victims are white, with male victims slightly more likely to be members of a minority group than their counterparts in the four DoD active Services and the Coast Guard. Twenty-nine percent of male victims but 24 percent of the male Active Force are members of a minority group. There is virtually no difference in racial composition between female victims and the female Active Force.

Figure 2.7

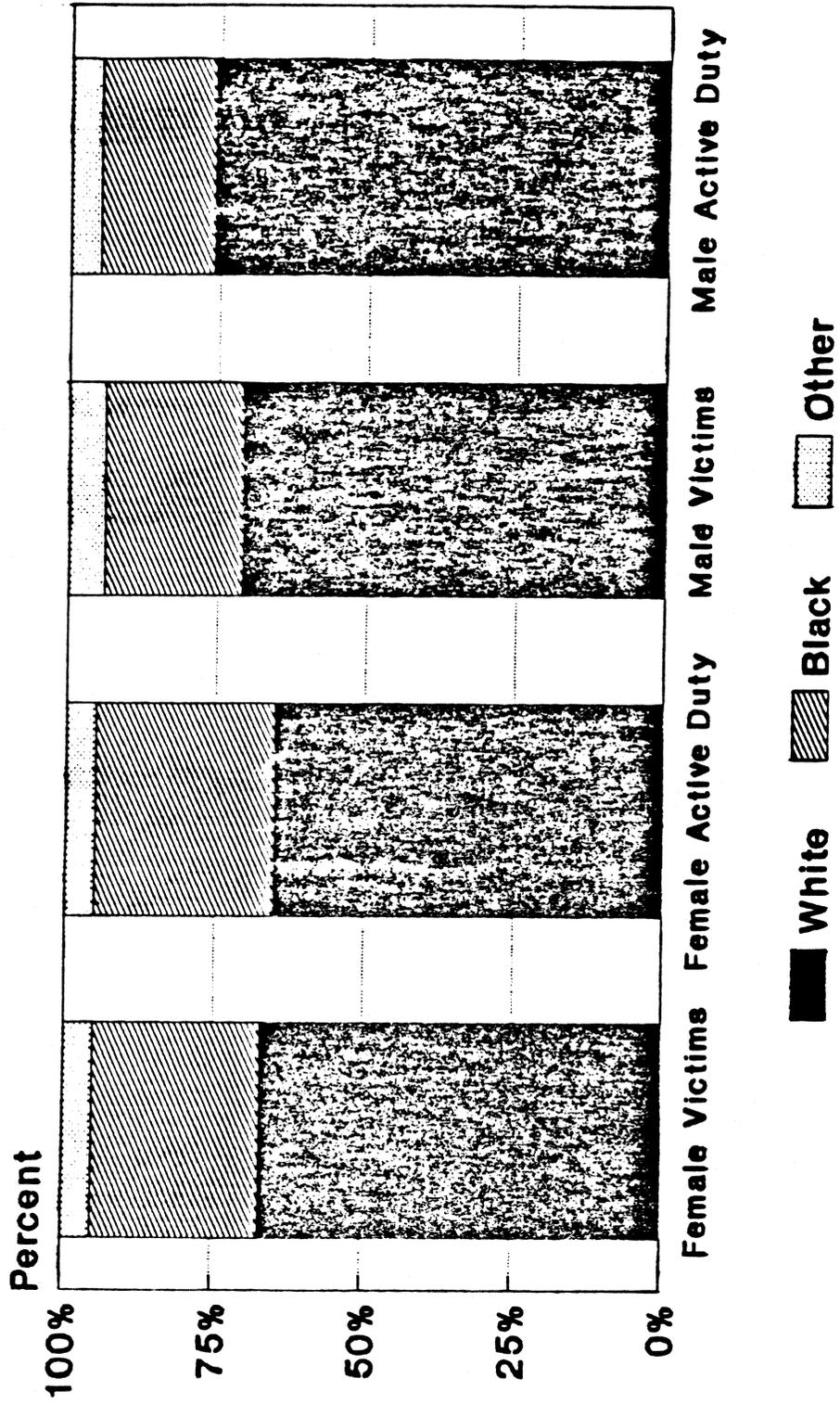
Percent Enlisted for Victims and Total Active Force



Victims (Weighted) and Population

Figure 2.8

Race of Victims Versus Active Force



Victims (Weighted) and Population

3. Described Experiences of Sexual Harassment:

Types, Perpetrators, and Consequences

Survey respondents who did experience sexual harassment in the year prior to the survey were asked to select the one experience that had affected them the most and answer a series of questions to describe it in detail. These experiences, the perpetrators, and the consequences of the victims' responses to the sexual harassment are discussed below. This discussion and the accompanying tables pertain only to single experiences of sexual harassment. They do not represent information on all the sexual harassment experiences victims had in the last year. These data are not weighted.

Of all the respondents reporting sexual harassment in the year prior to the survey, 96 percent selected one experience as requested and answered some or all the questions about it.

Types of Experiences

The "first-circled" types of sexual harassment occurring during these victims' described experiences are shown in Table 3.1. Again, these are not incidence data. Rather, as in Table 2.2, they refer only to the first kind of sexual harassment circled by the victims as being part of their described experiences. Other types of sexual harassment

Table 3.1

"First-Circled" Type of Sexual Harassment in
Described Experiences^a
by Gender of Victims
(In Unweighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
<u>Type of Sexual Harassment:</u>		
Actual or Attempted Rape or Sexual Assault	5%	2
Pressure for Sexual Favors	11	6
Touching, Cornering	34	35
Looks, Gestures	17	18
Letters, Calls	3	5
Pressure for Dates	4	2
Teasing, Jokes	19	28
Whistles, Calls	4	2
Attempts to Get Participation ^e	0	0
Other Attention	2	3
Total	99	101
Number of Cases ^f	5478	1515

^a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest impact on you and answer [Questions 3-37] in terms of that experience." For this table respondents experiencing more than one form of attention appear in the percentages only once (for the form of attention they circled first).

^b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Due to rounding, percentages may not always add to 100.

^d Exact response categories are shown in the questionnaire in Appendix A.

^e "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

^f The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 5: "During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?" (Abbreviated response options are given above under "Type of Sexual Harassment.")

also may have been part of the experiences.

A variety of types of sexual harassment was part of these victims' described experiences. (Seven percent of the victims electing to answer most questions about the selected experience did not specify the type(s) of sexual harassment that they received during their described experiences. However, they did answer other questions about these experiences.)

Overall, 16 percent of these female and 8 percent of these male victims first circled the more serious types of sexual harassment — pressure for sexual favors (11 percent of females, 6 percent of males) and attempted or actual rape or sexual assault (5 percent of females, 2 percent of males) -- as having occurred during their described experience. However, 29 percent of all victims who reported experiencing attempted or actual rape or sexual assault in the year prior to the survey did not choose this event as their described experience, but rather chose some other sexual harassment experience about which they would answer questions. Some of these are among the 7 percent of all victims who did not specify the type(s) of sexual harassment in their described experience. The reasons for this cannot be determined from the survey.

Of the less serious types of sexual harassment, sexual touching, cornering, and other physical contact was the type most commonly circled first by these victims as part of their described experience.

This was followed by sexual teasing, jokes, remarks, or questions and sexually suggestive looks, gestures, or body language.

Characteristics of Perpetrators

Number and Gender

The majority of both these female (76 percent) and male (74 percent) victims report that the perpetrators involved in their described experiences acted alone, as Table 3.2 shows. However, 24 percent of these female and 23 percent of these male victims report a group of two or more perpetrators was involved.

