



*Information and Technology for Better Decision Making*

# **2008 Workplace and Gender Relations Survey of Reserve Component Members**

## **Administration, Datasets, and Codebook**



**2008 WORKPLACE AND GENDER RELATIONS  
SURVEY OF RESERVE COMPONENT MEMBERS:  
ADMINISTRATION, DATASETS, AND CODEBOOK**

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DMDC's Survey Technology Branch, under the guidance of Frederick Licari, Branch Chief, is responsible for the distribution of datasets outside of DMDC and maintaining records on compliance with the Privacy Act and 32 CFR 219.

# Table of Contents

	<u>Page</u>
Introduction.....	1
Overview of Report .....	1
Method .....	2
Survey Instrument .....	2
Sample .....	4
Respondents.....	8
Survey Development and Administration .....	9
Address Update Procedures.....	12
Processing of Updates .....	14
Survey Materials and Their Distribution.....	15
Processing Returned Surveys .....	19
Estimation.....	21
Data Structure .....	22
Variables in the Survey Analysis Files.....	23
Using Appendix H.....	26
References.....	30

## Appendix

A. 2008 Workplace and Gender Relations Survey of Reserve Component Members Paper Form.....	A-1
B. 2008 Workplace and Gender Relations Survey of Reserve Component Members Web Form .....	B-1
C. Communications .....	C-1
D. Annotated Questionnaire .....	D-1
E. Coding Scheme .....	E-1
F. Alphabetical Variable List for the Survey Analysis Files.....	F-1
G. Positional Variable List for the Survey Analysis Files.....	G-1
H. Frequency and Percentage Distributions for Variables in the Survey Analysis Files .....	H-1
I. Flat File Layout for the Basic Survey Data File .....	I-1
J. Notes on Analysis .....	J-1
K. Examples of Analysis .....	K-1
L. Crosswalk of Questionnaire Items .....	L-1

## Table of Contents

### List of Tables

Table 1.	Member Stratification Variables.....	5
Table 2.	Factors Defining Key Reporting Domains .....	6
Table 3.	Sample Allocation for the <i>2008 Workplace and Gender Relations Survey of Reserve Component Members</i> .....	7
Table 4.	Final Sample Relative to Drawn Sample .....	8
Table 5.	Location Rates, Response Rates, and Completion Rates for Eligible Sample Members .....	9
Table 6.	Mailing Timeline and Return Results .....	17
Table 7.	E-mail Address Availability by Component.....	19
Table 8.	E-mail Communication Timeline .....	19
Table 9.	Analysis File Names .....	22

### List of Figures

Figure 1.	Survey Control System .....	10
Figure 2.	Address Updating Procedures.....	13
Figure 3.	The Structure of the Full Survey File .....	23
Figure 4.	Annotated Example of a Table from H.....	27

# 2008 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

## Introduction

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both paper-and-pen surveys and Web-based surveys.

The *2008 Workplace and Gender Relations Survey of Reserve Component Members* (2008 WGRR) was designed to assess the attitudes and opinions of Reserve component members on a wide-range of quality of life issues. Data were collected by mail and Web, between February 8 and May 8, 2008<sup>1</sup>, with paper surveys mailed on February 25 and February 29, 2008 to those who had yet to respond via the Web. The sample consisted of 75,120 Reserve component members. A total of 24,272 eligible members returned usable surveys, which represent an adjusted weighted response rate of 34%.

## Overview of Report

The next section of this report describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data, and prepare analysis weights. DMDC (2008a) and Riemer and Kroeger (2002) provide details on sampling and weighting.

Following the summary of the survey methodology is a description of the survey analysis file layout and key variables. Appendix D-L address key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. The appendixes in this report include:

- A – Paper survey instrument.
- B – Web survey instrument.
- C – Samples of all possible communications sent to sample members during the survey administration: letters, emails, and brochure.
- Conventions for variable naming and construction are provided in D (annotated questionnaire) and E (coding scheme).

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<sup>1</sup> The Web survey instrument allows us to have a soft opening and closing for the survey. The survey instrument was open and available to take survey responses between February 8 and May 8, 2008. The e-mail notifications and reminders stated that the field opened on February 11 and closed on April 28, 2008.

- F, G, and H list the names and values of all variables in the basic-survey dataset and the confidential variables.
  - F lists the variables in alphabetic order and flags the confidential variables with an asterisk (\*).
  - G lists the variables in the order that they appear in the dataset. Variables with the same function are grouped together, (i.e., all variables used for weighting are located together).
  - H provides a frequency for each variable with the SAS<sup>2</sup> values, OS flat file<sup>3</sup> values and SAS labels in the order that the variables appear in the dataset. In addition to the variables available on the basic-survey file, H contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents.
- I provides the record layout for the basic-survey flat file.
- The SAS code used to construct the analytic variables are included in J.
- Examples of analyses are provided in K.
- L lists all questionnaire items and identifies where they have been used in previous DMDC surveys.

## Method

### *Survey Instrument*

The 2008 *WGRR* continues a line of military sexual harassment research begun in 1988. DMDC conducted Joint Service surveys of active duty members on gender issues in 1988, 1995, 2002, and 2006; surveys of Service Academy cadets/midshipmen in 2005, 2006, and 2008; and a survey of Reserve component members in 2004. Since 1995, the questionnaire was designed to both estimate the level of sexual harassment in the Services/Reserve components and provide new information on a variety of consequences of harassment (Bastian, Lancaster, & Reyst, 1996). The 2008 *WGRR* is the second DMDC Reserve component survey of workplace and gender issues, and was modeled on its predecessors, the 2004 *Workplace and Gender Relations Survey of Reserve Component Members* and the 2006 *Workplace and Gender Relations Survey of Active Duty Members*. The survey was subdivided into the following sixteen topic areas:

1. *Background Information*—Reserve component, gender, prior Service experience, paygrade, and race/ethnicity.

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<sup>2</sup> SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

<sup>3</sup> The OS flat file is a text version of the dataset. The variables are in the columns and the records are in the rows. This data can be loaded into any statistical software package.

2. *Satisfaction and Retention Intention*—Satisfaction with aspects of military life, overall satisfaction, years spent in military service, likelihood to continue participation in the National Guard/Reserve, willingness to recommend service, and organizational commitment.
3. *Tempo*—Days spent in compensated status, time away from home, and the impact of time away from home on military career intentions.
4. *Employment/Student Status*—Current status as a student, employee, and/or military technician.
5. *Activation/Deployment Status*—Duration and location of activations and/or deployments within the past 12 months and current activation/deployment status.
6. *Your Military Workplace*—Gender mix of current workgroup; characteristics of immediate supervisor; qualities of supervisors and leadership; relationships with coworkers; mentoring; individual and unit preparedness; morale; and unit cohesion.
7. *Stress, Health, and Well-Being*—Physical well-being and level of stress in military and personal life.
8. *Gender-Related Experiences in the Military in the Past 12 Months*—Experiences of discrimination, unprofessional, gender-related behaviors, and sexual harassment in the 12 months prior to taking the survey.
9. *One Situation of Gender-Related Experiences*—Circumstances pertaining to experiences of unprofessional, gender-related behaviors, including characteristics of offenders, to whom behaviors were reported, members' satisfaction with the complaint process and outcome (if applicable), and/or reasons for not reporting.
10. *Unwanted Sexual Contact*—Experiences of sexual contact against members' will or without consent in the 12 months prior to the survey.
11. *One Situation of Unwanted Sexual Contact*—Specific behaviors experienced during one event with the greatest effect, when and where the event occurred, involvement of alcohol/drugs, characteristics of offenders, to whom behaviors were reported, actions taken and consequences of reporting (if applicable), and/or reasons for not reporting.
12. *Personnel Policy and Practices*—Views on current gender-related policies and leadership practices.
13. *Sexual Harassment Training*—Frequency and perceived effectiveness of training on sexual harassment.
14. *Sexual Assault Training*—Frequency and perceived effectiveness of training on sexual assault.

15. *Prior Experiences*—Experiences of being sexually harassed and/or sexually assaulted prior to entering the military.
16. *How Are We Doing?*—Perceptions of gender relations within the military and in the nation, and how they have changed over the past four years.

### **Sample**

The target population for the 2008 *WGRR* consists of members from the selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;<sup>4</sup> Title 10 and Title 32), or Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR), who have at least 6 months of service at the time the questionnaire is first fielded, and are below flag rank. The sample consisted of 75,120 individuals; 24,272 ultimately provided usable survey responses.

