

DMDC

Information and Technology for Better Decision Making

2006 Workplace and Gender Relations Survey of Active Duty Members

Overview Briefing

March 2008

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SURVEY BACKGROUND

Purpose and Methodology

- Authority

- Section 561 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2003 codified a quadrennial cycle of surveys—one survey each year of either active duty or Reserve component members on either gender issues or race/ethnic issues
- *2006 Workplace and Gender Relations Survey of Active Duty Members (WGRA2006)* measures:
 - Positive and negative trends for professional relationships between women and men in the military
 - Effectiveness of DoD policies designed to improve relations between women and men in the military
 - Effectiveness of current processes for complaints on and investigations into gender discrimination

- Survey Design

- WGRA2006 was largely modeled on the WGRA2002 and the *1995 Sexual Harassment Survey (SHS1995)* to enable trend analysis
- Topics include personal experiences with sexual harassment, unwanted sexual contact, sex discrimination, details regarding these experiences, personnel policies and practices, training, and assessment of progress in gender-related issues

- Methodology

Survey	Field Period	Method	Eligible Respondents	Weighted Response Rate
<i>WGRA2006</i>	June – September 2006	Web & Paper	23,595	30%
<i>WGRA2002</i>	December 2001 – April 2002	Web & Paper	19,960	36%
<i>SHS1995</i>	February – September 1995	Paper	28,296	58%

UNWANTED SEXUAL CONTACT (USC)

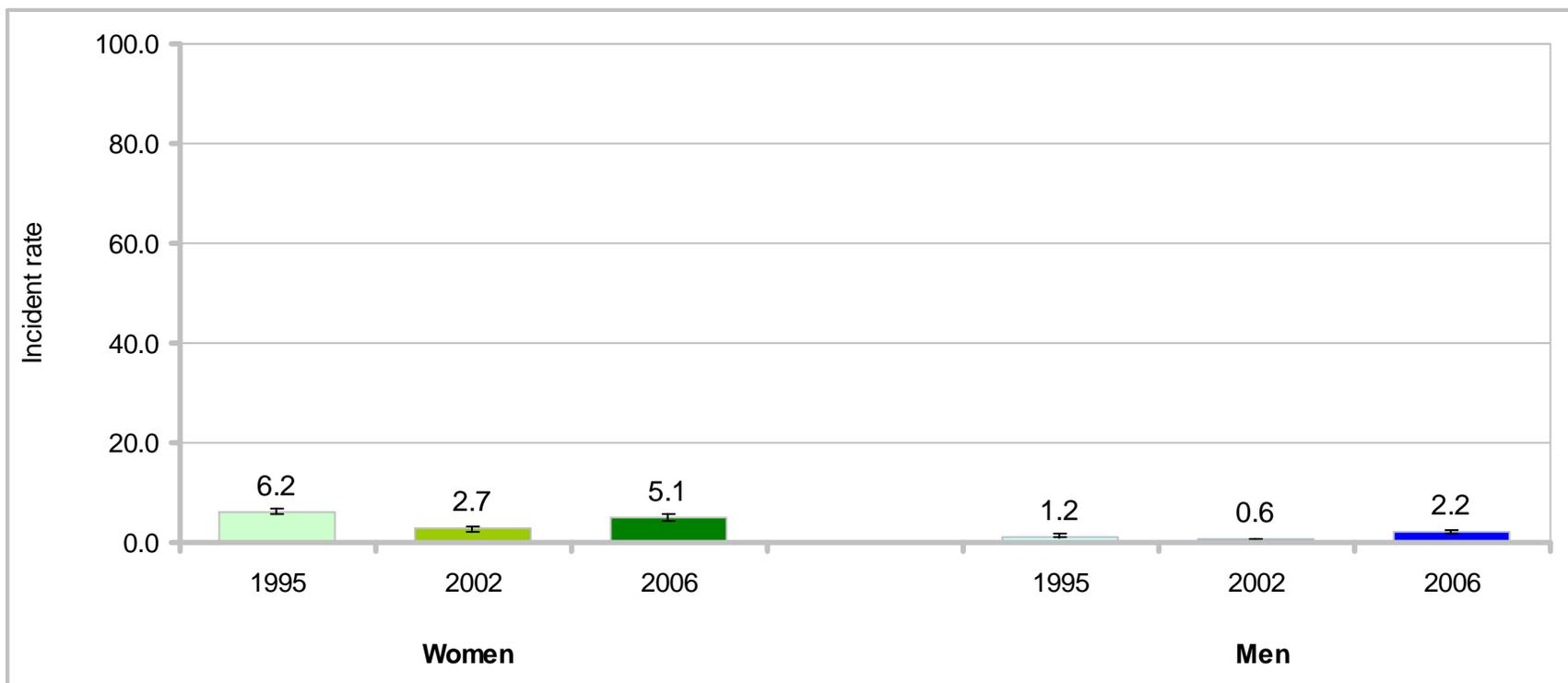
Two Measures of USC

- Trend Measure—based on two items from the Sexual Experiences Questionnaire that were included to report trends across the 1995, 2002, and 2006 surveys
 - Respondents counted as experiencing USC if they indicated they had been in a situation where one or more individuals: (1) attempted to have sex with them without their consent or against their will but were not successful; and/or (2) had sex with them without their consent or against their will
- New Measure—a single-item measure, consistent with behaviors identified in the amended Article 120 of Uniform Code of Military Justice, effective October 2007 (NDAA for FY 2006), which asked whether members had experienced any of five types of sexual contact without their consent or against their will (see Q56 below)
 - Because single-item measure was new in the 2006 survey, trend data are not available

56. In the past 12 months, have you experienced any of the following sexual contacts that were against your will or occurred when you did not or could not consent where someone . . .
- Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
 - Attempted to make you have sexual intercourse, but was not successful?
 - Made you have sexual intercourse?
 - Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?
 - Made you perform or receive oral sex, anal sex, or penetration by a finger or object?
- Yes, once
- Yes, multiple times
- No

UNWANTED SEXUAL CONTACT (USC)

Trend Measure Incident Rate Percent of All Active Duty Members

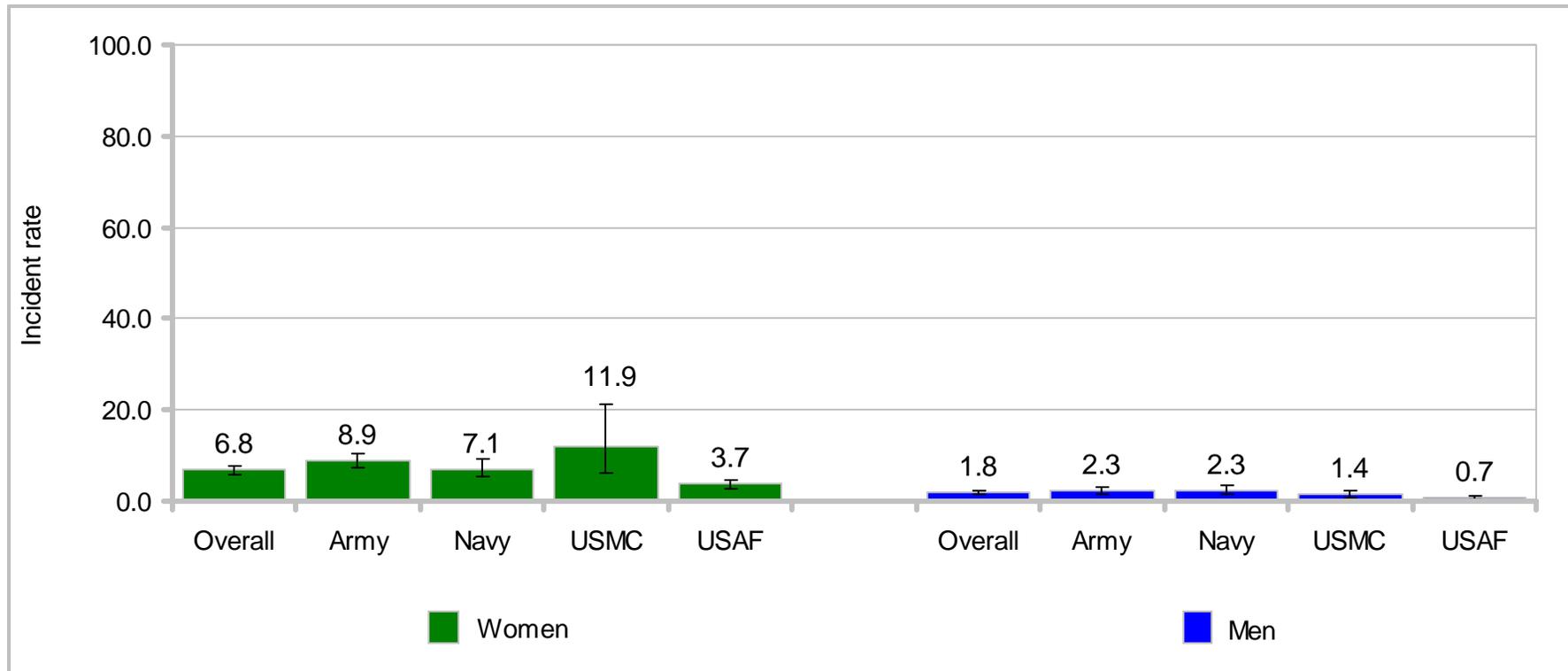


- 2006 USC incident rate for women was lower than 1995 incident rate and higher than 2002 incident rate; 2006 USC incident rate for men was higher than both 1995 incident rate and 2002 incident rate