Sixty percent of the men victims were sexually harassed by one or more women, and 97 percent of the women victims were harassed by one or more men. It should be noted that data on same-gender sexual harassment do not necessarily refer to homosexual events and that the incidents of harassment range from off-color jokes to actual assault. The survey has no information on the sexual orientations of perpetrators and victims.

Military/Civilian Status

Military coworkers are the most frequently mentioned perpetrators of these victims' described experiences of sexual harassment, as Table 3.3 shows. Forty-five percent of both the women and the men victims

Table 3.2

Number and Gender of Perpetrator(s) of
Described Experiences of Sexual Harassment^a
by Gender of Victims
(In Unweighted^b Percentages^c)

Perpetrator(s)	All Services	
	Female	Male
Male only	75%	24%
Female only	1	50
Two or more males	22	7
Two or more females	0	10
Both genders	2	6
Unknown	0	2
Total	100	99
Number of Cases ^d	5610	1594

^a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest impact on you and answer [Questions 3-37] in terms of that experience."

^b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Due to rounding, percentages may not always add to 100.

^d The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 19: "Please describe the person(s) who sexually bothered you. a. Sex of Person(s):." (Response options are given above under "Perpetrator(s).")

were harassed by their military coworkers. This finding concerning coworkers is consistent with other workplace surveys.

Other military persons are the next most frequently mentioned perpetrators by both the women (32 percent) and the men (26 percent).

Next, 42 percent of the women report that the perpetrators of their described experiences of sexual harassment were above them in the chain of command. Twenty-two percent were their immediate military supervisors, while 20 percent were higher-level military. In contrast, only 10 percent and 8 percent, respectively, of the men report that the perpetrators of their described experiences were military personnel above them in the chain of command. In fact, more men report that military subordinates or civilians were or were among the perpetrators than report that military superiors were.

Overall, relatively small percentages of these victims report that civilians were or were among the perpetrators of their described experiences.

Consequences of Victims' Responses

Changes in Work Conditions

The majority of these victims (74 percent women, 84 percent men) report that there was no change in their work conditions as a result of

Table 3.3

Military/Civilian Status of Perpetrator(s)
of Described Experiences of Sexual Harassment^a
by Gender of Victims
(Multiple Responses)
(In Unweighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
Immediate Military Supervisor	22%	10%
Immediate Civilian Supervisor	1	1
Unit CO	2	1
Higher-level Military	20	8
Military Coworker(s)	45	45
Civilian Coworker(s)	4	9
Military Subordinate(s)	14	21
Civilian Subordinate(s)	1	4
Other Military	32	26
Other Civilian	6	11
Unknown	6	8
Number of Cases ^e	5568	1564

a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest effect on you and answer [Questions 3-37] in terms of that experience."

b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because respondents could select more than one answer.

d Exact response categories are shown in the questionnaire in Appendix A.

e The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 17: "Was/were the person(s) who sexually bothered you:." (Abbreviated response options are given above under "Responses.")

their responses to their described experiences of sexual harassment, as Table 3.4 shows.

Some of these victims report clearly negative consequences, i.e., work assignments/conditions worsened or they were denied promotions/good fitness reports. About twice as many of the women victims (19 percent) as of the men victims (8 percent) report these negative consequences.

Less than 10 percent of either female or male victims report positive consequences, i.e., working conditions improved, or they got promoted/good fitness reports.

Finally, 11 percent of the women and 7 percent of the men victims report they left or were removed from their work situation by means of reassignment or temporary or permanent transfer to another base or work site. Whether these changes had positive or negative career consequences cannot be determined from the survey.

Taking Formal Action

Ninety percent of these female and 92 percent of these male victims did not take formal action against the perpetrators of their described experiences of sexual harassment. Their reasons for not taking formal action varied, as Table 3.5 shows.

Table 3.4

Work Condition Consequences of Victim's
Response(s) to Described Experiences of Sexual Harassment^a
by Gender of Victims
(Multiple Responses)
(In Unweighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
Work Assignments/ Conditions Worse	14%	6%
Denied Promotion/ Good Fitness Report	5	2
Transferred to Another Base	3	3
Was Reassigned	3	2
Transferred to Another Work Site	5	2
Working Conditions Better	8	7
Got Promoted/Good Fitness Report	1	1
No Changes	74	84
Number of Cases ^e	5406	1512

^a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest impact on you and answer [Questions 3-37] in terms of that experience."

^b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because respondents could select more than one answer.

^d Exact response categories are shown in the questionnaire in Appendix A.

^e The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 9: "As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?" (Response options are given above under "Responses.")

Table 3.5

Reason(s) Victim Did Not Take Formal Action Against Perpetrator(s)
of Described Experiences of Sexual Harassment^a
by Gender of Victims
(Multiple Responses)
(In Unweighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
Handled by Self	64%	64%
Harasser(s) Not Colocated	6	7
Didn't Know Who Did It	7	5
Someone Else Acted	16	5
Didn't Know What to Do	13	8
Saw No Need to Report	33	49
Didn't Want to Hurt Harasser(s)	18	19
Too Embarrassed	16	12
Didn't Think Anything Would Be Done	27	13
Too Much Time/Effort	8	6
Thought Would Be Blamed	29	13
Work Would Get Unpleasant	38	20
Labelled Troublemaker	33	16
Number of Cases ^e	5021	1479

^a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest impact on you and answer [Questions 3-37] in terms of that experience."

^b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because respondents could select more than one answer.

^d Exact response categories are shown in the questionnaire in Appendix A.

^e The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 11: "What were your reasons for not taking any formal (official) actions?" (Abbreviated response options are given above under "Responses.")

Sixty-four percent of both the women and the men took care of the problem or thought they could take care of it themselves.

These female and male victims differ in their next most frequently reported reasons for not taking formal action. Men more often than women simply saw no reason to report the harassment formally. Women, however, were about twice as likely as men to mention anticipated negative outcomes of a formal complaint as important reasons for not reporting their experience, or to think that nothing would be done if they took formal action.

Medical Assistance/Counseling

Table 3.6 shows whether these victims received and/or needed counseling and/or medical attention as a result of their described experiences of sexual harassment. The majority (85 percent of women, 94 percent of men) report that they neither received nor needed either counseling or medical assistance. However, 11 percent of the women and 3 percent of the men report that although they received neither, counseling would have been helpful. The survey does not reveal why more of these victims did not seek or feel a need for medical assistance and/or counseling from a trained professional.

Table 3.6

Counseling and/or Medical Attention as a Result
of Described Experiences of Sexual Harassment^a
by Gender of Victims
(In Unweighted^b Percentages^c)

Responses ^d	All Services	
	Female	Male
Received Medical Assistance	1%	1%
Received Counseling	2	1
Received Both	1	0
No, But Counseling Would Help	11	3
No, But Medical Asst Would Help	1	0
No, Didn't Need Either	85	94
Total	101	99
Number of Cases ^e	5552	1568

^a Section II of the questionnaire instructs respondents: "Select the one experience [of uninvited and unwanted sexual attention you experienced at work in the past year] that had the greatest effect on you and answer [Questions 3-37] in terms of that experience."

^b The data in this table are unweighted. Unweighted data describe only respondents and should not be generalized to the overall active military population. Unweighted statistics are generally presented when, for technical and conceptual reasons, respondents are not necessarily demographically or otherwise representative of the population from which they are drawn.

^c Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Due to rounding, percentages may not always add to 100.

^d Exact response categories are shown in the questionnaire in Appendix A.

^e The number of cases may vary from table to table in Section 3 of the report because not all victims answered all questions about their described experience.

Reference: Section II, Question 22: "Did you receive medical assistance or emotional counseling from a trained professional as a result of the sexual attention?" (Abbreviated response options are given above under "Responses.")