### **Constructing the Frame and Drawing the Sample**

DMDC's June 2007 *Reserve Components Common Personnel Data System* (RCCPDS) was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. The specified definition of the population, described above, resulted in a sampling frame with 790,815 eligible members. A non-proportional stratified, single stage random sample of 75,120 members was selected.

### **Stratification Variables**

The frame was stratified (divided into mutually exclusive population groups) for sampling using the seven variables listed in Table 1.

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<sup>4</sup> Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

**Table 1.**  
*Member Stratification Variables*

<b>Dimension of Stratification</b>	<b>Levels</b>
Component	ARNG USAR USNR USMCR ANG USAFR USCGR
Gender	Male Female
Paygrade Group	E1 to E4 E5 to E9 W1 to W5 O1 to O3 O4 to O6
Race/Ethnicity	American Indian/Alaskan Native Asian Black White/Unknown Hispanic Hawaiian/Pacific Islander Multi Race
Activation Status	Not active in prior 12 months Active in prior 12 months De-activated in prior 12 months
Harassment Group	Low Medium High None
Program	IMA All Other

Researchers identified population subgroups of particular interest to policy officials. These reporting domains were defined using the demographic variables shown in Table 2. Multiple versions of most of these variables were created to permit varying levels of detail for analysis and reporting.

**Table 2.**  
*Factors Defining Key Reporting Domains*

<b>Variable</b>	<b>Categories</b>	<b>Variable</b>	<b>Categories</b>
<b>Component*</b>	ARNG USAR USNR USMCR ANG USAFR USCGR	<b>Race/Ethnicity*</b>	Non-Hispanic White Total Minority
<b>Gender*</b>	Male Female	<b>Paygrade*</b>	E1-E3 E4 E5-E6 E7-E9 W1-W5 O1-O3 O4-O6
<b>Reserve Program*</b>	Reserve Unit AGR/FTS/AR IMA	<b>Activated/Deployed</b>	Not activated past 12 months Activated past 12 months Not deployed past 12 months Deployed past 12 months

\*Stratification variables (see table 1).

The sample size and allocation were determined using the DMDC Sample Planning Tool (Deever & Mason, 2002). The Tool uses a formal mathematical procedure (Chromy, 1987) to determine the minimum cost (i.e., minimum size) allocation that meets precision requirements (e.g.,  $\pm 5$  percentage points) imposed on prevalence estimates for key reporting domains.

Within each stratum, the sample was selected with equal probability and without replacement. Sampling rates varied across the strata, so individuals were not selected with equal probability overall. Table 3 presents a summary of the sample allocation for the total population and activation status, race/ethnicity, gender, paygrade, harassment group, and program by Reserve component.

**Table 3.**  
**Sample Allocation for the 2008 Workplace and Gender Relations Survey of Reserve Component Members**

Sample	Total	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
<i>Total</i>	75,120	22,278	14,405	9,419	5,648	7,732	12,236	3,402
<i>Activation Status</i>								
Not active in prior 12 months	46,733	10,745	7,659	6,754	3,793	4,773	9,790	3,219
Active in prior 12 months	13,179	6,439	3,595	1,076	609	677	672	111
De-activated in prior 12 months	15,208	5,094	3,151	1,589	1,246	2,282	1,774	72
<i>Race/Ethnicity</i>								
American Indian/Alaskan Native	679	243	94	147	43	53	59	40
Asian	1,863	417	435	326	165	166	329	25
Black	10,779	2,789	3,035	1,724	455	631	1,992	153
White/Unknown	53,952	17,101	9,125	5,898	4,267	6,291	8,636	2,634
Hispanic	6,749	1,728	1,590	1,084	639	464	943	301
Hawaiian/Pacific Islander	338	0	126	36	27	40	100	9
Multi Race	760	0	0	204	52	87	177	240
<i>Gender</i>								
Male	54,087	17,625	11,263	3,763	4,448	4,990	9,143	2,855
Female	21,033	4,653	3,142	5,656	1,200	2,742	3,093	547
<i>Paygrade</i>								
E1-E4	31,124	10,762	4,507	1,885	3,201	3,118	6,185	1,466
E5-E9	26,408	7,854	5,205	5,473	1,179	2,698	2,925	1,074
W1-W5	1,520	740	421	108	133	0	0	118
O1-O3	8,185	1,783	2,403	825	293	852	1,599	430
O4-O6	7,883	1,139	1,869	1,128	842	1,064	1,527	314
<i>Harassment Group</i>								
Low	19,656	3,539	4,859	1,685	1,971	1,652	3,208	2,742
Medium	28,223	7,739	3,019	5,552	1,246	3,315	6,757	595
High	5,422	2,360	678	139	586	850	804	5
None	21,819	8,640	5,849	2,043	1,845	1,915	1,467	60
<i>Program</i>								
IMA	2,887	0	483	115	614	0	1,675	0
All Other	72,233	22,278	13,922	9,304	5,034	7,732	10,561	3,402

*Note.* Counts for unknowns are not included.

## ***Respondents***

### ***Sample Losses***

The original sample file contained 75,120 records. A summary of losses to the drawn sample are listed in Table 4. Sample members were lost for three main reasons: (1) self- or proxy-reported ineligibility, (2) nonlocatability, and (3) refusal to participate in the survey, or other nonresponse.

**Table 4.**  
***Final Sample Relative to Drawn Sample***

	<b>Sample Size n</b>	<b>% of Drawn Sample</b>
Drawn sample	75,120	
Adjusted eligible sample	72,536	97%
Adjusted located sample	68,902	92%
Usable responses	24,272	32%

Elimination of ineligibles decreased the sample to 97% (72,536) of its original size. Losses attributable to either ineligibility or unlocatability resulted in a sample that was 92% of the drawn sample. Respondents included all sample members who completed 50% of applicable questions<sup>5</sup> and the critical question, Q44. At the conclusion of the survey fielding, 24,272 eligible, locatable sample members had returned usable surveys.

### ***Location, Response and Completion Rates***

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by the Council of American Survey Research Organizations (CASRO). CASRO noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates. The new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982).

Table 5 provides location, response, and completion rate information. The location rate is defined as the proportion of eligible sample members that were located. The completion rate

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<sup>5</sup> Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

is defined as the proportion of the located sample that returned usable surveys. The response rate is defined as the proportion of eligible sample members that returned usable surveys.

**Table 5.**  
*Location Rates, Response Rates, and Completion Rates for Eligible Sample Members*

	<b>Observed Operational Rates</b>	<b>Weighted Operational Rates</b>
Location rate	95.0%	95.6%
Completion rate	35.9%	36.0%
Response rate	34.2%	34.4%

### ***Survey Development and Administration***

The survey was hosted on the operations contractor’s secure Web site so that sample members could complete the survey online. At the entry point to the survey, sample members were prompted for their personal ticket number to gain entry to the survey. The Privacy Notice and a page of frequently asked questions (FAQ’s) were provided.

The survey allowed respondents to return to the previous page or move to the next page. In addition, buttons located below the last question on each page allowed the respondent to clear their response(s) or save and exit the survey. Questions were answered by clicking on radio buttons, check boxes or by making a choice from a drop-down list. The respondent could change answers or could save, exit, and return at another time to change answers. The final page had another “Save and Exit” button and a “Done” button, both with full text explanation of their functions.

For those people who had not completed the questionnaire on the Web system, a paper form was mailed along with a cover letter two weeks after the survey opened on the Web.

### ***Survey Administration***

The survey administration process began in February 2008, with the mailing of notification letters to sample members (minus original ineligibles). Up to four additional postal communications were mailed to sample members throughout the field period. In addition, sample members for whom we had a valid email address, received an e-mail announcement and could have received up to nine e-mail reminders during the field period. Postal and e-mail mailings stopped once the sample member submitted their survey. The dates of the mailings are displayed in Table 6 later in this section.