Margins of error range from ±0.3% to ±0.8%

UNWANTED SEXUAL CONTACT (USC)

Incident Rate of New USC Measure Percent of All Active Duty Members



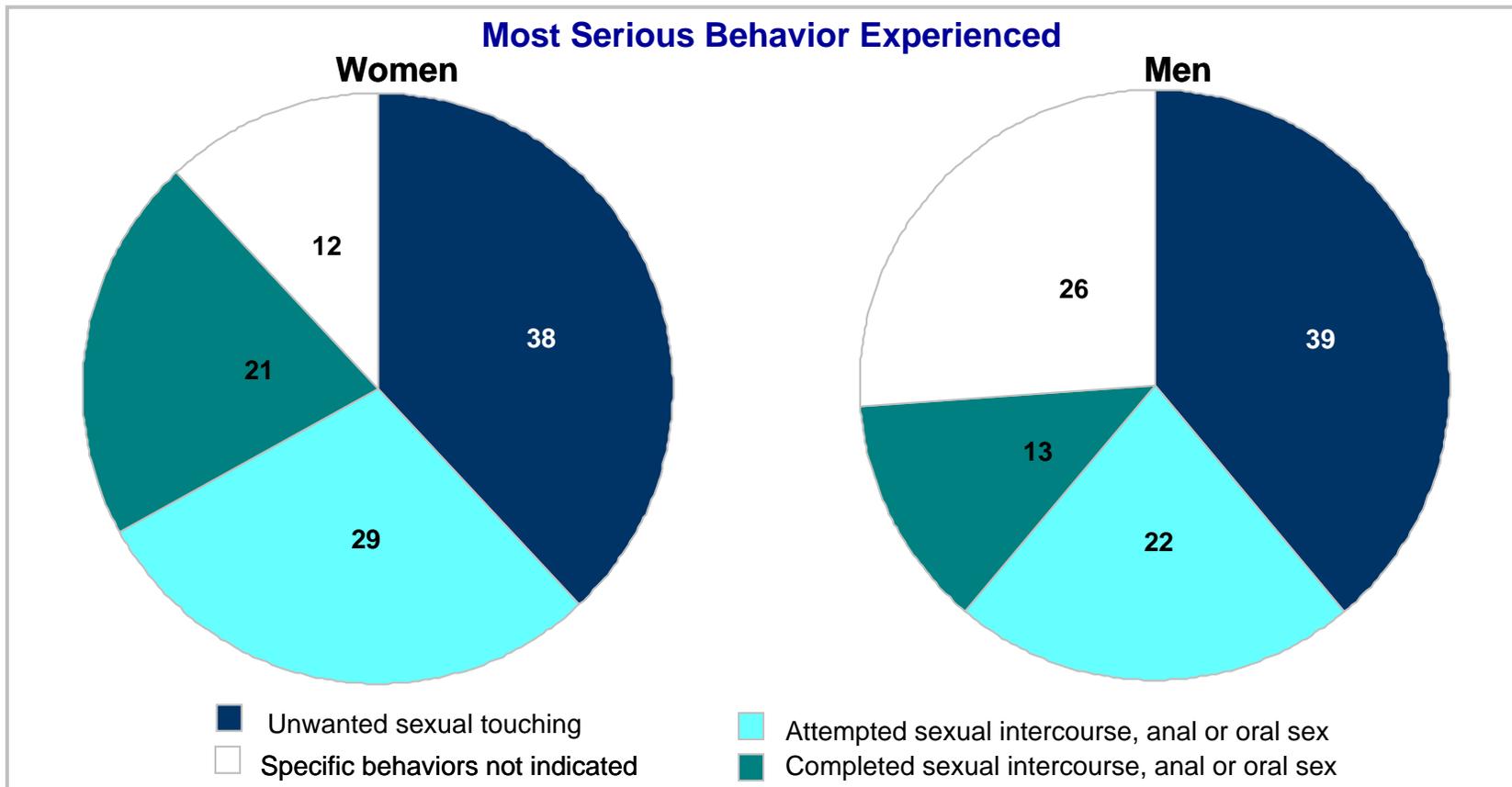
- Overall, 6.8% of women and 1.8% of men indicated experiencing USC in 2006
- Army women (8.9%) were more likely than women in the other Services to indicate experiencing USC, whereas Air Force women (3.7%) were less likely; Air Force men (0.7%) were less likely than men in the other Services to indicate experiencing USC
- Junior enlisted women (11.0%) and men (2.8%) were more likely than women and men in the other paygrades to indicate experiencing USC

Margins of error range from $\pm 0.5\%$ to $\pm 9.3\%$

ONE SITUATION OF USC

Combination of USC Behaviors Experienced

Percent of Active Duty Members Who Experienced USC



- Of 6.8% of women and 1.8% of men who experienced USC
 - 38% of women and 39% of men indicated experiencing unwanted sexual touching as their only experience of USC
 - 29% of women and 22% of men indicated experiencing attempted sexual intercourse, anal or oral sex
 - 21% of women and 13% of men indicated experiencing completed sexual intercourse, anal or oral sex

Margins of error range from $\pm 4\%$ to $\pm 8\%$

ONE SITUATION OF USC

Characteristics of Situation

Percent of Active Duty Members Who Experienced USC

USC	Women	Men
<i>Where it occurred (mark one)</i>	At work (40%) In their home (23%) In home of someone else (11%) At some other location (27%)	At work (47%) In their home (8%) In home of someone else (16%) At some other location (29%)
<i>Occurred on-base</i>	At a military installation (75%) At their permanent duty station (66%)	At a military installation (74%) At their permanent duty station (64%)
<i>When it occurred</i>	While deployed (28%) During duty hours (45%) While TDY, at sea, field exercises (19%)	While deployed (44%) During duty hours (68%) While TDY, at sea, field exercises (41%)
<i>Alcohol/drug involvement</i>	By them and/or by the offender (32%)	By them and/or by the offender (38%)
<i>Use of force</i>	Offender used force or threats (10%)	Offender used force or threats (15%)
<i>Misuse of authority</i>	Offender used their authority to coerce them (13%)	Offender used their authority to coerce them (22%)

ONE SITUATION OF USC

Characteristics of Offender

Percent of Active Duty Members Who Experienced USC

USC	Women	Men
<i>Gender of offender (mark one)</i>	Male offender (96%) Female offender (1%) Both men and women (3%)	Male offender (44%) Female offender (46%) Both men and women (10%)
<i>Number of offenders (mark one)</i>	Single offender (78%) Multiple offenders (22%)	Single offender (52%) Multiple offenders (48%)
<i>Organizational affiliation of offender (mark one)</i>	Offender in the military (84%) Civilian offender (12%) Both military & civilian offender (4%)	Offender in the military (70%) Civilian offender (23%) Both military & civilian offender (8%)
<i>Who was the offender</i>	Military coworker (54%) Military subordinate (16%) In their chain-of-command (26%) Military person of higher rank (52%)	Military coworker (55%) Military subordinate (34%) In their chain-of-command (35%) Military person of higher rank (34%)
<i>Related behaviors by offender (mark one)</i>	Sexually harassed by offender (33%) Stalked by offender (5%) Harassed & stalked by offender (10%) Neither harassed nor stalked (53%)	Sexually harassed by offender (26%) Stalked by offender (6%) Harassed & stalked by offender (13%) Neither harassed nor stalked (55%)