4. Actions to Reduce Sexual Harassment

As discussed earlier, Section I of the questionnaire asked all respondents their perceptions of and opinions about various actions taken to reduce sexual harassment. This section of the report discusses these perceptions and opinions. These data are weighted.

Effectiveness of Formal Actions

Reporting to the Perpetrator(s)' Chain of Command

Table 4.1 shows the views of all respondents on the effectiveness of reporting sexual harassment to the perpetrator(s)' chain of command. (Respondents may or may not have personally tested the effectiveness of this action.) The majority of both female (70 percent) and male (85 percent) respondents believes that reporting sexual harassment to the perpetrator(s)' chain of command is a very effective or effective way to stop sexual harassment. However, fewer women than men believe this to be the case. In contrast, 11 percent of women and 4 percent of men believe that reporting harassment to the perpetrator(s)' chain of command is either not effective or makes things worse.

Table 4.1

Effectiveness of Reporting Sexual Harassment
to the Perpetrator(s)' Chain of Command
by Gender
(In Weighted^a Percentages^b)

Responses	Total Respondents All Services	
	Female	Male
Makes Things Worse	6%	2%
Not Effective	5	2
Somewhat Effective	19	11
Effective	33	31
Very Effective	37	54
Total	100	100

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0.

Reference: Section I, Question 6: "In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually? f. Reporting the behavior to the person(s)' unit commander(s) or others up the chain." (Response options are given above under "Responses.")

In short, most respondents have a generally positive view of the effectiveness of reporting sexual harassment to the perpetrator(s)' chain of command. However, some personnel, especially some women, are not confident of the ability of the perpetrator(s)' chain of command to deal effectively with sexual harassment.

Filing a Formal Complaint

Table 4.2 shows the views of all respondents on the effectiveness of filing a formal complaint as a way to stop sexual harassment. (Again, respondents may or may not have personally tested the effectiveness of this action. The Final Report will examine this issue in depth.) The same general pattern holds. The majority of both female (72 percent) and male (83 percent) respondents believes that filing a formal complaint is a very effective or effective way to stop sexual harassment. However, fewer women than men believe this to be the case. In contrast, 11 percent of women and 5 percent of men believe that filing a formal complaint is either not effective or makes things worse. Once again, some personnel, especially some women, are not confident of the ability of official channels and structures to deal effectively with sexual harassment through the mechanism of a formal complaint.

The actual numbers and percentages of respondents who feel that filing a formal complaint is an ineffective or even potentially harmful way of dealing with sexual harassment are not large. However, they do indicate that not all personnel perceive the formal system to be

Table 4.2

Effectiveness of Filing a Formal Complaint
Against Sexual Harasser(s)
by Gender
(In Weighted^a Percentages^b)

Responses	Total Respondents All Services	
	Female	Male
Makes Things Worse	6%	2%
Not Effective	5	3
Somewhat Effective	17	12
Effective	31	27
Very Effective	41	56
Total	100	100

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0.

Reference: Section I, Question 6: "In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually? g. Filing a formal complaint." (Response options are given above under "Responses.")

working smoothly. The unweighted data shown earlier in Table 3.5 indicate those percentages of victims who did not take formal action against perpetrators because they anticipated either no action or a negative outcome. On the other hand, an examination of responses to survey questions about twelve different types of action, both formal and informal, which someone might take to stop sexual harassment show that filing a formal complaint or reporting the sexual harassment to the perpetrator(s)' chain of command were felt by respondents to be the most effective of all the actions and also were believed to be the actions least likely to make the situation worse.

Actions Taken at Duty-Station Level

There are a variety of actions that can be taken at the duty station level to help reduce sexual harassment. For example, policies prohibiting sexual harassment can be established, swift and thorough investigations of complaints can be conducted, penalties can be enforced against both perpetrators and supervisors who permit sexual harassment to occur, complaint channels can be publicized, and counseling and awareness training can be provided.

Table 4.3 shows the percentages of all respondents who reported that such actions had indeed been taken at their current duty stations. The types of actions included in the questionnaire were checked with all Service representatives participating in the instrument approval process in order to be sure that all substantial

Table 4.3

Actions Taken at Current Duty Station
To Reduce Sexual Harassment:
Percent Responding Yes
by Gender of Respondents
(In Weighted^a Percentages^b)

Actions ^c	All Services	
	Female Percent	Male Percent
Policies established	72	77%
Swift investigations	36	40
Penalties enforced against chain Penalties enforced	18	23
against perpetrator(s)	39	47
Complaint channels publicized	57	58
Counseling for victims provided	33	37
Awareness training provided for:		
military personnel	59	61
unit commanders/EEO officials	41	43
Specific office to handle sexual harassment established	46	44

- ^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.
- ^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because all responses for each action are not shown in this table.
- ^c Exact response categories are shown in the questionnaire in Appendix A.

References: Section I, Questions 9, a-i: "Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station." (Abbreviated response options are given above under "Actions.")

actions being implemented by one or more of the Services would be included. Respondents who did not answer "Yes" answered "No" or "Don't Know."

Policies Prohibiting Sexual Harassment

As Table 4.3 shows, a majority of both female (72 percent) and male (77 percent) respondents report that policies prohibiting sexual harassment have been established at their duty stations. Twenty-eight percent of women and 23 percent of men either did not know if such policies exist at their current duty station, or report that they do not exist.

Sexual Harassment Awareness Training

A majority of both female (59 percent) and male (61 percent) respondents also reports that sexual harassment awareness training has been provided for active-duty military personnel at their current duty station. Forty-one percent of women and 39 percent of men do not know if such training has been provided or report that it has not been.

Publicizing Formal Complaint Channels

In addition, a majority of both female (57 percent) and male (58 percent) respondents reports that the availability of formal complaint channels has been publicized at their current duty stations.

Forty-three percent of women and 42 percent of men do not know if complaint channels have been publicized or report that they have not been.

Complaint Investigation and Penalty Enforcement

Less than a majority of respondents report that swift and thorough investigations of sexual harassment complaints and the enforcement of penalties against perpetrators and commanders who allow sexual harassment to continue are actions that have been taken at their current duty stations. A majority of both men and women do not know whether these actions have been taken at their current duty stations. A majority also either do not know whether penalties have been enforced against perpetrators of sexual harassment or say that they have not been.

Other Actions

This same general pattern holds for the other actions shown in Table 4.3. The majority of both female and male respondents do not know whether counseling for victims or sexual harassment awareness training for EO officials and unit commanders have been provided at their current duty stations. In addition, a majority either do not know whether a specific office for handling sexual harassment complaints has been established or say that it has not been. (It is rare for a separate office to be set up to handle only sexual harassment. It is possible that some, if not most, respondents

leadership to stop this proscribed behavior, the majority have no personal knowledge of the remedies and penalties which are being provided.

5. Attitudes of Leaders

As discussed earlier, Section I of the questionnaire not only asks all survey respondents about various remedial and preventive actions, but it also asks their perceptions of and opinions about the attitudes of military leaders toward sexual harassment. This section of the report discusses these perceptions and opinions. These data are weighted and can be generalized to the active-duty military population.

Attitude of Current Installation CO

Table 5.1 shows respondents' views of the attitudes of their installation commanders (COs) toward sexual harassment at the time of the survey. A majority of both women (55 percent) and men (63 percent) respondents report that their current installation CO actively discourages sexual harassment, has spoken out against it and seems to want it stopped, or has not spoken out against it but seems to want it stopped.