### ***Survey Control System***

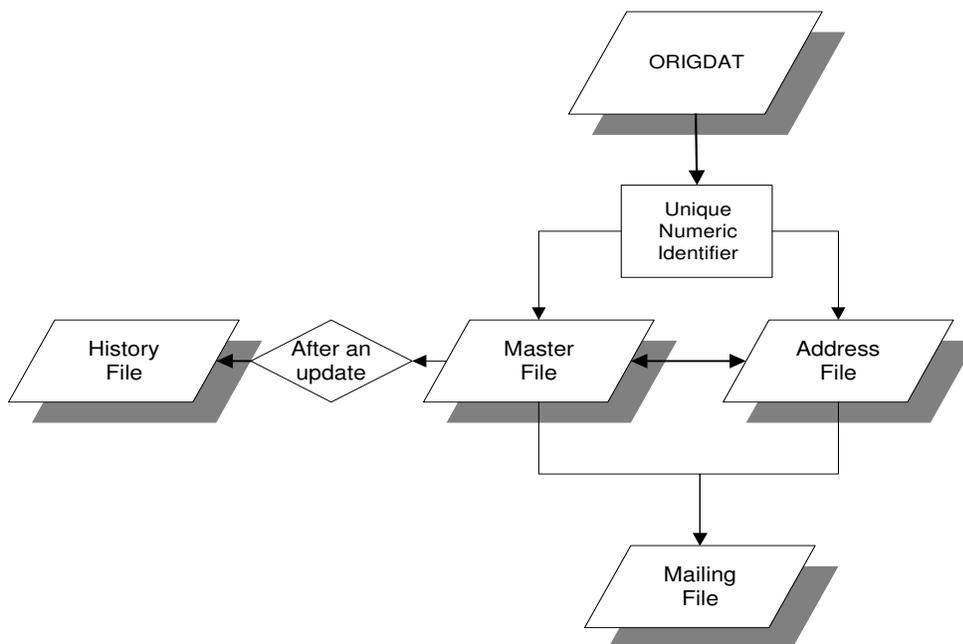
The Survey Control System (SCS)<sup>6</sup> was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the

<sup>6</sup>The SCS refers to the set of data files as well as the program or operating system which maintains those files.

SCS include sample members' names and addresses, but do not contain survey data. Because of privacy concerns, SCS datasets are not available for basic release.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. Figure 1 displays the relationships among those datasets.

**Figure 1.**  
*Survey Control System*



**ORIGDAT file.** The ORIGDAT file consists of 75,120 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor's computer system and converted to a SAS<sup>7</sup> dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

<sup>7</sup> SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

**ADDRESS file.** The ADDRESS tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 377,244 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample member faxed in a change of postal or e-mail address or a credit bureau forwarded an updated postal address for that sample member, the new address was added as address number two. The ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member.

The priority code assigned to a given address number for a sample member was used to determine the “best” or “highest priority” address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from “highest priority” to “lowest priority” is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, Web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses<sup>8</sup>
5. DEERS residential addresses
6. DEERS unit addresses

**MASTER file.** The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO and the address number for the highest priority postal

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<sup>8</sup> Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social Security Numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors via a Web-based tool that uses encryption in the transmission for address updates when the mailing dataset contained no valid address.

and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail nondeliverable or Web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including changes to the highest priority address), the SCS updated the MASTER record (N=75,120) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

***HISTORY file.*** The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

***MAILING file.*** The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for either an item postal mailed or e-mailed during the survey administration or for tracking postal address updates from credit bureaus (N=313,549). Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

## ***Address Update Procedures***

### ***Initial Address Updates***

Prior to the first mailing, the operations contractor ensured all domestic residential addresses were formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the "highest priority code assigned" in the MASTER file.

After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The operations contractor sent copies of this file to three credit bureaus (Experian, Trans Union and CSC Credit Services)<sup>9</sup> to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS, updating records in the ADDRESS file.

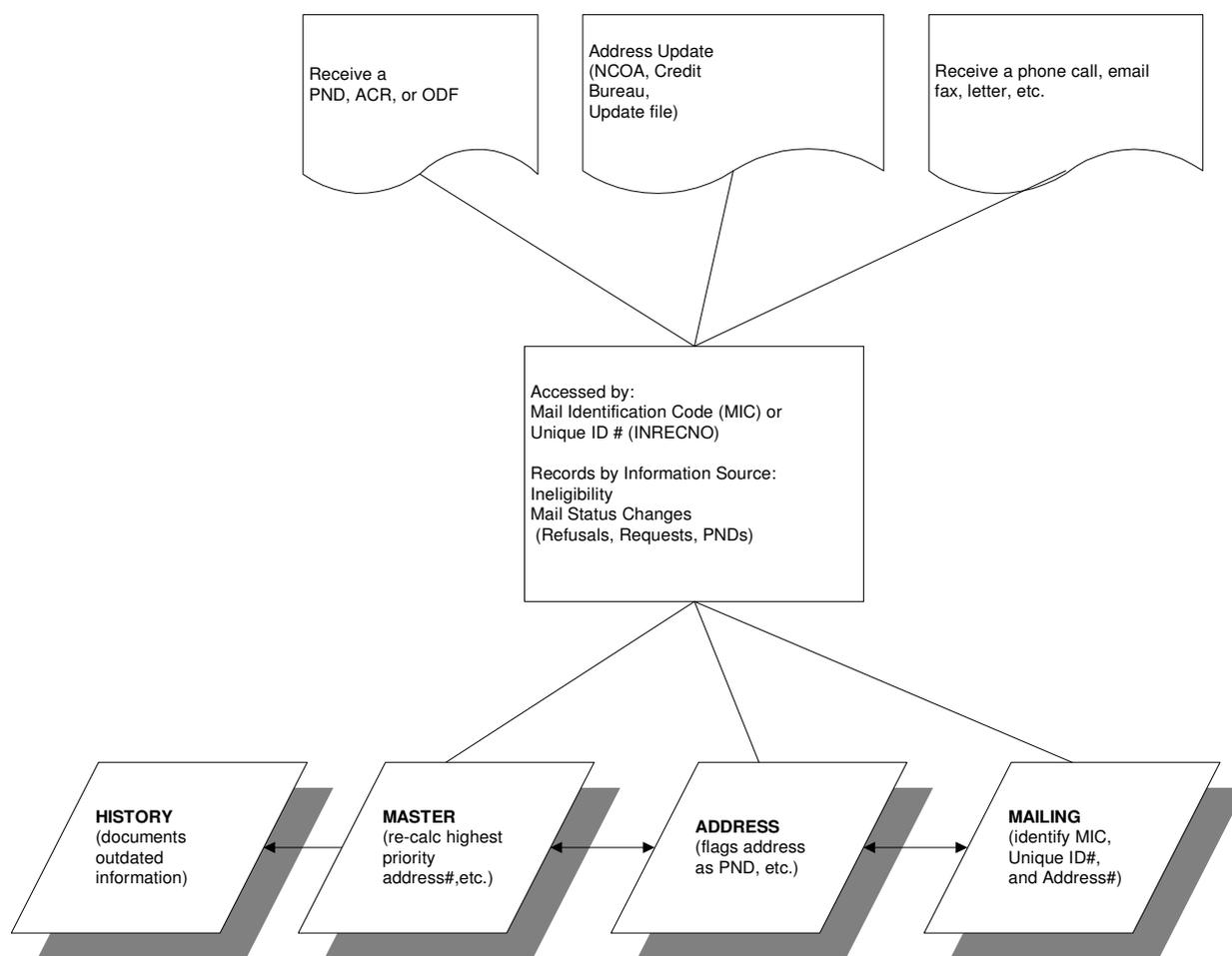
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<sup>9</sup>Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the mailing dataset contained no valid address.

## Ongoing Address Updates

Address update procedures also occurred when (a) additional address records were received after NCOA processing, (b) a survey document was returned as undeliverable, (c) a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. Figure 2 outlines these procedures.

**Figure 2.**  
*Address Updating Procedures*



As a new address was entered into the ADDRESS file, its source (NCOA, credit bureau, postal Address Correction Requested card, telephone call, fax, letter, Web, or e-mail) was

recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned Postal Non-Deliverable Mail (PND), the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, the operations contractor designated the sample member "nonlocatable" and stopped further mailings.

### ***Processing of Updates***

#### ***Updates from Sample Members***

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor's Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates or go to the survey Web site and enter updates. The updates made on the Web site were before the start of the survey. Other updates were entered into the SCS by the operations contractor's Call Center staff (to coincide with the notification mailing or re-mailing schedule).