Margins of error range from $\pm 3\%$ to $\pm 24\%$

ONE SITUATION OF USC

Reporting Experience During Situation

Percent of Active Duty Members Who Experienced USC

USC	Women	Men
<i>Talked about it</i>	Talked to family/friends (82%) Sought professional help (16%)	Talked to family/friends (58%) Sought professional help (16%)
<i>Reported it</i>	Report to an authority (21%)—3% restricted, 7% unrestricted, 11% unknown	Report to an authority (22%)
<i>Timeline (mark one)</i>	Reported within 24 hours (44%) Within 2-3 days (42%) Within 2 months (14%)	Within 2-3 days (17%)
<i>Services offered</i>	Sexual assault advocacy (49%) Counseling (58%) Medical/forensic services (44%) Legal services (41%)	Not Reportable
<i>Actions taken</i>	Action taken against offender (30%) Being kept informed (22%) Encouraged to drop report (30%) Action was taken against them (17%) Other action taken (18%)	Not Reportable
<i>Investigations</i>	Of those who reported, 52% indicated it was investigated	Not Reportable
<i>Retaliation (mark one)</i>	Professional retaliation (1%) Social retaliation (18%) Both professional & social retaliation (33%) Neither professional nor social retaliation (47%)	Professional retaliation (12%)
<i>Administrative actions</i>	Placed on medical or legal hold (both 1%) Involuntary transfer (8%) Requested transfer (10%)	Not Reportable

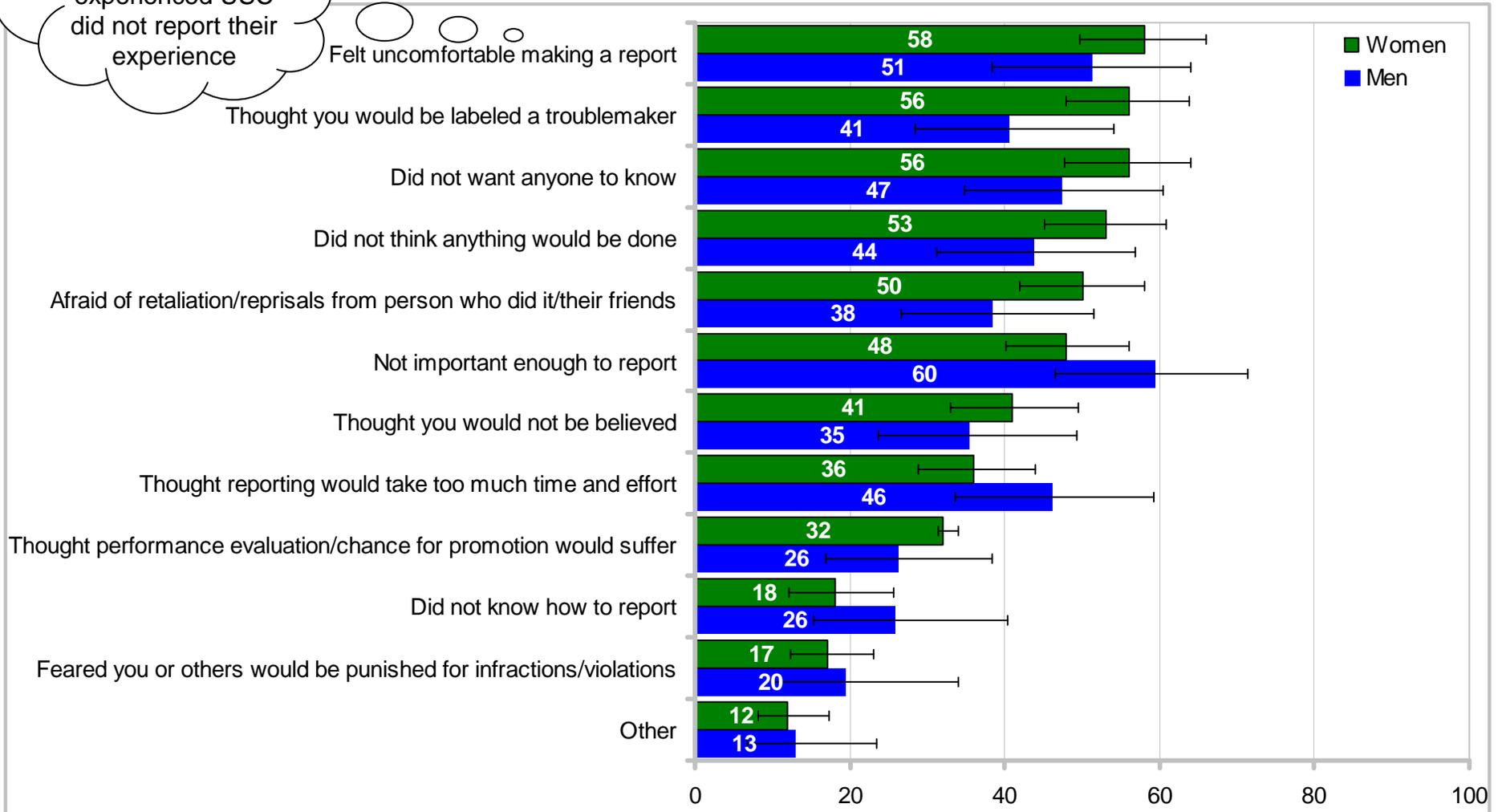
Margins of error range from $\pm 3\%$ to $\pm 23\%$