However, 33 percent of women and 29 percent of men respondents do not know their installation CO's attitude toward sexual harassment. The survey does not reveal why respondents do not know their CO's attitude. On the one hand, it may be that some respondents do not have sufficient direct, personal experience to allow them to form opinions about their CO's attitudes. Similarly, it may be that either the CO or the respondent is new to the installation. On the other hand, it may

Table 5.1

Attitude of Installation Commanding
Officer at Time of Survey Toward Sexual Harassment,
by Gender of Respondents
(In Weighted^a Percentages^b)

Responses ^c	All Services	
	Female Percent	Male Percent
Actively Discourages Spoken Against/ Wants Stopped	29%	37%
Not Spoken Against but Wants Stopped	20	20
Spoken Against but Doesn't Care	6	6
Uninformed About Sexual Harassment	5	2
Seems to Condone	2	2
Not Spoken/Doesn't Care	2	2
Actually Encourages	3	2
Unknown/Don't Know/ CO is New	0	0
	33	29
Total	100	100

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages may not add to 100 because of rounding error.

^c Exact response categories are shown in the questionnaire in Appendix A.

Reference: Section I, Question 2: "Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post:" (Abbreviated response options are given above under "Responses.")

be that the CO has not communicated sexual harassment prevention policy.

Ten percent of women and 6 percent of men respondents report that their installation CO has a cynical, uninformed, or indifferent attitude toward sexual harassment. Further, two percent of both women and men respondents report that their CO actually seems to condone it.

Efforts of Leaders to Stop Sexual Harassment

Table 5.2 shows the percentages of all respondents who report that other military leaders make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Respondents who did not answer "Yes" answered "No," "Don't Know," or "Not Applicable."

Senior Leaders and Immediate Supervisors

A majority of both women and men respondents report that senior leaders of their Services and installations as well as their immediate supervisors make honest and reasonable efforts to stop sexual harassment in the active-duty military. However, women are less likely than men to report that senior leaders make such efforts.

Forty to 49 percent of women and 32 to 38 percent of men report they either do not know or do not believe that their senior leaders or

Table 5.2

Person or Organization Makes Honest,
Reasonable Efforts to Stop Sexual Harassment:
Percent Responding Yes
by Gender of Respondent
(In Weighted^a Percentages^b)

Responses ^c	All Services	
	Female Percent	Male Percent
Senior leadership of Service	55%	68%
Senior leadership of installation/ship	51	62
Immediate supervisor	60	63
Training instructors	42	42

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because all responses for each person/organization are not shown in this table.

^c Exact response categories are shown in the questionnaire in Appendix A.

References: Section I, Questions 3a-3c, 3e: "For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially." (Abbreviated response options are given above under "Responses.")

their immediate supervisors make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Again, the survey does not reveal why these respondents do not know about their leaders' actual efforts versus official statements.

Training Instructors

Table 5.2 also shows respondents' opinions about whether their training instructors (TIs) made honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what was said officially. Less than a majority of both women (42 percent) and men (42 percent) respondents report that their TIs made honest and reasonable efforts to stop sexual harassment. Thus, 58 percent of both women and men respondents report either they do not know whether their TIs made such efforts, or their TIs did not do so.

In sum, over half of all women and two-thirds of all men respondents to the survey report that both their senior Service and installation leaders and their immediate supervisors make reasonable, honest efforts to stop sexual harassment. However, some women and men respondents report that they do not know if these leaders do so. This suggests that some leaders, although publicizing their view that sexual harassment is intolerable, may not be giving a high priority to also

publicizing their actual efforts to stop sexual harassment. Finally, some women and men respondents report that these leaders are not making honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.

APPENDIX A

PLEASE READ THIS BEFORE YOU BEGIN

- This survey deals with sexual talk and behavior which can range from apparently casual remarks (like "Mary (or Joe) looks sexy today") to the serious crimes of sexual assault and rape. Sometimes this sexual talk and behavior is considered sexual harassment and sometimes it is not.
- Certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work can be considered sexual harassment. Examples are:
 - Actual or attempted rape or sexual assault.
 - Unwanted, uninvited pressure for sexual favors (Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward).
 - Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature.
 - Unwanted, uninvited sexually suggestive looks, gestures or body language (Example: Someone at work kept staring at your sexual body parts).
 - Unwanted, uninvited letters, telephone calls, or materials of a sexual nature (Examples: Someone at work called you and said foul things; someone at work brought nude pictures for you to look at; someone sent you letters suggesting that you and the person have sex).
 - Unwanted, uninvited pressure for dates (Example: A superior kept pressuring you to go out).
 - Unwanted, uninvited sexual teasing, jokes, remarks or questions (Examples: Someone told you that you have a nice body; someone asked you how your sex life is; someone told crude jokes to embarrass you; someone jokingly made some comment about how you might perform in bed).
 - Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature (Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you).
 - Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities (Examples: Someone tried to get you involved in group sex, or to pose for nude films, or to seduce someone for fun)
- BOTH MEN AND WOMEN CAN BE VICTIMS OF SEXUAL HARASSMENT; BOTH WOMEN AND MEN CAN BE SEXUAL HARASSERS; PEOPLE CAN SEXUALLY HARASS PERSONS OF THEIR OWN SEX.
- Your frank and honest answers will help give us an accurate picture of the situation, and assist in the evaluation and development of policies. Please read all questions and instructions CAREFULLY before responding. We appreciate your time.

THANK YOU.

1988 DoD SURVEY OF SEX ROLES IN THE ACTIVE-DUTY MILITARY

SURVEY PURPOSE

This is a worldwide scientific survey of how men and women work together in the four DoD Active-duty Military Services and the Coast Guard being conducted for the Office of the Secretary of Defense by the Defense Manpower Data Center (DMDC). The purpose of this survey is to ask you about your observations, opinions and experiences with ALL KINDS of sexual talk and behavior that can occur at work. IT IS IMPORTANT THAT PERSONS WHO HAVE NOT BEEN SEXUALLY HARASSED, AS WELL AS THOSE WHO HAVE BEEN SEXUALLY HARASSED, RESPOND.

PRIVACY NOTICE

AUTHORITY: DoDD 5124.2

PRINCIPAL PURPOSE OR PURPOSES: Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by service members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the working environment.

ROUTINE USES: None

DISCLOSURE: Voluntary. Failure to respond will not result in any penalty to the respondent. However, maximum participation is encouraged so that data will be complete and representative.

ASSISTANCE

If you have any questions about the questionnaire:

WRITE to us at: Survey Desk
Defense Manpower Data Center
1600 Wilson Blvd., Suite 400
Arlington, VA 22209-2593

OR CALL us at: (202) 696-5856 or -6675
Autovon 226-5856 or -6675

1988 DoD SURVEY OF SEX ROLES IN THE ACTIVE-DUTY MILITARY

SECTION I

In this section, we ask you some general questions about sexual harassment in the active-duty military environment, and your perceptions about official actions and policies concerning such harassment.

1. If you have worked outside the active-duty military, would you say that there is more or less unwanted sexual attention in nonmilitary jobs?

2. Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post:

- CIRCLE ONE NUMBER
- I have never held a nonmilitary job 1
 - There is more in nonmilitary jobs 2
 - There is about the same in military and nonmilitary jobs 3
 - There is less in nonmilitary jobs 4
 - Don't know/Can't judge 5
 - I have never observed unwanted sexual attention in either active-duty military or non-military jobs 6

- CIRCLE ONE NUMBER
- The CO very **ACTIVELY DISCOURAGES** sexual harassment 1
 - The CO has **spoken out against it AND** does seem to want it stopped 2
 - The CO has **NOT** spoken out against it **BUT** seems to want it stopped 3
 - The CO **HAS** spoken out against it **BUT** really seems not to care about it 4
 - The CO seems uninformed about sexual harassment 5
 - The CO may or may not have spoken out against sexual harassment but really seems to condone it ... 6
 - The CO has **NOT** spoken out against it **AND** seems not to care about it 7
 - The CO seems to actually encourage sexual harassment 8
 - The CO's attitude is unknown/The CO is new/The subject hasn't come up 9

3. For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

<u>PERSON OR ORGANIZATION</u>	<u>MAKE REASONABLE EFFORTS?</u>			
	<u>No</u>		<u>No</u>	
	<u>Yes</u>	<u>Opinion</u>	<u>No</u>	<u>Applicable</u>
a. Senior leadership of my Service	1	2	3	4
b. Senior leadership on my installation/ship	1	2	3	4
c. My immediate supervisor/commanding officer	1	2	3	4
d. Other <u>unit</u> commanders I've had	1	2	3	4
e. My training instructor(s)	1	2	3	4
f. Commanding officers at my other assignment stations	1	2	3	4

6. Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

7. Do you, from your own knowledge or from what the person(s) said, know anyone who has experienced sexual harassment while on duty? (CIRCLE ONE NUMBER BELOW. DO NOT INCLUDE YOURSELF.)

CIRCLE ALL THAT APPLY

CIRCLE ONE NUMBER

- a. No 1
- b. No, but I have considered asking for a transfer 2
- c. Yes, I have requested a transfer and have been transferred 3
- d. Yes, I have requested a transfer but am awaiting transfer 4
- e. Yes, I have considered leaving the military due to sexual harassment but decided to stay 5
- f. Yes, I am considering leaving now due to sexual harassment 6

- No, I don't know anyone 1
- I know one person 2
- I know two people 3
- I know three people 4
- I know four or more people 5

6. In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually? (CIRCLE ONE NUMBER FOR EACH ACTION)

HOW EFFECTIVE IS THE ACTION?

ACTION	HOW EFFECTIVE IS THE ACTION?				
	Makes Things Worse	Not Effective	Somewhat Effective	Effective	Very Effective
a. Ignoring the behavior	1	2	3	4	5
b. Avoiding the person(s)	1	2	3	4	5
c. Asking or telling the person(s) to stop	1	2	3	4	5
d. Threatening to tell or telling co-workers	1	2	3	4	5
e. Threatening to tell the person(s)' unit commander(s)	1	2	3	4	5
f. Reporting the behavior to the person(s)' unit commander(s) or others up the chain	1	2	3	4	5
g. Filing a formal complaint	1	2	3	4	5
h. Threatening to tell the person(s)' spouse(s)	1	2	3	4	5
i. Threatening to tell your own spouse or mate	1	2	3	4	5
j. Threatening some drastic action outside channels if the person(s) doesn't (don't) stop	1	2	3	4	5
k. Becoming extra firm and professional at work	1	2	3	4	5
l. Other (Specify: _____)	1	2	3	4	5

7. Do you personally know anyone in the active-duty military who, in your opinion, was unfairly accused of sexual harassment (officially or unofficially) in the past year?

8. Was there any sexual talk or behavior at work during the past year that, overall, created an offensive, hostile or intimidating environment for you?

CIRCLE ONE NUMBER

CIRCLE ONE NUMBER

- Yes 1
- Not sure 2
- No 3

- Always 1
- Most of the time 2
- Sometimes 3
- Rarely 4
- Never 5

2
 1/1/2000
 1/1/2000

9. Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station (CIRCLE ONE NUMBER BESIDE EACH ACTION)

ACTIONS	HAS THIS ACTION BEEN TAKEN AT YOUR BASE/POST?		
	YES	DON'T KNOW	NO
a. Establishing policies prohibiting sexual harassment	1	2	3
b. Providing swift and thorough investigation of sexual harassment complaints	1	2	3
c. Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue	1	2	3
d. Enforcing penalties against sexual harassers	1	2	3
e. Publicizing the availability of formal complaint channels	1	2	3
f. Providing counseling services for victims of sexual harassment	1	2	3
g. Providing awareness training for active military personnel	1	2	3
h. Providing awareness training for unit commanders and Equal Opportunity officials	1	2	3
i. Establishing a specific office at each base/post which has the authority to investigate complaints regarding sexual harassment, to provide remedies for victims, and/or penalties against harassers	1	2	3
j. Other action (Specify: _____)	1	2	3

10. Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

CIRCLE ALL THAT APPLY

- a. One or more civilian employee(s) of the Department of Defense (DoD), one of the Services or Coast Guard 1
- b. One or more local civilian residents 2
- c. One or more foreign national employee(s) of the DoD, of the Services or Coast Guard 3
- d. One or more other foreign national(s) 4
- e. Civilian contractors with DoD/one of Services 5
- f. No, I have NOT observed American military personnel sexually harassing any nonmilitary person(s) listed 6

GO TO NEXT SECTION.

SECTION II

This section asks about any experience YOU may have had with UNINVITED and UNWANTED sexual attention in the course of performing your duties in the active-duty military. **ALTHOUGH THE SECTION WILL TAKE SOME TIME TO COMPLETE, IT WILL PROVIDE THE MOST IMPORTANT INFORMATION BEING GATHERED BY THIS SURVEY.**

Please Note: Sexual attention can be welcome or unwelcome. "**UNINVITED AND UNWANTED TALK AND BEHAVIOR**" is talk and behavior which you did NOT provoke, did NOT ask for, are NOT responsible for and do NOT participate in willingly or jokingly. Keep the examples of sexual attention given below in mind as you answer the rest of the survey.

1. Have YOU EVER RECEIVED any of the following kinds of UNINVITED and UNWANTED sexual attention from someone AT WORK while serving in the active-duty military? (CIRCLE ALL THAT APPLY BELOW)

TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION

CIRCLE ALL THAT APPLY

- a. Actual or attempted rape or sexual assault 1
- b. Unwanted, uninvited pressure for sexual favors (Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward) 2
- c. Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature 3
- d. Unwanted, uninvited sexually suggestive looks, gestures or body language (Example: Someone at work kept staring at your sexual body parts) 4
- e. Unwanted, uninvited letters, telephone calls, or materials of a sexual nature (Examples: Someone at work called you and said foul things; someone at work brought nude pictures for you to look at; someone sent you letters suggesting that you and the person have sex) 5
- f. Unwanted, uninvited pressure for dates (Example: A superior kept pressuring you to go out) 6
- g. Unwanted, uninvited sexual teasing, jokes, remarks or questions (Examples: Someone told you that you have a nice body; someone asked you how your sex life is; someone told crude jokes to embarrass you; someone jokingly made some comment about how you might perform in bed) 7
- h. Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature (Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you) 8
- i. Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities (Examples: Someone tried to get you involved in group sex, or to pose for nude films, or to seduce someone for fun) 9
- j. Other unwanted, uninvited attention of a sexual nature (Specify: _____) 10
- k. No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military 11

IF YOU HAVE NEVER RECEIVED ANY FORM OF SEXUAL ATTENTION THAT WAS UNWANTED AND UNINVITED FROM SOMEONE AT WORK WHILE IN THE ACTIVE-DUTY MILITARY, GO TO SECTION III ON PAGE 14. OTHERWISE, GO TO Q.2. BELOW.

2. Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your service period.)