#### ***Updates from the U.S. Postal Service***

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the SCS so the records could be updated as PND. This was done as necessary to coincide with the mailing/re-mailing schedule. If sample member had another address on file (e.g., the unit address), that address was used for the next mailing for the next mailing. If no alternate address was on file, the Social Security Number was sent to the credit bureaus in search of a new address.
2. Address Correction Requests (ACR; hard-copy): The outbound envelopes contained the endorsement "Address Service Requested." The post office provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were entered into the SCS by the operations contractor's Call Center staff,

typically by close of business the next day but no later than prior to the preparation of the next mailing.

### ***Survey Materials and Their Distribution***

Each eligible sample member received at most four original mailings: a notification letter, the paper survey, a reminder letter, and a second reminder letter. The notification mailing contained a letter and brochure (which provided sample members with answers to common questions about the survey). The paper survey contained a cover letter and a return envelope. The first and second reminder letters contained only a letter. A sample of letters and e-mail communications and brochure is provided in Appendix C.

In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, for those sample members for whom we had an e-mail address, they received at most seven e-mails; an announcement and six reminders.

### ***General Mailing Procedures***

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records based on whether the mailing would include a brochure and/or a survey form. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey litho code list if a survey form was sent or independently if only a letter was sent.

### ***Ticket Numbers for Web Survey Access***

Prior to the first mailing, a list of ticket numbers<sup>10</sup> for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

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<sup>10</sup> Ticket numbers are eight alpha numeric characters generated at random.

## ***Description of Letters***

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. If the mailing included only letters (no brochures or survey forms), the letters were folded and machine inserted into window envelopes and sent by first class mail. Mailings that included a brochure or a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with the correct enclosure. During the matching process, ten percent of the mailing was visually checked, comparing numbers printed on the letter with the brochure or survey number for quality control. Any mismatched pairs initiated further investigation of the matching process. This procedure ensured that each brochure or survey was sent to the person designated to receive it. Depending on the sample size, the letters and matched enclosures were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. See C for copies of the letters. The letters were approved and printed on letterhead from the office of the Under Secretary of Defense and signed by the Under Secretary of Defense (Personnel and Readiness), David S.C. Chu.

The letterhead and signature were printed in blue, and the text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith". Similarly, an Army O3 names Jones would have received a letter starting, "Dear Captain Jones". The address block also included service branch; for example, "Petty Officer John Smith USN" or "Captain Mary Jones USA".

## ***Mailouts***

Table 6 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter and brochure notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 73,450 sample members on February 4, 2008.

Five weeks following the notification mailing sample members received the option to complete a paper survey. For this mailing, a letter, paper survey, and a folded business reply envelope were provided. The survey packet was mailed to 30,788 sample members on February 25, 2008 and to 29,492 sample members on February 29, 2008.

The first reminder letter was sent to 30,071 sample members on March 10, 2008 and to 29,192 sample members on March 14, 2008. The letter thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The second reminder letter was sent to 27,556 sample members on March 24, 2008 and to 27,155 sample members on March 28, 2008. The letter again thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The third reminder letter was sent to sample members who hadn't responded. The letter was mailed to 25,950 sample members on April 7, 2008 and to 25,465 sample members on April 11, 2008.

**Table 6.**  
*Mailing Timeline and Return Results*

<b>Mailing Numbers and Groups</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>
Notification Domestic	2/4/08	72,094	4,624
Notification Foreign	2/4/08	1,356	580
Notification Domestic Re-mail 1	2/14/08	563	166
<b>Subtotal: Notification</b>		<b>74,013</b>	<b>5,370</b>
Survey Domestic (Group 1)	2/25/08	33,614	2,064
Survey Foreign (Group 1)	2/25/08	622	311
Survey Domestic (Group 2)	2/29/08	28,966	1,451
Survey Foreign (Group 2)	2/29/08	526	231
Survey Domestic Re-mail 1	2/29/08	4,796	489
Survey Foreign Re-mail 1	2/29/08	186	119
Survey Domestic Re-mail 2	3/10/08	1,032	247
Survey Foreign Re-mail 2	3/10/08	98	74
Survey Domestic Re-mail 3	4/9/08	7	0
Survey Foreign Re-mail 3	4/9/08	3	0
Survey Domestic Re-mail 4	4/22/08	2	0
Survey Foreign Re-mail 4	4/22/08	1	0
<b>Subtotal: Survey</b>		<b>69,853</b>	<b>4,986</b>
Reminder 1 Domestic (Group 1)	3/10/08	29,504	966
Reminder 1 Foreign (Group 1)	3/10/08	567	293
Reminder 1 Domestic (Group 2)	3/14/08	28,694	961
Reminder 1 Foreign (Group 2)	3/14/08	498	113
Reminder 1 Domestic Re-mail 1	3/14/08	333	63
Reminder 1 Foreign Re-mail 1	3/14/08	74	43
Reminder 1 Domestic Re-mail 2	3/20/08	339	67
Reminder 1 Foreign Re-mail 2	3/20/08	33	22

<b>Mailing Numbers and Groups</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>
<b>Subtotal: Reminder 1</b>		<b>60,042</b>	<b>2,526</b>
Reminder 2 Domestic (Group 1)	3/24/08	27,109	732
Reminder 2 Foreign (Group 1)	3/24/08	447	222
Reminder 2 Domestic (Group 2)	3/28/08	26,735	650
Reminder 2 Foreign (Group 2)	3/28/08	420	94
Reminder 2 Domestic Re-mail 1	3/28/08	372	70
Reminder 2 Foreign Re-mail 1	3/28/08	31	17
Reminder 2 Domestic Re-mail 2	4/7/08	355	54
Reminder 2 Foreign Re-mail 2	4/7/08	20	17
<b>Subtotal: Reminder 2</b>		<b>30,809</b>	<b>1,330</b>
Reminder 3 Domestic (Group 1)	4/7/08	25,709	591
Reminder 3 Foreign (Group 1)	4/7/08	241	35
Reminder 3 Domestic (Group 2)	4/11/08	25,133	504
Reminder 3 Foreign (Group 2)	4/11/08	332	65
Reminder 3 Domestic Re-mail 1	4/11/08	200	28
Reminder 3 Foreign Re-mail 1	4/11/08	6	1
Reminder 3 Domestic Re-mail 2	4/17/08	150	23
Reminder 3 Foreign Re-mail 2	4/17/08	1	0
Reminder 3 Domestic Re-mail 3	4/18/08	270	41
Reminder 3 Foreign Re-mail 3	4/18/08	9	4
Reminder 3 Domestic Re-mail 4	4/23/08	222	16
Reminder 3 Foreign Re-mail 4	4/23/08	6	2
Reminder 3 Domestic Re-mail 5	4/24/08	174	19
Reminder 3 Foreign Re-mail 5	4/24/08	6	4
<b>Subtotal: Reminder 3</b>		<b>52,459</b>	<b>1,333</b>

E-mail was also used to communicate with sample members. There were three sources for e-mails. First, each sample member had the opportunity to provide up to two personal e-mail addresses on the survey Internet site prior to start of the survey. The second source for e-mail addresses was the DEERS database. E-mail addresses were also purchased from an outside vendor. The outside vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 7 displays the percent of sample members for whom we had at least one valid e-mail by Reserve component.

**Table 7.**  
*E-mail Address Availability by Component*

	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
Valid address available	84%	87%	88%	51%	81%	72%	67%	80%

At the start of the survey, sample members with e-mail addresses received an announcement which informed them the survey was active and ready for completion. An additional nine e-mail reminders were sent throughout the survey field period. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses “bounced” identifies sampled individuals that supplied an e-mail address but the address was invalid at the time the operations contractor attempted contact. This is analogous to a postal PND. E-mail address “sent” is not the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

**Table 8.**  
*E-mail Communication Timeline*

E-mail Numbers	E-mail Drop Date	Number Sent	Number Bounced
Announcement	2/11/08	63,687	12,096
Reminder 1	2/15/08	53,105	1,768
Reminder 2	2/21/08	48,579	269
Reminder 3	2/27/08	46,001	256
Reminder 4	3/4/08	43,156	220
Reminder 5	3/10/08	41,250	162
Reminder 6	3/26/08	38,231	263
Reminder 7	4/3/08	36,398	276
Reminder 8	4/16/08	35,731	8
Reminder 9	4/24/08	33,670	2

### ***Processing Returned Surveys***

Once a respondent completes the survey, data are stored in an indexed file on the Web (data) server. Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol.