ONE SITUATION OF USC

Reasons for Not Reporting USC

Percent of Active Duty Members Who Experienced USC

79% of women and 78% of men who experienced USC did not report their experience

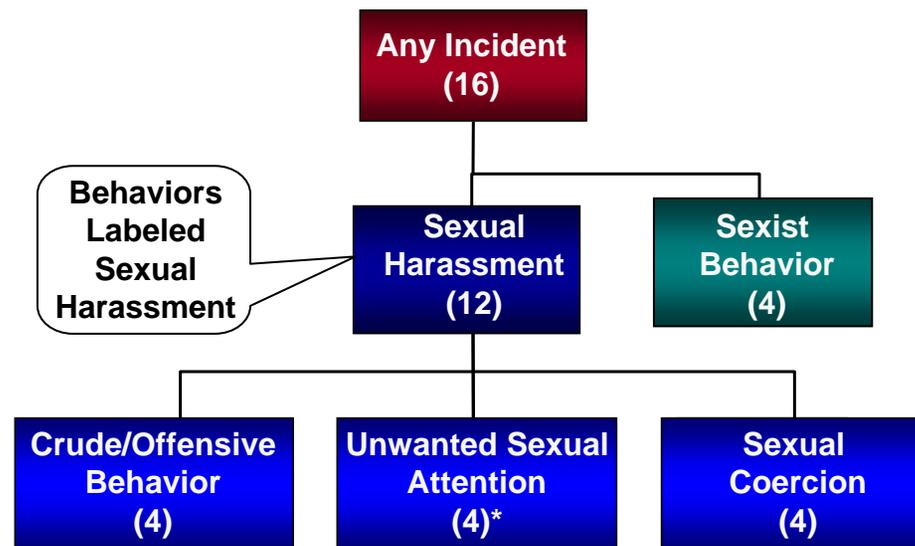


Margins of error range from ±6% to ±15%

UNWANTED GENDER-RELATED (UGR) BEHAVIORS

Measures of Sexual Harassment and Sexist Behavior

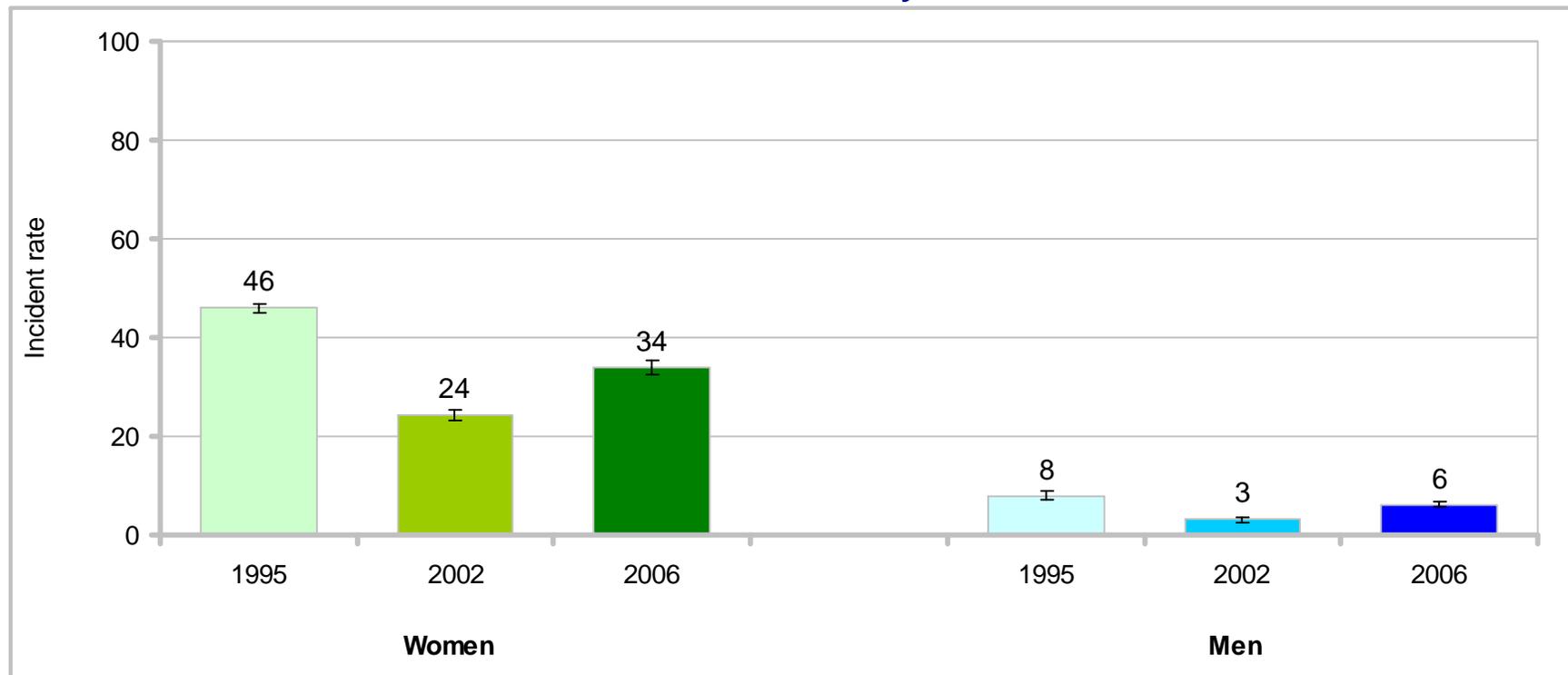
- “Core measure” includes 16 items representing a spectrum of unwanted, gender-related behaviors
- Sexual harassment measure has 12 items in a three-factor structure and a single “labeling” item
 - Crude/Offensive Behavior—verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing
 - Unwanted Sexual Attention—unwanted attempts to establish a sexual relationship (*one item changed between 2002 and 2006)
 - Sexual Coercion—classic *quid pro quo* instances of special treatment or favoritism conditioned on sexual cooperation
 - One “labeling” item that asks if the member considers any of the selected behaviors to be sexual harassment—to be counted in the sexual harassment rate, members who experienced behaviors also have to indicate they consider at least one of the behaviors they experienced to have been sexual harassment
- Sexist behavior is defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent



UNWANTED GENDER-RELATED (UGR) BEHAVIORS

Sexual Harassment Incident Rate

Percent of All Active Duty Members



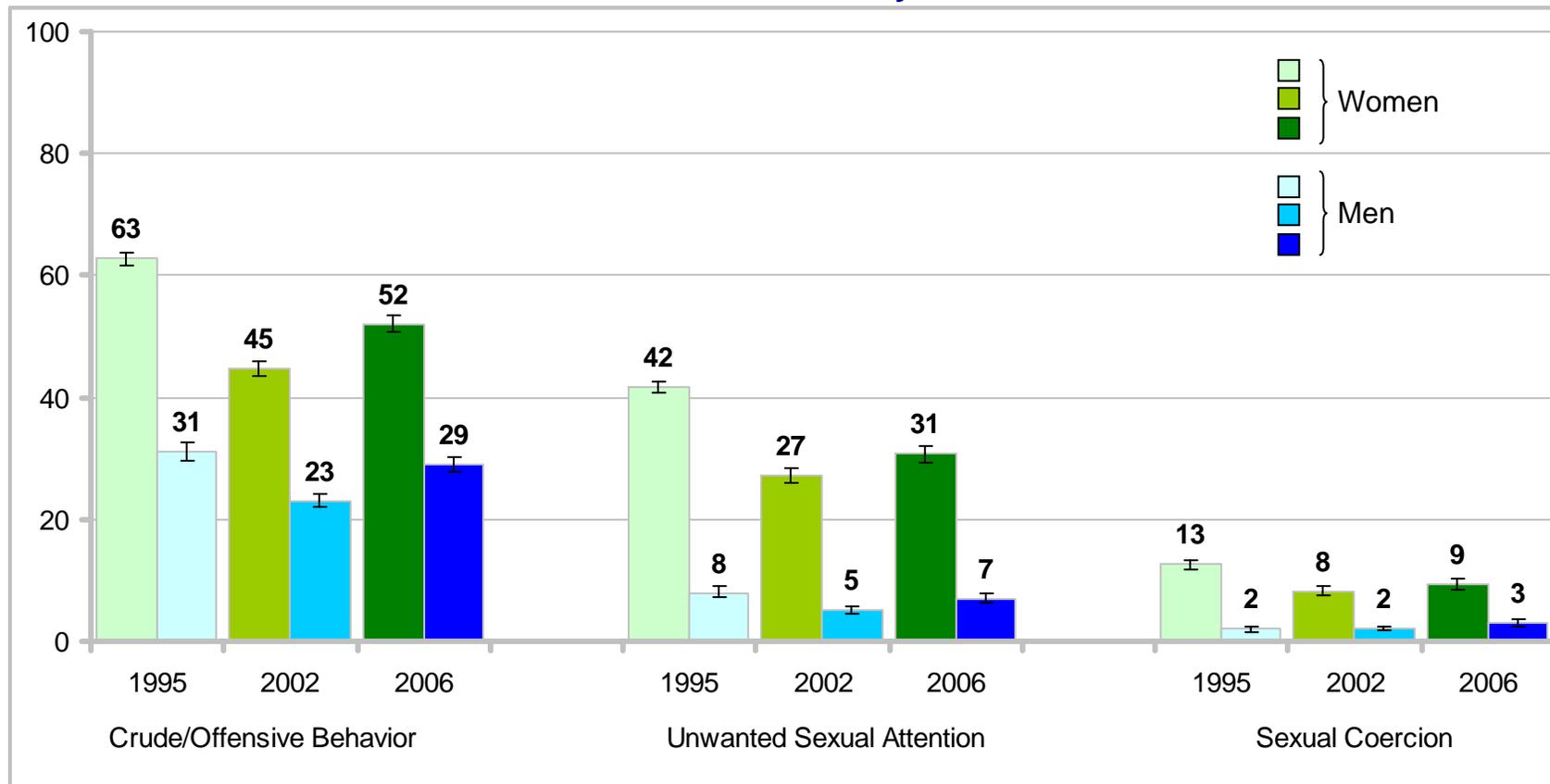
- For both women and men, sexual harassment incident rate in 2006 was lower than 1995 rate but higher than 2002 rate
- Army women (42%) were more likely than women in the other Services to indicate experiencing sexual harassment, whereas Air Force women (23%) were less likely; Navy men (8%) were more likely than men in the other Services to indicate experiencing sexual harassment, whereas Air Force men (4%) were less likely
- Junior enlisted women (41%) and men (9%) were more likely than women and men in the other paygrades to indicate experiencing sexual harassment