FREQUENCY IN THE LAST 12 MONTHS

Type of Uninvited, Unwanted Sexual Attention	Never	Once	Once a Month or Less	2-4 Times a Month	Once a Week or More
a. Actual or attempted rape or sexual assault	1	2	3	4	5
b. Pressure for sexual favors	1	2	3	4	5
c. Sexual touching, leaning over, cornering, pinching or brushing against	1	2	3	4	5
d. Sexually suggestive looks, gestures or body language	1	2	3	4	5
e. Letters, telephone calls or materials of a sexual nature	1	2	3	4	5
f. Pressure for dates	1	2	3	4	5
g. Sexual teasing, jokes, remarks or questions	1	2	3	4	5
h. Sexual whistles, calls, hoots or yells	1	2	3	4	5
i. Attempts to get your participation in any other sexual activities	1	2	3	4	5
j. Other sexual attention (Specify: _____)	1	2	3	4	5
k. No, I have NOT experienced any unwanted, uninvited sexual attention from someone at work IN THE LAST 12 MONTHS	1	2	3	4	5

IF YOU HAVE NOT RECEIVED ANY UNWANTED, UNINVITED SEXUAL ATTENTION FROM SOMEONE WHERE YOU WORK IN THE LAST 12 MONTHS, GO TO SECTION III ON PAGE 14. OTHERWISE, GO TO Q.3 ON THE NEXT PAGE.

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

* Describe the experience you have in mind:

CIRCLE ALL THAT APPLY

- a. This was my only experience 1
- b. This was my most recent experience 2
- c. This experience is still continuing 3
- d. This experience permanently damaged my career 4
- e. This experience caused me to lose friends 5
- f. This experience caused me to transfer 6
- g. This experience may cause me to leave the Service 7
- h. This did not actually occur (only) at the work site 8

Did this experience take place at the duty station where you are now assigned, at some other assignment location, while you were on temporary duty elsewhere (TDY), or on recruit (basic) training?

CIRCLE ONE NUMBER

- This experience took place here 1
- This experience took place at another duty station 2
- This experience took place on recruit (basic) training elsewhere 3
- This experience took place while I was on TDY 4

5. During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

CIRCLE ALL THAT APPLY

- a. Actual or attempted rape or sexual assault 1
- b. Pressure for sexual favors 2
- c. Sexual touching, leaning over, comingg, pinching, or brushing against 3
- d. Sexually suggestive looks, gestures, or body language 4
- e. Letters, telephone calls, or materials of a sexual nature 5
- f. Pressure for dates 6
- g. Sexual teasing, jokes, remarks or questions 7
- h. Whistles, calls, hoots or yells of a sexual nature 8
- i. Attempts to get your participation in other sexually oriented activities 9
- j. Other unwanted, uninvited sexual attention (Specify: _____) 10

6. How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please CHECK EITHER the "Did Not Do This" space OR the space below the effect your action had.

ACTION	Effect of Action			
	<u>You</u> Did Not Do This	Made Things Worse	Made No Difference	Made Things Better
a. I ignored the behavior or did nothing	_____	_____	_____	_____
b. I avoided the person(s)	_____	_____	_____	_____
c. I asked or told the person(s) to stop	_____	_____	_____	_____
d. I threatened to tell or told others	_____	_____	_____	_____
e. I reported the behavior to the unit commander or other official(s)	_____	_____	_____	_____
f. I made a joke of the behavior	_____	_____	_____	_____
g. I went along with the behavior	_____	_____	_____	_____
h. I transferred, disciplined or gave a poor fitness report to the person(s)	_____	_____	_____	_____
i. I got someone else to speak to the person(s) about the behavior	_____	_____	_____	_____
j. I threatened to harm the person(s) if the behavior continued	_____	_____	_____	_____
k. I did something else (Specify: _____)	_____	_____	_____	_____

7. Over what period of time did you keep receiving this uninvited, unwanted sexual attention?

CIRCLE ONE NUMBER

- It was a single event 1 (GO TO Q.9)
- Less than one week 2
- 1 to 4 weeks 3 (GO TO Q.8)
- 1 to 3 months 4
- 4 to 6 months 5
- More than 6 months 6

8. During this period of time, how frequently did the person(s) involved sexually bother you?

CIRCLE ONE NUMBER

- Once a month or less 1
- 2 to 4 times a month 2
- Every few days 3
- Every day 4
- It varied: sometimes a lot, sometimes not often 5
- Every time the person(s) saw me 6

9. As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

CIRCLE ALL THAT APPLY

- a. My work assignments or conditions got worse 1
- b. I was denied a promotion or good fitness report 2
- c. I transferred to another location 3
- d. I was reassigned/transferred to another location 4
- e. I transferred to another work site at the same installation 5
- f. My working conditions got better 6
- g. I received a promotion or good fitness report 7
- h. No changes occurred in my work situation 8

10. Did you take any formal (official) action(s) against person(s) who victimized you?

CIRCLE ONE NUMBER

- No 1 (GO TO Q.11)
- Yes 2 (GO TO Q.12 ON P.8)

11. What were your reasons for not taking any formal (official) actions?

CIRCLE ALL THAT APPLY

- a. I took care of the problem myself/ thought I could take care of it 1
- b. The person(s) was (were) not at my duty station 2
- c. Didn't know the person(s) who did it 3
- d. Someone else took action for me or said something in my behalf 4
- e. I did not know what actions to take 5
- f. I saw no need to report it 6
- g. I did not want to hurt the person(s) who bothered me 7
- h. I was too embarrassed 8
- i. I did not think anything would be done 9
- j. I thought it would take too much time and effort 10
- k. I thought that it would be held against me or that I would be blamed 11
- l. I thought it would make my work situation unpleasant 12
- m. I thought I would be labelled a troublemaker 13

NOW GO TO QUESTION 14 ON PAGE 9.

12. What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please CHECK EITHER the "Did Not Do This" space OR the space below the effect your action had.

ACTION	You		Effect of Action		
	Did Not Do This		Made Things Worse	Made No Difference	Made Things Better
a. I requested an investigation by my unit commander	_____	_____	_____	_____	_____
b. I requested most	_____	_____	_____	_____	_____
c. I requested an investigation by the special office for handling these kinds of complaints, such as Equal Opportunity, Social Actions	_____	_____	_____	_____	_____
d. I requested a judicial board to review the case	_____	_____	_____	_____	_____
e. I requested an investigation by a person above my unit commander	_____	_____	_____	_____	_____
f. I requested an investigation by the Inspector General's Office	_____	_____	_____	_____	_____
g. I requested a temporary assignment elsewhere	_____	_____	_____	_____	_____
h. Other (Specify: _____)	_____	_____	_____	_____	_____

13. How did your unit commander or other officials respond to the formal action you took?

CIRCLE ALL THAT APPLY

- a. Found my charge to be true 1
- b. Found my charge to be false 2
- c. Corrected the damage done to me 3
- d. Took action against the person(s) who bothered me 4
- e. Were hostile or took action against me 5
- f. Unit commander/other officials did nothing 6
- g. The action is still being processed 7
- h. I don't know whether anyone did anything 8

SECTION CONTINUES ON NEXT PAGE

14. How did the unwanted, uninvited sexual attention affect you? For each factor listed below, mark the response which best describes how you were affected.

FACTOR	Effect of Attention			
	Not Applic.	Became Less Favorable	No Effect	More Favorable
a. My feelings about the military	1	2	3	4
b. My feelings about my unit	1	2	3	4
c. My opinion of the opposite sex	1	2	3	4
d. My opinion of members of my own sex	1	2	3	4
e. My feelings about work	1	2	3	4
f. My self-esteem	1	2	3	4
g. My opinion of my superiors	1	2	3	4
h. My emotional condition	1	2	3	4
i. My physical condition	1	2	3	4
j. My ability to work with others on the job	1	2	3	4
k. The quality of my work	1	2	3	4
l. The quantity of my work	1	2	3	4
m. My relations with my spouse	1	2	3	4
n. My relations with other family member(s)	1	2	3	4
o. My time and attendance at work	1	2	3	4
p. My overall fitness for service	1	2	3	4
q. My readiness	1	2	3	4
r. My attitude about doing a good job	1	2	3	4
s. My sense of control over my job	1	2	3	4

15. Did others in your unit know about this unwanted, uninvited sexual attention? (If you were on TDY, answer for the persons you were working with while at that location.)