The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

## ***DMDC Coding Scheme***

To convert the raw data into the item scores that appear in the basic survey data files DMDC provided the operations contractor with an annotated copy of the survey form (see D) and the coding notes (see E). Every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions for all of its surveys. See E for in-depth coverage of these coding conventions.

DMDC uses “forward” coding when coding inconsistent answers in items with skip patterns. Data on the starting question accepted as marked and data for the items within the skip pattern are edited to be consistent with the starting question. However, an unedited version of each item is preserved in a full survey dataset. By preserving the unedited data, recoding can be done if ever required.

### ***Coding or Keying Open-Ended Items***

The Web survey contained ten open-ended items. The original text responses from the nine “other specify” response options were captured verbatim into a SAS<sup>®</sup> data set that is linked by the unique identification to the survey data. Text data in the SAS<sup>®</sup> files for open-ended items were spell-checked. Identifiers (e.g., proper names, addresses, e-mail addresses, phone numbers, locations, or social security numbers) were replaced with generic terms.

### ***Fifty-Record Check***

After receiving the first few days of returned records, the operations contractor performed a “50-record check.” DMDC checked the resulting skip logic to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS<sup>®</sup> dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited.

## Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the 2008 WGRR survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

### *Estimation*

Analysis of this data requires use of weights to compensate for the unequal selection probabilities and to account for differential nonresponse among population subgroups. The analytic weights were poststratified to population totals so that weighted sample estimates would reflect population values.

In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions), tests of hypotheses, regression relations, and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys involving complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The variances are, therefore, approximated. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation  $[SE(x)/x]$  of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Two common variance estimation methods for complex sample data are linearization (Taylor series approximation) and replication. Wolter (2007) provides a detailed discussion on methods used for variance estimation from sample surveys, including Taylor series approximation and replication methods.

Many of the standard statistical software packages, such as SPSS<sup>11</sup> and older versions of SAS,<sup>12</sup> compute variance estimates only for simple random samples. Using standard statistical programs with the appropriate eligibility indicator (to include Coast Guard, use ELIGFLGW; to include only DoD members, use DODELIGF) and the analytic weight (FINALWGT) to analyze this data will produce accurate point estimates, but variance estimates will not account for the complex sample design. Variables have been included in the analysis file so that Taylor series estimates can be computed for a stratified without replacement design, using either SUDAAN<sup>9</sup> or the recently available SAS Survey Procedures.

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<sup>11</sup> SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

<sup>12</sup> SAS added survey procedures in Version 7, expanding them in releases 8.0 and higher.

## **Data Structure**

Care was taken in the preparation of the survey analysis files to provide basic access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic-release files either because (a) they provide too great a chance of identifying an individual or (b) they are not needed to analyze the survey data. For the latter reason, some demographic variables are available on basic files only in a collapsed version. In addition to a basic-release file, a full file (containing a more complete set of variables than the basic-release file) has been prepared for internal DMDC use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic-release SAS system file. File names are indicated in Table 13.

**Table 9.**  
***Analysis File Names***

<b>Type of File</b>	<b>File Name</b>
Basic Survey File – SAS	WGRR0801AP.7BDAT
Confidential File – SAS	WGRR0801AC.7BDAT
Basic Survey File - SPSS	WGRR0801AP.SAV
Basic Survey File – OS	WGRR0801AP.DAT

The structure of the confidential file is shown in Figure 3. The confidential file contains the basic-release file plus additional confidential variables.

All variables in the confidential file are documented in this report. Appendix F and G list all variables with a notation to indicate which variables are confidential and show where each variable is documented. Intermediate weighting variables that appear only in the confidential file are documented by DMDC (2008a). Variables that appear in collapsed form in the basic-release part of the file and in a fuller version only in the confidential file are discussed later.

### ***Analyses***

Both the full survey file and basic survey file contain 75,120 records, one for every sampled individual. As depicted in Figure 3, these records can be divided into 4 subgroups. The *Non-response unweighted* subgroup, includes all records indicated by ELIGFLGW=3, where no usable response was received or no information was received to indicate ineligibility (n=48,264).

Assignment of a record to two other subgroups was based on whether (a) an individual returned a “completed” survey; and (b) the person was eligible to be included in the population of interest. Final eligibility was limited to those in the November 2007 *Reserve Components Common Personnel Data System (RCCPDS)* and who were also in the November 2007 DEERS PIT extract who did not contact the operations contractor to indicate that they were ineligible. Records that did not meet this requirement were assigned as *Record ineligible unweighted*.

Records that respondents had self- or proxy-reported as ineligible due to death, illness, incarceration, or separated from their Reserve component were assigned as *Ineligible weighted*.

Records required for analyses of questions are those in the *Ineligible weighted* and *Eligible weighted* subgroups. Both the *Eligible weighted* (ELIGFLGW=1) and *Ineligible weighted* (ELIGFLGW=2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN and SAS PROC SURVEYMEANS.

To analyze responses, use the analytic weight, FINALWGT, with the file subset by ELIGFLGW.

**Figure 3.**  
*The Structure of the Full Survey File*

<b>Subgroups</b>	<b>Basic Survey File</b>	<b>Confidential and Detailed Methodological Variables</b>	<b>Eligibility Flag Value and Number of Records</b>
Record ineligible unweighted			ELIGFLGW=4 n= 1,647
Non-response unweighted			ELIGFLGW=3 n= 48,264
Ineligible weighted			ELIGFLGW=2 n= 937
Eligible weighted			ELIGFLGW=1 n= 24,272

Note. The shaded portion represents the subset of the data typically required for analysis.

### ***Variables in the Survey Analysis Files***

#### ***Basic-survey Dataset***

The variables in the basic-survey dataset fall into five categories: (1) Information gathered on the survey, (2) Variables constructed for analysis, (3) Information on operations, and (4) Information on weighting. Variables are grouped in these categories in G and H.

***Information Gathered on the Survey.*** These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The

annotated questionnaire (see Appendix D) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in E.

DMDC uses a standard naming convention for most variables. In general, the survey-derived variables can be classified as variables that begin with either “WGRB,” “SR,” or “X.” The naming of “WGRB” variables is reviewed using the example variable, “WGRB044A.” For the 2008 WGRR, variables names begin with “WGRB” to denote the type of survey (Workplace and Gender Relations), the population (Reserve component), and the version of survey (second) in this series. The following three numbers correspond to the questionnaire item number. For example, the fifth through seventh digits indicate the main Question number (044), the eighth digit typically indicates the sub-Question item, such as (in this example) item A from a list of items in Question 44.

The “SR” variables are a set of primarily demographic items that are identically named across all DMDC surveys. The “SR” serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, “SRRACE” is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the “SR” is used to distinguish survey-reported information from DMDC-provided information (e.g., the variable “SRRACE” from the survey is differentiated from the variable “RACE” from DMDC databases). When possible, “X” is reserved to create special crossing (marginal) variables for key analyses. “X” variables typically involve imputation for missing data and, like “SR” variables, are intended to be consistent across DMDC surveys. For more information on variable naming conventions, see Appendix E.

**Variables for Analysis.** An “R” as the last letter of a variable listed in Appendix F, G, and H is an indication that the variables may have been recoded to create special analysis. Only one version of each variable is available in basic-dataset. For example, certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X,” are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, paygrade, location, or respondent gender) data were imputed from members’ administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Also, items were combined to derive employment indicators based on U.S. Census Bureau’s Decennial Census and Current Population Survey (2002).

Appendix J documents many of the decisions made in the analyses reported by DMDC (2008b). For a large number of survey items, analysts must make decisions on the treatment of special codes (such as Not Applicable).

**Information on Operations.** The DMDC-provided identification number, WGRR0801ID, is unique and is used to identify responses as they are processed. Other

variables are created by the operations contractor but are too detailed to be in the basic-release file.

**Information on Weighting.** Derivation of weights is discussed in detail in DMDC (2008a). See Appendix K for examples of analyses using these variables:<sup>13</sup>

ELIGFLGW	Eligibility Flag
FINALWGT	Final Weight with Non-response and Postratification Adjustments
V_STRAT	Variance Estimation Strata
_TOTAL_	Stratum Population Totals Based on Sampling Frame Counts

### **Full Survey Dataset**

In addition to variables on the basic-survey dataset, the full survey dataset also has five additional categories of variables: (1) the raw version of survey items that appear in a collapsed form in the basic-release section, (2) the raw version of key demographic variables used in analyses that appear in a collapsed form in the basic-release section; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in Appendix F, G, and H.