Margins of error range from $\pm 1\%$ to $\pm 2\%$

UNWANTED GENDER-RELATED (UGR) BEHAVIORS

Components of Sexual Harassment

Percent of All Active Duty Members

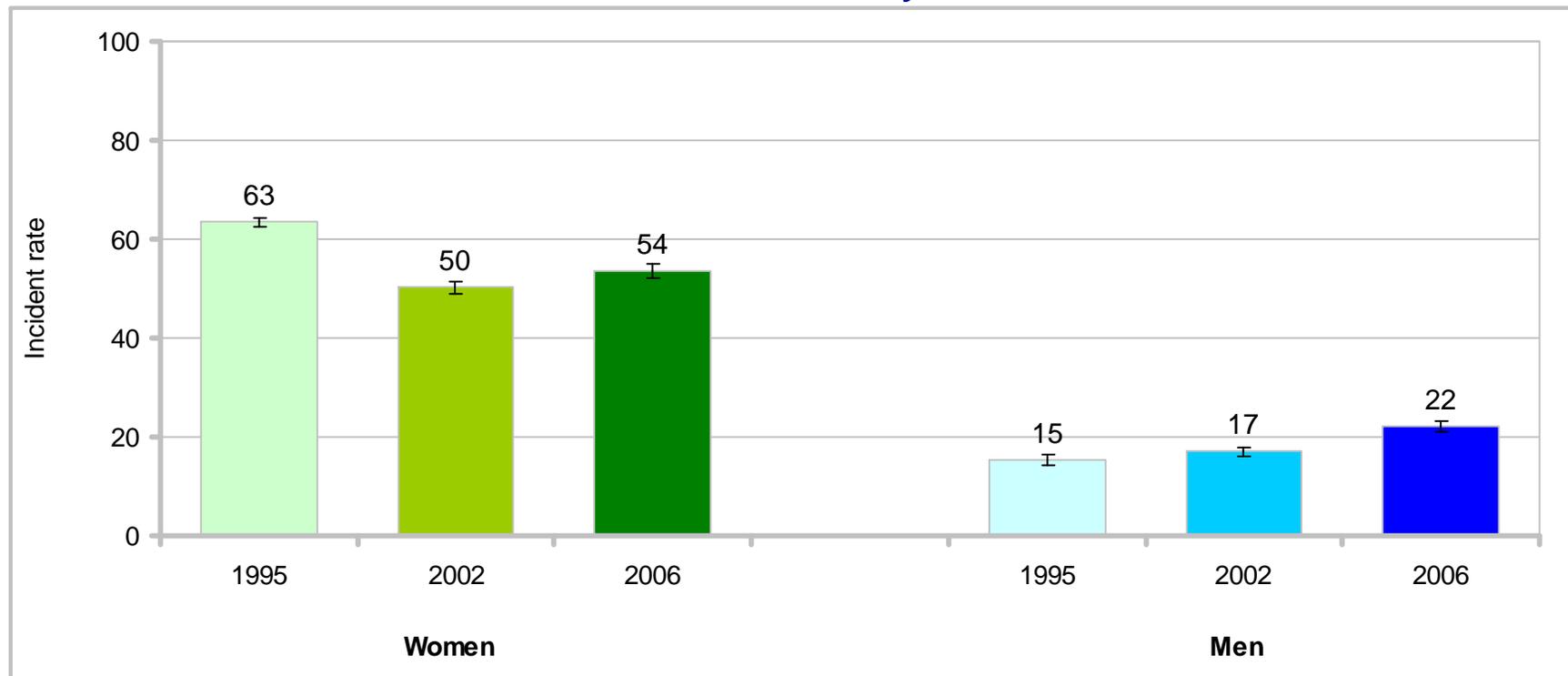


- For women and men, crude/offensive incident rate in 2006 was lower than the 1995 rate but higher than the 2002 rate
- For women, unwanted sexual attention rate in 2006 was lower than the 1995 incident rate but higher than the 2002 rate; for men, unwanted sexual attention rate in 2006 was higher than 2002 rate
- For women, sexual coercion rate in 2006 was lower than the 1995 incident rate; for men, there were no differences across survey years

Margins of error range from $\pm 1\%$ to $\pm 2\%$

UNWANTED GENDER-RELATED (UGR) BEHAVIORS

Sexist Behavior Incident Rate Percent of All Active Duty Members



- Sexist behavior rate for women in 2006 was lower than 1995 rate but higher than 2002 rate; 2006 rate for men was higher than 1995 and 2002 rates
- Women in the Army (60%) and Navy (58%) were more likely than women in the other Services to indicate experiencing sexist behavior, whereas Air Force women (43%) were less likely; Navy men (26%) were more likely than men in the other Services to indicate experiencing sexist behavior, whereas Air Force men (18%) were less likely
- Junior enlisted women (58%) and men (26%) were more likely than women and men in the other paygrades to indicate experiencing sexist behavior

Margins of error range from $\pm 1\%$ to $\pm 2\%$

ONE SITUATION OF UGR BEHAVIORS

Characteristics of Situation

Percent of Active Duty Members Who Experienced UGR Behaviors

UGR Behaviors	Women	Men
<i>Where some/all of behaviors occurred</i>	↓ At work (76%) In a home (24%) ↓ In local community (29%)	↓ At work (60%) In a home (22%) ↓ In local community (24%)
<i>Some/all of it occurred on-base</i>	↓ At a military installation (81%) At their permanent duty station (73%)	↓ At a military installation (60%) At their permanent duty station (54%)
<i>When some/all of behaviors occurred</i>	While deployed (29%) ↓ During duty hours (78%) While TDY, at sea, field exercise (24%) At work environment where their gender was uncommon (42%)	While deployed (30%) ↓ During duty hours (60%) While TDY, at sea, field exercise (25%) At work environment where their gender was uncommon (15%)
<i>Frequency of behaviors (mark one)</i>	↑ Happened once (32%) Occasionally (55%) ↓ Frequently (14%)	↑ Happened once (46%) Occasionally (45%) ↓ Frequently (9%)
<i>Duration of situation (mark one)</i>	↑ Less than one month (53%) 1 month to 6 months (25%) More than 6 months (23%)	↑ Less than one month (64%) 1 month to 6 months (13%) More than 6 months (23%)

↑ higher % in 2006 than in 2002; ↓ lower % in 2006 than in 2002; ↔ no change since 2002; unmarked are not trendable

Margins of error range from ±1% to ±4%

ONE SITUATION OF UGR BEHAVIORS

Characteristics of Offender

Percent of Active Duty Members Who Experienced UGR Behaviors

UGR Behaviors	Women	Men
<i>Gender of offender</i>	↔ Male offender (86%) ↔ Female offender (2%) ↔ Both men and women (13%)	↔ Male offender (54%) ↔ Female offender (19%) ↔ Both men and women (27%)
<i>Number of offenders (mark one)</i>	Single offender (66%) Multiple offenders (34%)	Single offender (66%) Multiple offenders (34%)
<i>Organizational affiliation of offender (mark one)</i>	↓ Offender in the military (74%) Civilian offender (4%) ↑ Both military & civilian offender (22%)	↓ Offender in the military (75%) ↓ Civilian offender (4%) ↑ Both military & civilian offender (21%)
<i>Offender's military position</i>	Military coworker (61%) Military subordinate (24%) In their chain-of-command (30%) Military person of higher rank (51%)	Military coworker (52%) Military subordinate (26%) In their chain-of-command (24%) Military person of higher rank (32%)

↑ higher % in 2006 than in 2002; ↓ lower % in 2006 than in 2002; ↔ no change since 2002; unmarked are not trendable

ONE SITUATION OF UGR BEHAVIORS

Reporting Experience During Situation

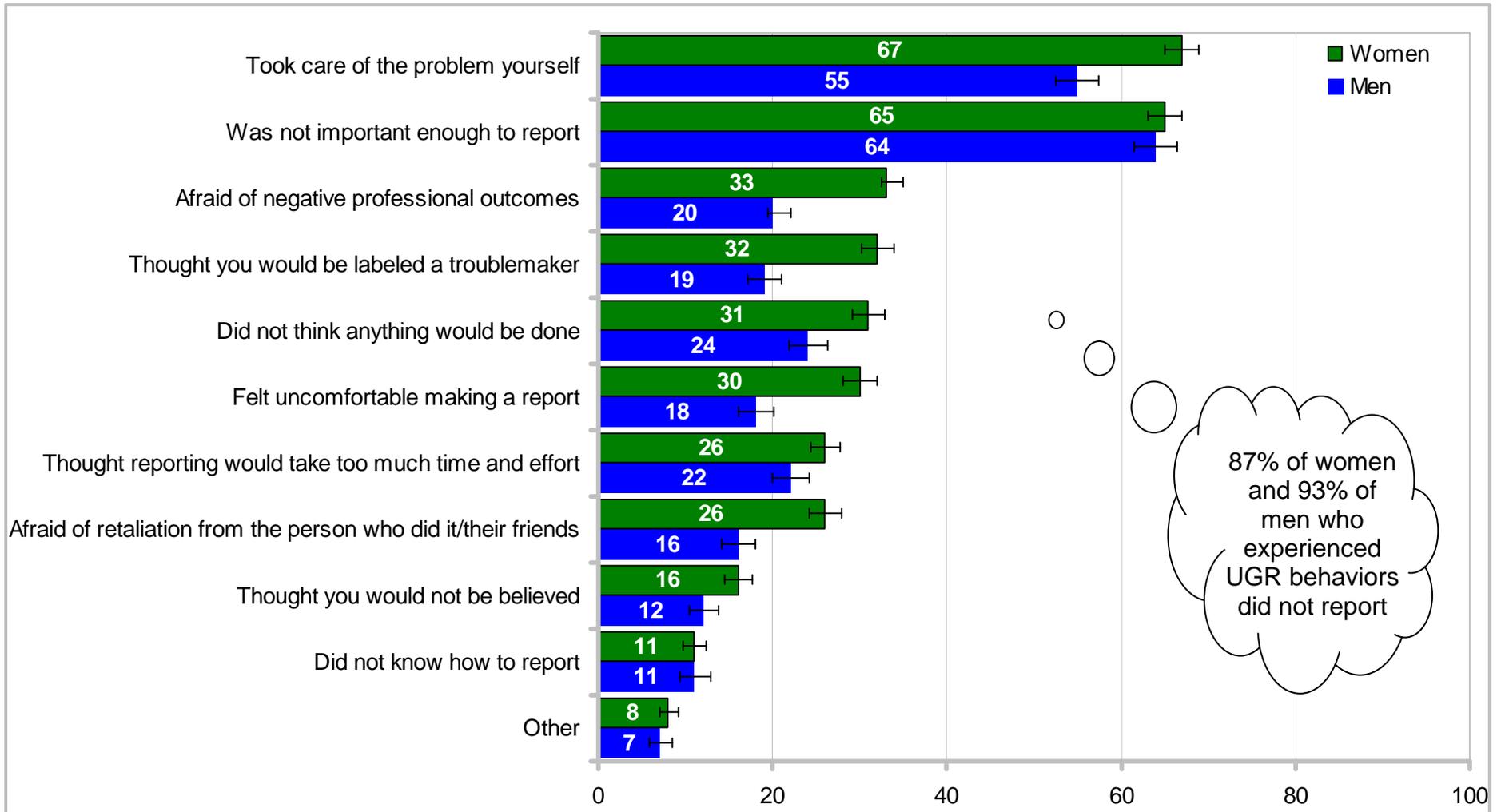
Percent of Active Duty Members Who Experienced UGR Behaviors