- CIRCLE ONE NUMBER
- No one else knew, as far as I know 1
(GO TO Q.17)
- At least one other person knew 2
Several other people knew 3
Almost everyone in the unit knew 4

16. Did anyone in your unit (or at the TDY location) who knew about this tell the person(s) who bothered you that the behavior was unacceptable, or otherwise try to stop the person(s)?

- CIRCLE ONE NUMBER
- Yes 1
No 2
Don't know 3

17. Was/were the person(s) who sexually bothered you:

CIRCLE ALL THAT APPLY

- a. Your immediate military supervisor 1
- b. Your immediate civilian supervisor 2
- c. Your unit commander 3
- d. Other higher level military personnel 4
- e. Your military co-worker(s) 5
- f. Your civilian co-worker(s) 6
- g. Your military subordinate(s) 7
- h. Your civilian subordinate(s) 8
- i. Other military person(s) 9
- j. Other civilian person(s) 10
- k. Other or unknown 11

18. Was (were) the person(s) who sexually bothered you in your unit?

CIRCLE ONE NUMBER

- Yes, the person(s) was (were) in my unit 1
- No, the person(s) was (were) NOT in my unit 2
- Some were, some were not in my unit 3
- No, but the person(s) and I had been in the same unit in the past 4

19. Please describe the person(s) who sexually bothered you. (CIRCLE ONE NUMBER IN SECTIONS a-c BELOW. CIRCLE ALL THAT APPLY IN SECTIONS d and e.)

a. Sex of Person(s)

- Male 1
- Female 2
- Two or more males 3
- Two or more females 4
- Both sexes 5
- Unknown 6

b. Age of Person(s)

- Older 1
- Same age 2
- Younger 3
- Mixed 4
- Unknown 5

c. Race of Person(s)

- Same as yours 1
- Different 2
- Some same, some different 3
- Unknown 4

d. Marital Status of Person(s)

CIRCLE ALL THAT APPLY

- Married 1
- Single 2
- Divorced, separated, widowed 3
- Unknown 4

e. Military/Civilian Status of Person(s)

- U.S. military 1
- DoD/Service civilian employee 2
- Civilian contractor 3
- DoD/Service foreign-national employee 4
- Local civilian resident 5
- Local foreign-national resident 6
- Unknown 7

20. How long had you been in the active-duty service when the incident or episode occurred or began?

CIRCLE ONE NUMBER

- Less than 6 months 1
- 6 months but less than 1 year 2
- 1 year but less than 2 years 3
- 2 years but less than 5 years 4
- 5 years or more 5

21. Do you know whether the person(s) who bothered you has (have) sexually bothered other military personnel during duty hours?

CIRCLE ONE NUMBER

- I don't know if the person(s) has (have) done this . . . 1
- I know one person has; I don't know about others . . . 2
- The only person involved has not bothered others . . . 3
- The only person involved has bothered others 4
- Most or all involved have bothered others 5
- Most or all involved have not bothered others 6

22. Did you receive medical assistance or emotional counseling from a trained professional as a result of the sexual attention?

CIRCLE ONE NUMBER

- Yes, I received medical assistance 1
- Yes, I received counseling from a trained professional 2
- Yes, I received both medical assistance and emotional counseling 3
- No, but emotional counseling might have been helpful 4
- No, but medical assistance might have been helpful . . 5
- No, I did not need either medical assistance or emotional counseling 6

23. Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do? (CIRCLE ALL THAT APPLY BELOW)

CIRCLE ALL THAT APPLY

- a. No, I did not discuss it or seek advice 1
- b. I talked with one or more friend(s) briefly 2
- c. I talked with one or more family members briefly 3
- d. I talked at length with friend(s) about it 4
- e. I talked at length with one or more family members about it 5
- f. I talked with one or more co-workers about it 6
- g. I talked "off the record" with my unit commander 7
- h. I asked for advice from one or more friend(s) 8
- i. I asked for advice from one or more family member(s) 9
- j. I asked for advice from one or more co-workers 10
- k. I talked to a chaplain, priest, rabbi, minister or other church-related person about it 11
- l. Other (Specify _____) 12

24. If you used any annual leave or were ever out sick as a result of the unwanted, uninvited sexual attention, please indicate how many days you were absent.

CIRCLE ONE NUMBER

- None 1
- One day 2
- Two days 3
- Three to five days 4
- Six to ten days 5
- More than 10 days 6

25. In comparison to your normal job performance, was your productivity (that is, either how much work you did or how well you did it), affected by the unwanted, uninvited sexual attention? If so, please indicate the extent your productivity was affected. (In responding, do not count time lost due to use of sick or annual leave.)

CIRCLE ONE NUMBER

- My productivity was not affected 1 (GO TO Q.27)
- Don't know/Can't judge 2 (GO TO Q.27)
- My productivity was slightly reduced (10% or less) 3
- My productivity was noticeably reduced (11% - 25%) 4
- My productivity was markedly reduced (26% - 50%) 5
- My productivity was dramatically reduced (more than 50%) 6

26. If your productivity was reduced, how long did this reduction continue?

CIRCLE ONE NUMBER

- Only when the uninvited, unwanted behavior was occurring 1
- Only during the TDY 2
- Less than 1 week 3
- 1 week but less than 1 month 4
- 1 month but less than 4 months 5
- 4 months but less than 6 months 6
- 6 months or more 7
- Don't know/Can't judge 8

27. At the time this unwanted, uninvited sexual attention occurred or began, who was in your normal work group (that is, the people you worked with every day)? (If you were on TDY, answer for the group you worked with daily while at the temporary location.)

CIRCLE ONE NUMBER

- All men 1
- More men than women 2
- Equal numbers of men and women 3
- More women than men 4
- All women 5

28. At the time this unwanted, uninvited sexual attention occurred or began, was your immediate supervisor male or female? (If you were on TDY and were not traveling with your usual supervisor, answer for the person in charge at the TDY location.)

CIRCLE ONE NUMBER

- Female 1
- Male 2

29. At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.)

CIRCLE ONE NUMBER

- Yes, I was the first and only of my sex 1
- Yes, I was in the first group of my sex, along with some others 2
- Yes, I was in one of the first groups of my sex to be doing the work but not in the very first group 3
- No, members of my sex had been doing the work for a while 4
- No, members of my sex had been doing the work for a long time 5
- No, members of my sex have always been doing that work in the unit 6
- Don't know 7

30. At the time this unwanted, uninvited sexual attention occurred or began, what was your paygrade? (CIRCLE ONE PAYGRADE)

<u>ENLISTED</u>	<u>WARRANT</u>	<u>OFFICER</u>
E-1	W-1	O-1
E-2	W-2	O-2
E-3	W-3	O-3
E-4	W-4	O-4
E-5		O-5
E-6		O-6
E-7		O-7
E-8		O-8
E-9		O-9

31. At the time the unwanted, uninvited sexual attention occurred or began, were you a supervisor who gave fitness reports to others?

CIRCLE ONE NUMBER

- Yes 1
- No 2

32. At the time the unwanted, uninvited sexual attention occurred or began, how many people were in your immediate work group (that is, the people you saw and worked with every day)? (If you were on TDY, answer for your work group at that temporary location.)

CIRCLE ONE NUMBER

- 1-5 persons 1
- 6-15 persons 2
- 16-25 persons 3
- More than 25 persons 4

33. At the time the unwanted, uninvited sexual attention occurred or began, did you have your own private workspace? (If you were on TDY, answer for your temporary situation at that location.)