**Information Gathered on the Survey-Confidential Variables.** This section of the full survey dataset contains the original survey variables that had a recoded version in the basic-survey dataset. To the extent possible, recoded versions of these variables are in the basic-release file section under variables constructed for analysis.

**Variables for Analysis-Confidential Variables.** This section of the full survey dataset contains the analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic-survey dataset section under variables constructed for analysis.

**Information on Operations-Confidential Variables.** This section of the full survey dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

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<sup>13</sup> Two additional variables required for SUDAAN are on the dataset: NPSTRAT, poststratification population counts; and, PSTRATA, poststratification strata.

The classification variables describe how individual sample member's records were grouped and indexed. FLAG\_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

***Information on Sampling and Record Data-Confidential Variables.*** This section of the full survey dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

***Information on Weighting-Confidential Variables.*** This section of the full survey dataset contains variables used in analysis of non-response and in the construction of the weights.

### ***Using Appendix H***

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in H. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of a H table is listed in Figure 4. (However, table does not reflect actual results.)

**Figure 4.**  
**Annotated Example of a Table from H**

<sup>1</sup> 2008 Workplace and Gender Relations Survey of Reserve Component  
 Members  
 Information Gathered on the Survey

How much do you agree or disagree with each of the following  
 statements? Mark one answer for each statement.

ORGCOMA                    I enjoy serving in the military.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0011-0012	2	WA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1050	1.2	-9	.	No response
55568	64.5	-1	.B	No survey return
340	0.4	-6	.N	Not applicable
467	0.5	1	1	Strongly disagree
1000	1.2	2	2	Disagree
2451	2.8	3	3	Neither agree nor disagree
13135	15.2	4	4	Agree
12202	14.2	5	5	Strongly agree
86213	100.0	TOTALS		

1. **Codebook title and item text.** The codebook title is the same for every table in Appendix H of this codebook. It lists survey name. If applicable, the indented text under the title presents the verbatim Question or instructions that accompany a specific item in the survey.
2. **Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS<sup>®</sup>-based, basic-release data file. The conventions for naming survey-derived variables are documented in Appendix E. Appendix F and G contain a full listing of the basic-release file variables, as well as short descriptions of what the variables document.
3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.
4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.
5. **SAS data file information.** This block indicates format name, variable type (character or number), length and informat of the data in the SAS<sup>®</sup> data file. The last block indicates the informat appropriate for reading the data from the OS data file.
6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 75,120 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.
7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 75,120 records in the accompanying database.
8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in D. For example, all negative values are found in Appendix E.
9. **Response SAS<sup>®</sup> values.** This column presents the SAS<sup>®</sup> code for the response values for each variable. Further details on the values in this column are found in either the annotated survey form or in Appendix D. An explanation of negative values is presented in Appendix E.

10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS<sup>®</sup> coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are presented in the annotated survey form (Appendix D) and in Appendix E.
11. **Total of response frequencies and percents.** The number appearing at the bottom of the “FREQ” column is the total number of sample members in the basic-release file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the “PERCENT” column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.
12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are “too numerous to list;” (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.
13. **Codebook page number.** This is the H page number corresponding to a specific variable. F and G identify the page number in H where the variable can be found.

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# **Appendix A**

**2008 Workplace and Gender Relations Survey of  
Reserve Component Members:  
Paper Form**



**DMDC**

RCS: DD-P&R(QD) 1947  
Exp: 11/30/2010  
DMDC Survey No. 07-0071

*2008 Workplace and Gender  
Relations Survey of Reserve  
Component Members*

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING CENTER  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
HOPKINS, MN 55343

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
  - Place an "X" in the appropriate box or boxes.
- RIGHT  WRONG
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
- CORRECT ANSWER  INCORRECT ANSWER

## PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

**Returning this survey indicates your agreement to participate in this research.**

**AUTHORITY:** 10 USC Sections 136, 481, 1782, and 2358. 14 USC Section 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about gender-related issues, estimate the level of sexual harassment and unwanted sexual contact, and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research and datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel & Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in evaluating and developing policies and practices regarding general workplace respect issues as well as sexual assault, sexual harassment, and other gender-related issues.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD/DHS personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

**A respondent who experienced sexual harassment or unwanted sexual contact may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.**

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach Military OneSource 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:  
Stateside: 1-800-342-9647  
Overseas: 00-800-3429-6477 or call collect 1-484-530-5908  
Worldwide: [www.militaryonesource.com](http://www.militaryonesource.com) or [www.sapr.mil](http://www.sapr.mil)
  - Coast Guard members may want to call Employee Assistance Program Counseling Services: 1-800-222-0364
  - If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service call:  
Army: 1-800-267-9964 Marine Corps: 703-784-9371  
Navy: 1-800-253-0931 Air Force: 1-800-616-3775  
Coast Guard: 1-800-222-0364
- If you have a question about the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307.
- If you have concerns about your rights as a research participant, please contact Ms. Caroline Miner, Certified IRB Professional, HRPP Program Manager for the Office of the Under Secretary of Defense (Personnel & Readiness), 5113 Leesburg Pike, Skyline 4, Suite 901, Falls Church, VA 22041, [HRPP@tma.osd.mil](mailto:HRPP@tma.osd.mil), 703-575-2677, Fax 703-578-8501.

## BACKGROUND INFORMATION

### 1. Of which Reserve component were you a member on February 11, 2008?

- |   |   |
|---|---|
| <input type="checkbox"/> Army Reserve   | <input type="checkbox"/> Army National Guard  |
| <input type="checkbox"/> Naval Reserve  | <input type="checkbox"/> Marine Corps Reserve |
| <input type="checkbox"/> Air Force Reserve                                      | <input type="checkbox"/> Air National Guard   |
| <input type="checkbox"/> Coast Guard Reserve                                    |   |
| <input type="checkbox"/> No Reserve component ⇒ stop here and return the survey |   |

### 2. Are you . . . ?

- |                               |                                 |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female |
|-------------------------------|---------------------------------|

### 3. What is your current paygrade? *Mark one.*

- |                              |                              |                                       |                                   |
|------------------------------|------------------------------|---------------------------------------|-----------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1          | <input type="checkbox"/> O-1/O-1E |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2          | <input type="checkbox"/> O-2/O-2E |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3          | <input type="checkbox"/> O-3/O-3E |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4          | <input type="checkbox"/> O-4      |
| <input type="checkbox"/> E-5 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |                                   |
|                              |                              | <input type="checkbox"/> O-6 or above |                                   |

### 4. Are you Spanish/Hispanic/Latino?

- |   |
|---|
| <input type="checkbox"/> No, not Spanish/Hispanic/Latino  |
| <input type="checkbox"/> Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino |

### 5. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- |   |
|---|
| <input type="checkbox"/> White  |
| <input type="checkbox"/> Black or African American  |
| <input type="checkbox"/> American Indian or Alaska Native   |
| <input type="checkbox"/> Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)   |
| <input type="checkbox"/> Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) |

### 6. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- |                              |                             |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

## SATISFACTION AND RETENTION INTENTION

### 7. How many years have you spent in military service? *To indicate less than one year, enter "0".*

Years

### 8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- |  |  |
|--|--|
| <input type="checkbox"/> Very likely                 | <input type="checkbox"/> Unlikely      |
| <input type="checkbox"/> Likely                      | <input type="checkbox"/> Very unlikely |
| <input type="checkbox"/> Neither likely nor unlikely |  |

9. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse

10. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse

11. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The type of work you do in your military job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your opportunities for promotion in your unit .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The quality of your coworkers in your unit .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The quality of your supervisor in your unit .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. Overall, how satisfied are you with the military way of life?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

13. If you had a close personal friend considering military service, would you recommend that he/ she join? *Mark "Yes" or "No" for each item.*

	Yes	No
a. A male friend.....	<input type="checkbox"/>	<input type="checkbox"/>
b. A female friend.....	<input type="checkbox"/>	<input type="checkbox"/>

14. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the National Guard/ Reserve is consistent with my personal goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would feel guilty if I left the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I really feel as if the military's values are my own .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. I am proud to tell others that I am a member of my National Guard/ Reserve component.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## TEMPO

15. In the past 12 months, how many days (**full days, not drill periods**) did you spend in a compensated (pay or points) National Guard/Reserve status? *To indicate none, enter "0".*

--	--	--	--

 Days

16. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- Much more than expected
- More than expected
- Neither more nor less than expected
- Less than expected
- Much less than expected

17. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently activated, report your employment and student status in the week before your current activation.