UGR Behaviors	Women	Men
<i>Talked about it</i>	Talked to family/friends (74%)	Talked to family/friends (43%)
<i>Reported it</i>	Reported to a DoD/Service authority (13%) Of those who reported, 8% formally reported	Reported to a DoD/Service authority (7%) Of those who reported, 5% formally reported
<i>Positive outcomes of reporting</i>	↔ Offender talked to (62%) Harassment rules explained to all (51%) Situation was taken care of (44%) Action taken against offender (31%) Situation resolved informally (46%)	↔ Offender talked to (49%) Harassment rules explained to all (51%) Situation was taken care of (42%) Action taken against offender (32%) Situation resolved informally (43%)
<i>Negative outcomes of reporting</i>	↔ Complaint not taken seriously (36%) ↔ Encouraged to drop complaint (23%) Action was taken against them (14%)	↔ Complaint not taken seriously (34%) ↔ Encouraged to drop complaint (27%) Action was taken against them (24%)
<i>Investigations</i>	↔ Of those who formally reported, 33% indicated it was being investigated	↑ Of those who formally reported, 31% indicated it was being investigated
<i>Retaliation (mark one)</i>	Professional retaliation (6%) Social retaliation (26%) Both professional & social retaliation (24%) Experienced no retaliation (45%)	Professional retaliation (19%) Social retaliation (2%) Both professional & social retaliation (20%) Experienced no retaliation (58%)
<i>Very Satisfied/Satisfied with reporting process</i>	Availability of info on how to report (51%) Treatment by personnel (43%) Amount of time it took to resolve (32%) Being kept informed (31%) Complaint process overall (34%)	Availability of info on how to report (49%) Treatment by personnel (36%) Amount of time it took to resolve (37%) Being kept informed (35%) Complaint process overall (34%)

↑ higher % in 2006 than in 2002; ↓ lower % in 2006 than in 2002; ↔ no change since 2002; unmarked not trendable
Margins of error range from ±1% to ±18%

ONE SITUATION OF UGR BEHAVIORS

Reasons for Not Reporting UGR Behaviors Percent of Active Duty Members Who Experienced UGR Behaviors

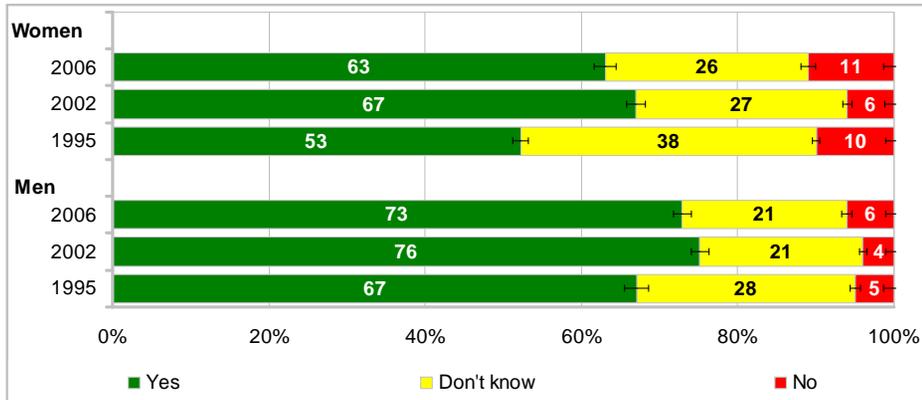


Margins of error range from ±2% to ±3%

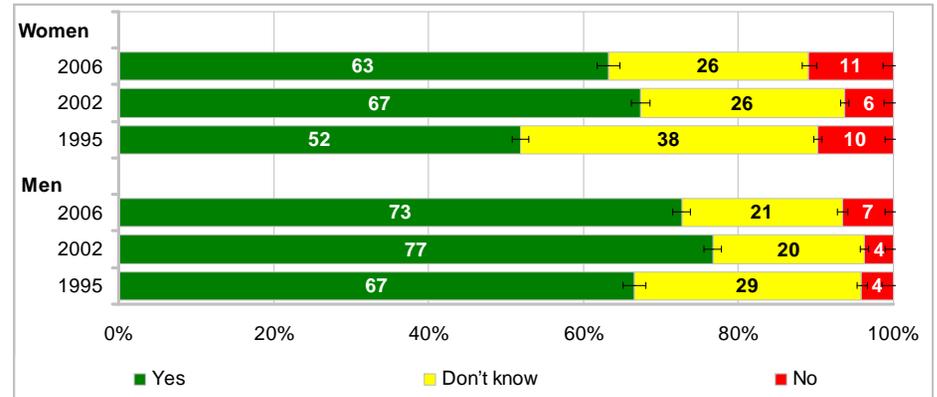
LEADERSHIP

Leadership Efforts to Stop Sexual Harassment (SH) Percent of All Active Duty Members