CIRCLE ONE NUMBER

- Yes, a private office with a door that could be closed 1
- Yes, a semiprivate office with a door that could be closed 2
- Yes, but I could be seen from one to three sides (include cubicles) 3
- Yes, but I could be seen from four sides 4
- No, I just worked in a common working area 5

34. At the time the unwanted, uninvited sexual attention occurred or began, what was your marital status?

CIRCLE ONE NUMBER

- Married for the first time 1
- Remarried 2
- Legally separated 3
- Informally separated 4
- Widowed 5
- Divorced 6
- Single, Never Married 7

35. Did the unwanted, uninvited sexual attention occur in CONUS (Continental United States), overseas or at sea?

CIRCLE ONE NUMBER

- CONUS (Continental United States) 1 (GO TO Q.37 ON NEXT PAGE)
- Overseas 2 (GO TO Q.36 ON NEXT PAGE)
- At sea 3 (GO TO SEC. III ON P. 14)

36. If the unwanted, uninvited sexual attention occurred overseas, please indicate the specific location below.

CIRCLE ONE NUMBER

- Alaska and Hawaii 1
- Pacific Trust Territories 2
- Other Pacific 3
- The Mediterranean 4
- Other Europe 5
- Atlantic Islands 6
- Other Latin America 7

37. If you were in CONUS, what was the general location where the uninvited, unwanted sexual attention occurred? (CIRCLE ONE NUMBER)

CIRCLE ONE NUMBER

- WEST COAST (California, Oregon, Washington) . . 1
- ROCKY MOUNTAIN STATES (Arizona, Nevada, Utah, Idaho, Wyoming, Colorado, Montana, New Mexico) 2
- SOUTHWEST (Texas, Oklahoma, Arkansas, Louisiana) 3
- MIDWEST (N. Dakota, S. Dakota, Nebraska, Kansas, Minnesota, Wisconsin, Illinois, Indiana, Ohio, Missouri, Iowa, Michigan) 4
- SOUTHEAST (Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida, North Carolina, South Carolina) 5
- MID-ATLANTIC (West Virginia, Virginia, Pennsylvania, Maryland, Delaware, New Jersey, District of Columbia) 6
- NEW ENGLAND (New York, Connecticut, Massachusetts, New Hampshire, Vermont, Rhode Island, Maine) 7

GO TO NEXT SECTION.

SECTION III

This section of the survey asks for information we need to help us with the statistical analyses of the survey.

1. In what branch of the Armed Forces do you serve?

- CIRCLE ONE NUMBER
- Army 1
 - Navy 2
 - Marine Corps 3
 - Air Force 4
 - Coast Guard 5

2. What is your present age, as of your last birthday?

YEARS OLD

3. What is your marital status?

- CIRCLE ONE NUMBER
- Married for the first time 1
 - Remarried 2
 - Legally separated 3
 - Informally separated 4
 - Widowed 5
 - Divorced 6
 - Single, Never Married 7

4. Are you:

- CIRCLE ONE NUMBER
- Female 1
 - Male 2

5. Are you:

- CIRCLE ONE NUMBER
- American Indian/Alaskan Native 1
 - Hispanic Black/Negro/Afro-American 2
 - Non-Hispanic Black/Negro/Afro-American 3
 - Oriental/Asian/Chinese/Japanese/
Korean/Filipino/Pacific Islander 4
 - Hispanic White 5
 - Non-Hispanic White 6
 - Other (Specify: _____) 7

6. What is your MOS rating/designator/AFSC? (ENTER CODE IN SPACE BELOW)

MOS/Rating/Designator/AFSC

**PLEASE GO NOW
TO THE LAST PAGE.**

APPENDIX B

Table B-2

Frequency of Occurrence of
Types of Sexual Harassment for Female Victims
(Multiple Responses)
(In Weighted^a Percentages^b)

Type of Harassment ^c	Once Once	Once A month Or less	Two-four Times A month	Once a Week or Or more	Total
Actual or Attempted Rape or Sexual Assault	91%	6%	1%	2%	100%
Pressure for Sexual Favors	50	27	12	10	99
Touching, Cornering	36	33	17	13	99
Looks, Gestures	24	30	22	24	100
Letters, Calls	51	27	14	8	100
Pressure for Dates	37	28	21	13	99
Teasing, Jokes	18	29	25	29	101
Whistles, Calls	22	36	21	21	100
Attempts to Get Participation ^d	61	27	6	6	100
Other Attention	56	11	10	23	100

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because respondents could select more than one answer.

^c Exact response categories are shown in the questionnaire in Appendix A.

^d "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

Reference: Section II, Question 2: "Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military?" (Abbreviated response options are given above under "Type of Harassment.")

Table B-3

Frequency of Occurrence of
Type of Sexual Harassment for Male Victims
(Multiple Responses)
(In Weighted^a Percentages^b)

Type of Harassment	Once Once	Once A month Or less	Two-four Times A month	Once a Week or Or more	Total
Actual or Attempted Rape or Sexual Assault	85	6	1	9	101%
Pressure for Sexual Favors	59	22	7	12	100
Touching, Cornering	43	27	17	13	100
Looks, Gestures	39	29	17	15	100
Letters, Calls	47	36	7	10	100
Pressure for Dates	57	20	13	10	100
Teasing, Jokes	27	34	20	19	100
Whistles, Calls	40	30	14	16	100
Attempts to Get Participation ^d	61	21	6	12	100
Other Attention	49	8	15	27	99

^a The data in this table are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Percentages will not add to 100 because respondents could select more than one answer.

^c Exact response categories are shown in the questionnaire in Appendix A.

^d "Attempts to get [respondent's] participation in any other kinds of sexually oriented activity."

Reference: Section II, Question 2: "Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military?" (Abbreviated response options are given above under "Type of Harassment.")

Table B-4

Comparison of Characteristics
of Victims of Sexual Harassment, of All Respondents,
and of the Total Active-Duty Force
by Gender

	<u>Victims^a</u>		<u>Total Respondents^a</u>		<u>Total Active Force</u>	
	Female	Male	Female	Male	Female	Male
<u>Length of Service:</u>						
<1 yr	15% ^b	16%	13%	12%	14%	12%
<2 yrs	16	14	15	12	14	12
2-4 yrs	29	23	28	20	25	21
5-9 yrs	26	21	27	22	27	23
10-14 yrs	11	13	12	16	14	14
15+	3	12	5	19	6	18
Total	100	99	100	101	100	100
<u>Age:</u>						
<20 yrs old	5	6	4	4	9	10
20-24 yrs old	38	39	35	29	37	34
25-29 yrs old	30	25	29	26	28	23
30-34 yrs old	18	15	19	18	16	15
35+ yrs old	9	15	13	23	10	19
Total	100	100	100	100	100	101
<u>Officer/Enlisted Personnel Status:</u>						
Enlisted	88	92	85	85	85	86
Officer	12	8	15	15	15	14
Total	100	100	100	100	100	100
<u>Race/Ethnicity:</u>						
White	68	71	66	76	66	76
Black	28	23	29	18	30	19
Other	5	6	5	5	5	5
Total	101	100	100	99	101	100

^a The data in these four columns are weighted. Weighted data have been statistically adjusted to represent the active military population. Weighted statistics are estimates, within some error, of characteristics of the active military population. The weighting scheme used slightly underestimates the total Active Force.

^b Percentages are rounded to the nearest whole number. Percentages of 0 may indicate less than 0.5, but not actually 0. Due to rounding, percentages may not always add to 100.

Reference: Sample and population information, Active-Duty Master Gain-Loss File, 8806; Coast Guard Personnel File, 8809; 1988 Survey Field File.