18. Are you a military technician?

- Yes, I am currently a military technician
- Yes, in the week before my current activation I was a military technician
- No

19. Do you have a civilian job?

- Yes, I currently have a civilian job
- Yes, in the week before my current activation I had a civilian job
- No

20. Are you a student?

- Yes, I am currently a student
- Yes, in the week before my current activation I was a student
- No

## ACTIVATION/DEPLOYMENT STATUS

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

21. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an AGR/FTS/AR for the past 12 months, select "No".*

- Yes, I am currently activated
- Yes, I have been activated, but I am not currently activated
- No ⇒ GO TO QUESTION 27

22. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

- Yes
- No ⇒ GO TO QUESTION 27

23. In the past 12 months, have your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

- Voluntary
- Involuntary
- Both

24. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

- Yes, I am currently deployed
- Yes, I have been deployed, but I am not currently deployed
- No ⇒ GO TO QUESTION 27

25. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- CONUS
- OCONUS
- Both

26. In the past 12 months, have you been deployed for any of the following operations? *Mark "Yes" or "No" for each item.*

	No	Yes
a. Operation Noble Eagle (airport security) .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan) .	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**YOUR MILITARY WORKPLACE**

27. How long have you been in your present **military** unit? *To indicate less than one year, enter "0".*

		Years
--	--	-------

28. Are you currently . . . *Mark "Yes" or "No" for each item.*

	No	Yes
a. A student in a resident military course?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. In a work environment where members of your gender are uncommon?.....	<input type="checkbox"/>	<input type="checkbox"/>

29. Which of the following describes your immediate supervisor in your current **military** work group? *Mark one.*

- Male military
- Female military
- Male civilian
- Female civilian

30. How much do you agree or disagree with the following statements about your immediate supervisor at your **military** job? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. Which of the following best describes the gender mix of your current **military** work group, that is, the people with whom you work on a day-to-day basis? *Mark one.*

- All men
- Almost entirely men
- More men than women
- About equal numbers of men and women
- More women than men
- Almost entirely women
- All women

32. How much do you agree or disagree with the following statements about your **military** workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Reserve component makes me feel my job is important.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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33. To what extent do you agree or disagree with the following statements about your military work group? *Mark one answer for each.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. If you make a request through channels in your military work group, you know somebody will listen.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The leaders in your military work group are more interested in looking good than being good.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You would go for help with a personal problem to people in your military chain-of-command.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The leaders in your military work group are not concerned with the way National Guard/Reserve component members treat each other as long as the job gets done ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are impressed with the quality of leadership in your military work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The leaders in your military work group are more interested in furthering their careers than in the well-being of their National Guard/ Reserve component members.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your day-to-day work is directly tied to your wartime job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. Overall, how well prepared . . . *Mark one answer for each item.*

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. Overall, how would you rate . . . *Mark one answer for each item.*

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale? .....	<input type="checkbox"/>				
b. <u>Your unit's</u> current level of morale? ..	<input type="checkbox"/>				

38. How much do you agree or disagree with the following statements about your National Guard/ Reserve unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members in your unit really care about each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Members in your unit work well as a team .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Members in your unit pull together to get the job done .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Members in your unit trust each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**STRESS, HEALTH, AND WELL-BEING**

39. In the past month, how often have you . . . *Mark one answer for each item.*

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly? .....	<input type="checkbox"/>				
b. Felt that you were unable to control the important things in your life? .....	<input type="checkbox"/>				
c. Felt nervous and stressed? .....	<input type="checkbox"/>				
d. Felt confident about your ability to handle your personal problems? .....	<input type="checkbox"/>				
e. Felt that things were going your way? .....	<input type="checkbox"/>				
f. Found that you could not cope with all of the things you had to do? .....	<input type="checkbox"/>				
g. Been able to control irritations in your life? .....	<input type="checkbox"/>				
h. Felt that you were on top of things? .....	<input type="checkbox"/>				
i. Been angered because of things that were outside of your control? ....	<input type="checkbox"/>				
j. Felt difficulties were piling up so high that you could not overcome them? .....	<input type="checkbox"/>				

40. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. Overall, how would you rate the current level of stress in your . . . *Mark one answer for each item.*

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. <u>Military</u> life? .....	<input type="checkbox"/>				
b. <u>Personal</u> life? .....	<input type="checkbox"/>				

**GENDER-RELATED EXPERIENCES**

42. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? *Mark one answer for each.*

	Yes, and your gender was a factor	Yes, but your gender was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last military evaluation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your military job...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military assignment has not made use of your job skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your current assignment is not good for your career if you continue in the military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not learn <u>until it was too late</u> of opportunities that would have helped your military career .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You were unable to get straight answers about your military promotion possibilities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You were excluded from social events important to military career development and being kept informed .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not get a military job assignment that you wanted and for which you were qualified.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women? <input type="checkbox"/> Yes <input type="checkbox"/> No			
n. Have you had any other gender-related experiences at your military workplace? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. Do you consider ANY of the behaviors which you marked as happening to you in Question 42 to have been . . . *Mark one answer for each.*

	All	Some	None
a. Sex discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Racial/ethnic discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

44. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving

- **Military Personnel (Active Duty or National Guard/Reserve)**
  - on- or off-duty
  - on- or off-installation or ship; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
  - in your military workplace or on your installation/ship

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

	Very often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you? ..	<input type="checkbox"/>				
b. Referred to people of your gender in insulting or offensive terms? .....	<input type="checkbox"/>				
c. Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)? .....	<input type="checkbox"/>				
d. Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)?.....	<input type="checkbox"/>				
e. Made offensive remarks about your appearance, body, or sexual activities? .....	<input type="checkbox"/>				
f. Made gestures or used body language of a sexual nature that embarrassed or offended you? ...	<input type="checkbox"/>				
g. Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?.....	<input type="checkbox"/>				
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? .....	<input type="checkbox"/>				
i. Put you down or was condescending to you because of your gender? .....	<input type="checkbox"/>				
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? .....	<input type="checkbox"/>				
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? .....	<input type="checkbox"/>				
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?....	<input type="checkbox"/>				

44. Continued.

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable? .....	<input type="checkbox"/>				
n. Intentionally cornered you or leaned over you in a sexual way? .....	<input type="checkbox"/>				
o. Treated you badly for refusing to have sex? .....	<input type="checkbox"/>				
p. Implied faster promotions or better treatment if you were sexually cooperative? .....	<input type="checkbox"/>				
q. Attempted to have sex with you without your consent or against your will, but was not successful? .....	<input type="checkbox"/>				
r. Had sex with you without your consent or against your will?.....	<input type="checkbox"/>				
s. Other unwanted gender-related behavior?.....	<input type="checkbox"/>				

45. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment
- Does not apply, I marked "Never" to every item  
⇒ GO TO QUESTION 65

**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

46. Think about the situation(s) you experienced in the past 12 months that involved the behaviors you marked in Question 44A-P. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation? *Mark "Yes" or "No" for each item below that describes the situation.*

	Yes	No
a. <u>Sexist Behavior</u> (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)...	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Crude/Offensive Behavior</u> (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you) .....	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Unwanted Sexual Attention</u> (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected) .....	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Sexual Coercion</u> (e.g., someone implied preferential treatment in exchange for your sexual cooperation).....	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Other</u> .....	<input type="checkbox"/>	<input type="checkbox"/>

47. How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment

48. Where did this situation occur? *Mark one.*

- At a military installation (e.g., on base)
- Some behaviors occurred at a military installation; some did not
- Not at a military installation (e.g., off base) ⇒ GO TO QUESTION 50

49. Did any of the behaviors in the situation on base occur . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. At your military work (the place where you perform your military duties)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. During duty hours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In a military work environment where members of your gender are uncommon?....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At a military non-work location (e.g., gym, exchange/commissary, bowling alley)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

50. Did any of the behaviors in the situation occur while you were . . . *Mark "Yes," "No," or "Does not apply" for each item.*

	Does not apply		
	No		
	Yes		
a. Activated?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. At your civilian job? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At your civilian school? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. In your or someone else's quarters/home? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

51. Was the offender(s) . . . ? *Mark one.*

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

52. Was the offender(s) . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. Someone in your military chain-of-command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your military coworker(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your military subordinate(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other military person(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. DoD/DHS civilian employee(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Person(s) in the local community? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Unknown person(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

53. During the course of the situation, how often did the event(s) occur?

- Once
- Occasionally
- Frequently

54. How long did the situation last, or if continuing, how long has it been going on?

- Less than 1 week
- 1 week to less than 1 month
- 1 month to less than 3 months
- 3 months to less than 6 months
- 6 months or more

55. As a result of the situation, did you . . . *Mark "Yes" or "No" for each item.*

	No	
	Yes	
a. Ignore the behavior? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Avoid the person(s) who bothered you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Tell the offender(s) to stop? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Ask someone else to speak to the offender(s) for you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Blame yourself for what happened? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Act as though it did not bother you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Call a hotline for advice/information (not to file a complaint)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Request a transfer? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Think about getting out of your Reserve component? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Accomplish less than you normally would at work? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Other? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

◆ 56. Did you discuss/report the situation with/to any of the following **civilian** individuals or organizations? Mark "Yes" or "No" for each item.