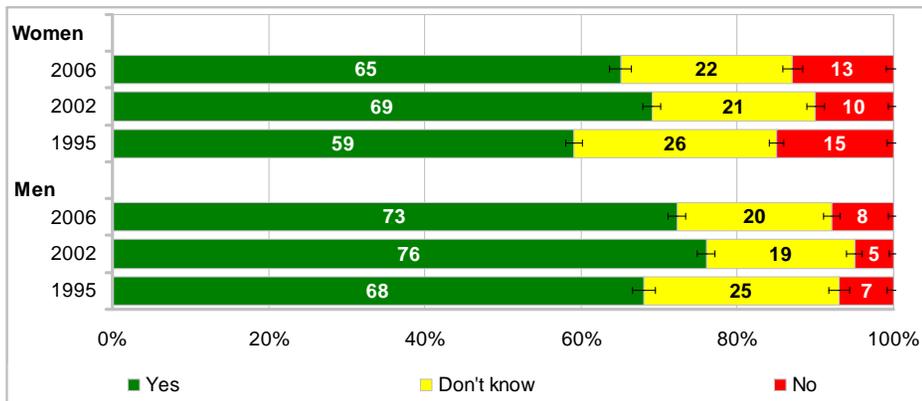
Service Leadership



Installation/Ship Leadership



Immediate Supervisor

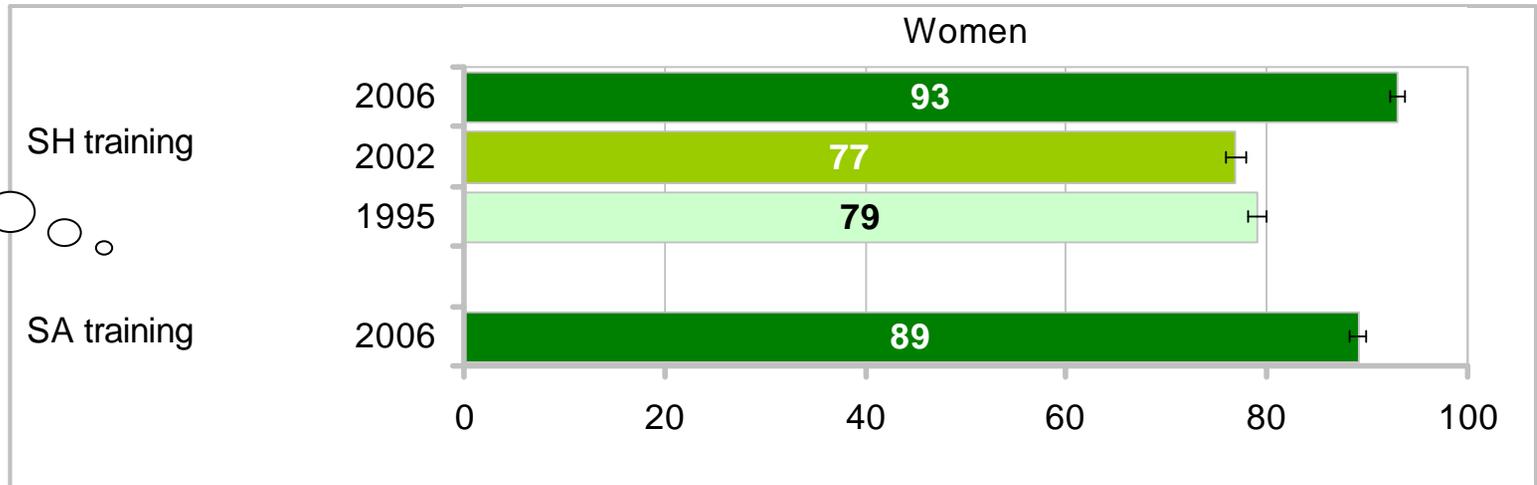


- Percentage of women and men who indicated their leadership was making honest efforts to stop SH in 2006 was higher than in 1995, but lower than in 2002

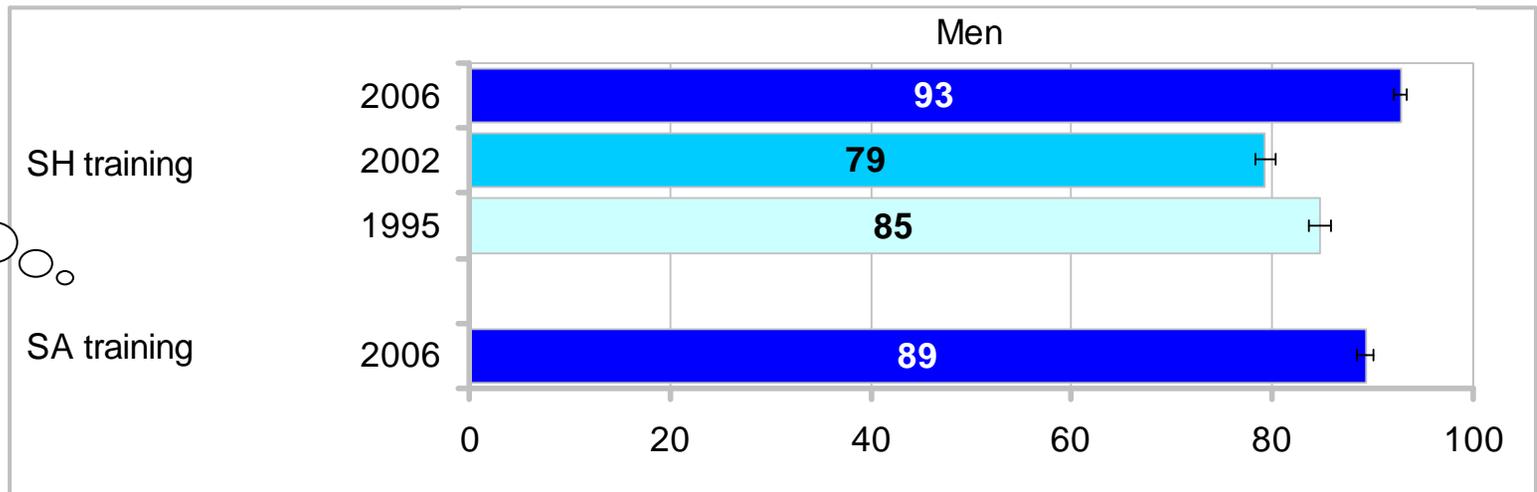
TRAINING ON GENDER-RELATED ISSUES

Sexual Assault (SA) & Sexual Harassment (SH) Training in Past 12 Months Percent of All Active Duty Members

Average number of times trained
SH: 3.2
SA: 3.0

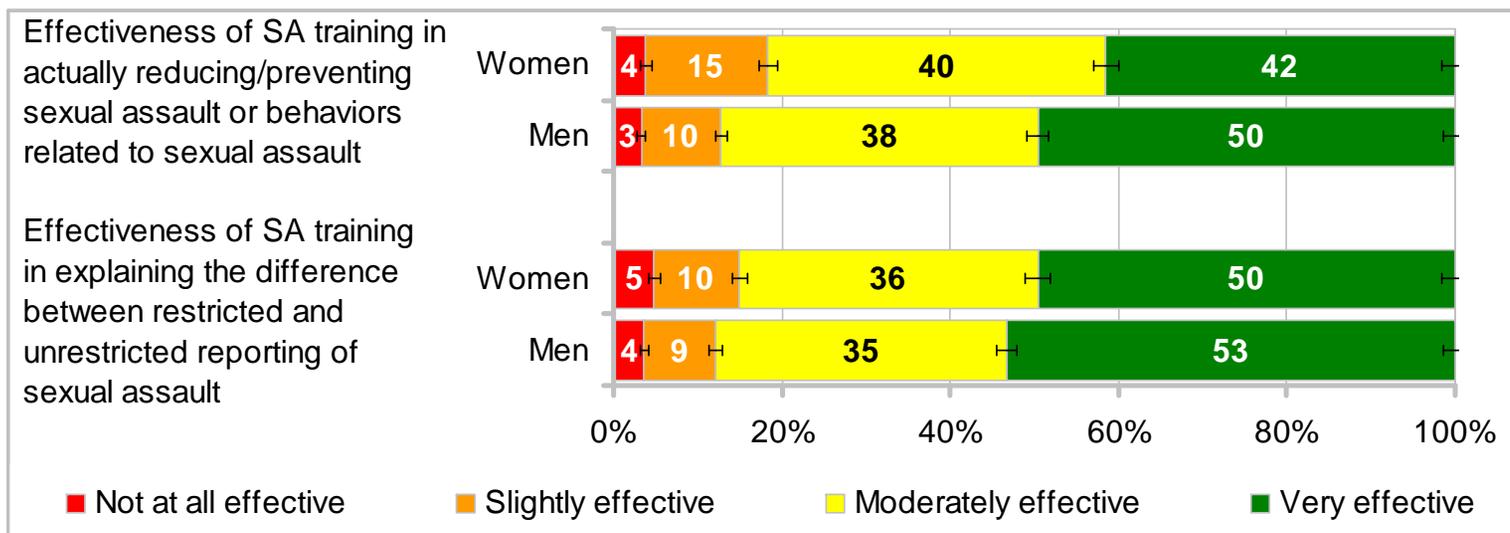
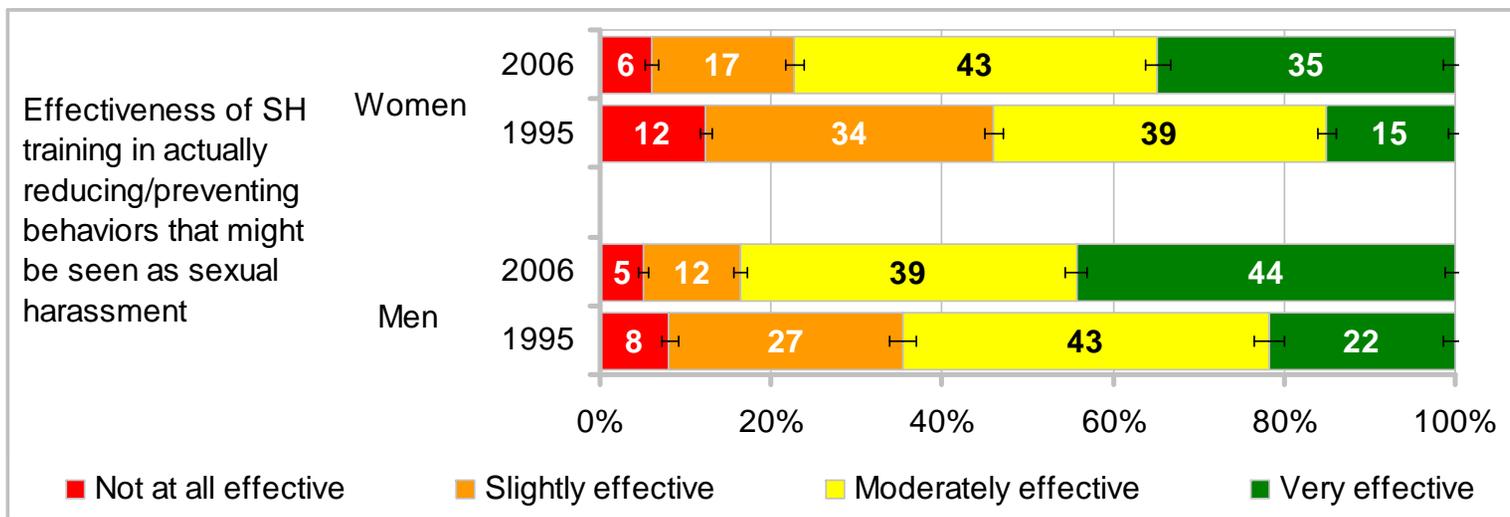


Average number of times trained
SH: 3.4
SA: 3.2



TRAINING ON GENDER-RELATED ISSUES

Effectiveness of Sexual Harassment (SH) and Sexual Assault (SA) Training Percent of Active Duty Members Who Received SH or SA Training

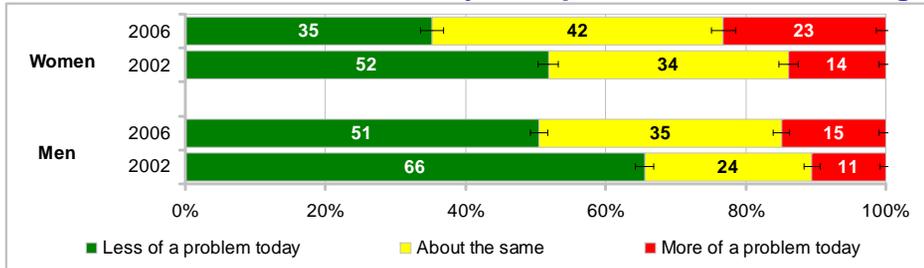


Margins of error range from ±1% to ±2%
March 2008

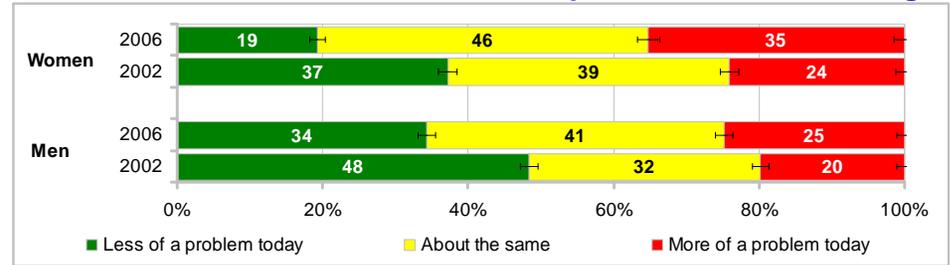
ASSESSMENT OF PROGRESS

Sexual Harassment (SH) in the Military and the Nation Percent of Active Duty Members

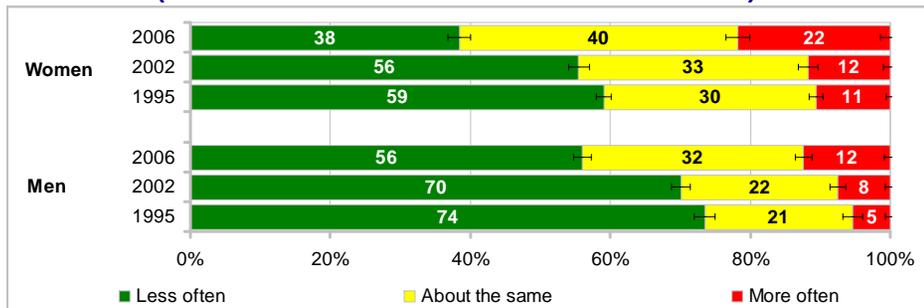
SH as a Problem in the Military Compared to Four Years Ago



SH as a Problem in the Nation Compared to Four Years Ago



SH in the Military Compared to a Few Years Ago
(Those With at Least Four Years of Service)

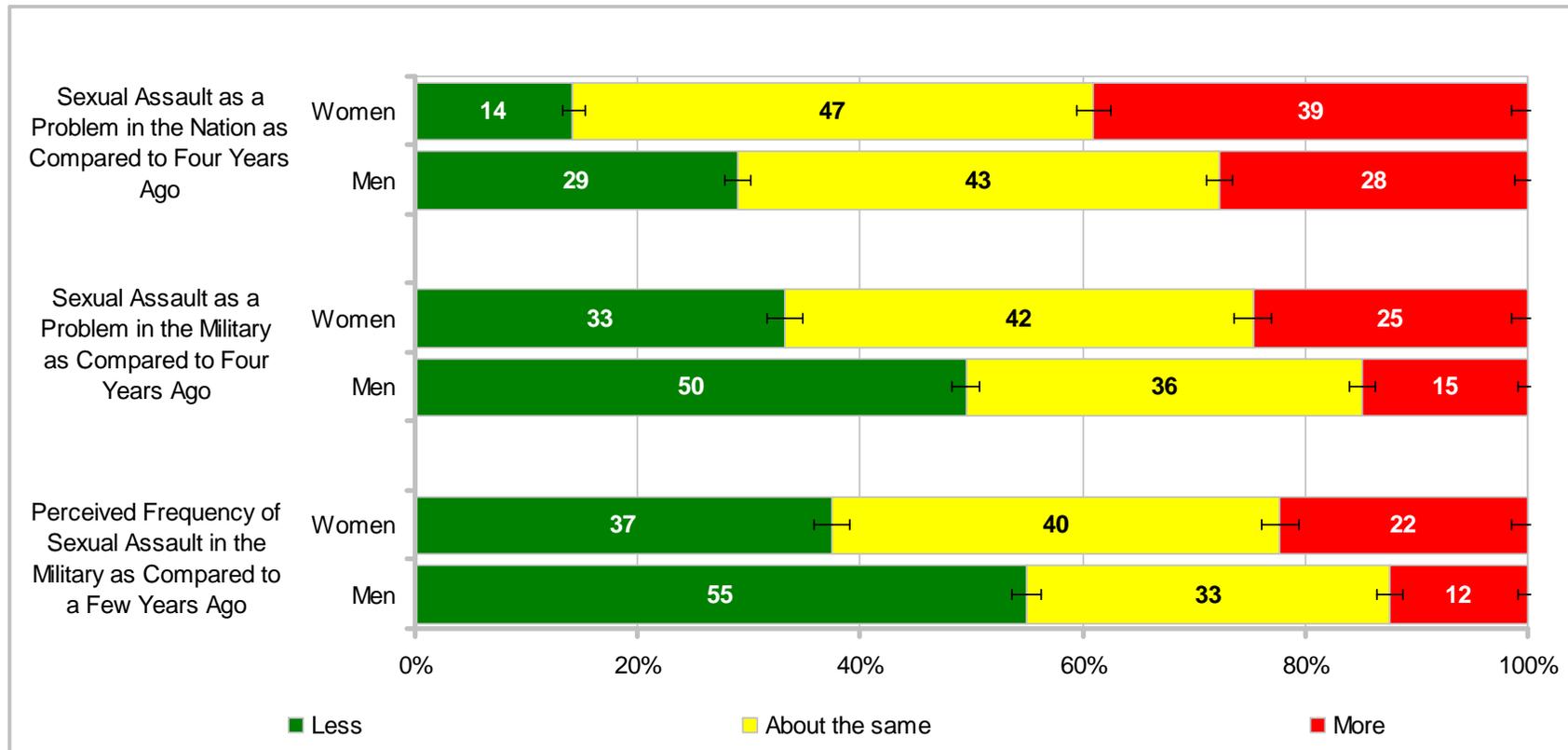


- Percentage of women and men who indicated SH is more of a problem in the military and the nation today than four years ago was higher in 2006 than in 2002; however, overall, they were more positive assessment of the climate in the military
- Percentage of women and men who indicated SH in the military occurred more often now than it did a few years ago was higher in 2006 than in 2002 and 1995

ASSESSMENT OF PROGRESS

Sexual Assault (SA) in the Nation and Military

Percent of All Active Duty Members



*Active duty members with less than 4 years of service not included.

- Overall, women and men were more positive in their assessment of the climate in the military than of the nation