	Yes	No
a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Community officials, offices, or courts (e.g., local police or harassment hotline) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. Did you discuss/report the situation with/to any of the following **National Guard/Reserve/DoD/DHS** individuals or organizations? Mark "Yes" or "No" for each item.

	Yes	No
a. Someone in your military chain-of-command ..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the military chain-of-command of the person(s) who did it .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (e.g., Military Equal Opportunity or Civil Rights Office) .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other military person or office with responsibility for follow-up .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

If you answered "No" to every item in Question 57, GO TO QUESTION 64.

58. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your complaint was/is being investigated..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The situation was resolved informally .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You were encouraged to drop the complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your complaint was discounted or not taken seriously .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. The situation was/is being corrected .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Some action was/is being taken against the person(s) who bothered you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Some action was/is being taken against you .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. Did you formally report the situation?

Yes       No ⇒ GO TO QUESTION 65

60. Was your complaint found to be true?

Yes  
 No  
 They were unable to determine whether your complaint was true or not.  
 Does not apply, the action is still being processed. ⇒ GO TO QUESTION 63

61. How satisfied were you with the outcome of your complaint?

Very satisfied       Dissatisfied  
 Satisfied       Very dissatisfied  
 Neither satisfied nor dissatisfied

62. How satisfied were/are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint .....	<input checked="" type="checkbox"/>				
b. Treatment by personnel handling your complaint.....	<input checked="" type="checkbox"/>				
c. Amount of time it took/is taking to resolve your complaint .....	<input checked="" type="checkbox"/>				
d. How well you were/are kept informed about the progress of your complaint.....	<input checked="" type="checkbox"/>				
e. The complaint process overall .....	<input checked="" type="checkbox"/>				

63. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

If you formally or informally reported the situation, GO TO QUESTION 65.

64. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? *Mark "Yes" or "No" for each statement.*

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report .....	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself .....	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done ....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.....	<input type="checkbox"/>	<input type="checkbox"/>
h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .....	<input type="checkbox"/>	<input type="checkbox"/>
i. You were afraid of negative professional outcomes.....	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought you would be labeled a troublemaker .....	<input type="checkbox"/>	<input type="checkbox"/>
k. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**UNWANTED SEXUAL CONTACT**

65. 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 ⇒ GO TO QUESTION 85

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

66. Think about the situation(s) you experienced in the past 12 months that involved the behaviors in the previous question. Tell us about the one event that had the greatest effect on you. What did the person(s) do during the situation? *Mark one answer for each behavior.*

	Did this	Did not do this
a. <u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them .....	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted to make you have sexual intercourse, but was not successful</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you have sexual intercourse</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful</u> .....	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you perform or receive oral sex, anal sex, or penetration by a finger or object</u> .....	<input type="checkbox"/>	<input type="checkbox"/>

67. Did the situation occur . . . *Mark "Yes" or "No" for each item.*

	Yes	No
a. At a military installation (e.g., on base)?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. While activated?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. While deployed?.....	<input type="checkbox"/>	<input type="checkbox"/>

68. Where did the situation occur? *Mark one.*

- In your home/living quarters
- In the home/living quarters of the offender
- In the home/living quarters of someone else
- At a bar/nightclub
- At work (military or civilian)
- In a vehicle (e.g., taxi, train, plane, etc.)
- At a hotel
- Other

69. Was the offender(s) . . . *Mark one.*

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

◆ **70. Was the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Someone in your military chain-of-command? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military co-worker(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Person(s) in the local community?.....	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)?.....	<input type="checkbox"/>	<input type="checkbox"/>

**71. Did the situation occur . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. When your judgement was impaired due to alcohol?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. When you were so intoxicated that you were unable to consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. When the offender(s) was intoxicated?.....	<input type="checkbox"/>	<input type="checkbox"/>
d. After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?...	<input type="checkbox"/>	<input type="checkbox"/>

**72. Did the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Threaten to ruin your reputation if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Threaten to physically harm you if you did not consent?.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Threaten to physically harm a member of your family if you did not consent? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Use some degree of physical force (e.g., holding you down)?.....	<input type="checkbox"/>	<input type="checkbox"/>
e. Use their authority for a search (e.g., body/personal search)? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Use their authority for a medical or dental exam/procedure? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Use their authority as a military/civilian supervisor?.....	<input type="checkbox"/>	<input type="checkbox"/>

**73. Prior to the situation, did any of the offender(s) . . . Mark “Yes” or “No” for each item.**

	Yes	No
a. Sexually harass you? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Stalk you? .....	<input type="checkbox"/>	<input type="checkbox"/>

**74. Did you talk about the situation with . . . Mark “Yes,” “No,” or “Does not apply” for each item.**

	Yes	No	Does not apply
a. Your spouse/significant other? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A family member (e.g., parent, brother/sister)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A chaplain, counselor, ombudsman, or health care provider? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A civilian hotline or crisis center? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A military hotline or Military OneSource?...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**75. Did you seek professional help/treatment or use other support services following the situation?**

- Yes, from military/DoD/DHS-related service providers only
- Yes, from civilian service providers only
- Yes, from both civilian and military/DoD/DHS services
- No ⇒ GO TO QUESTION 77

**76. How satisfied are you with the professional help/treatment you received?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

**77. Did you discuss/report the situation with/to any authority or organization? Mark one.**

- No ⇒ GO TO QUESTION 84
- Yes, I made a restricted report ⇒ GO TO QUESTION 82
- Yes, I made an unrestricted report
- Yes, but I am not sure whether it was unrestricted or restricted reporting

**78. Did you discuss/report the situation with/to any of the following authorities or organizations? Mark “Yes” or “No” for each item.**

	Yes	No
a. Your immediate military supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your military chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Sexual Assault Response Coordinator (SARC)/Victim Advocate .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Chaplain or counselor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Health care provider.....	<input type="checkbox"/>	<input type="checkbox"/>
f. Legal services or criminal investigators .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

**79. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each item.**

	Don't know		
	No		
	Yes		
a. Your report was/is being investigated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were/are being kept informed of the status of the investigation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Action was/is being taken against the offender .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were encouraged to drop the complaint/withdraw your report .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was/is being taken against you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Some other action was/is being taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**80. How satisfied have you been with ... Mark one answer for each item.**

	Does not apply				
	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. The quality of sexual assault advocacy services you received?..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The quality of counseling services you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The quality of medical care you received? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your treatment by the Sexual Assault Victim Advocate assigned to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your treatment by the Sexual Assault Response Coordinator (SARC) handling your report? ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your treatment by the Commander handling your report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Your treatment by the criminal investigator handling your report? .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your treatment by the Trial Defense Office personnel? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your treatment by the Legal Office personnel (prosecution)? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. The amount of time investigation process took/is taking? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. How well you were/are kept informed about the progress of your case? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. The availability of information about how to file a restricted report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. The availability of information about how to file an unrestricted report? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. The reporting process overall? ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**81. As a result of reporting the situation, did you ... Mark "Yes," "No," or "Don't know" for each item.**

	Don't know		
	No		
	Yes		
a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Get placed on a medical hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Get placed on a legal hold? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Get an involuntary transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Get a requested transfer to a different assignment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Feel like you were overprotected (e.g., smothered or treated like a child)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**82. When you reported the situation were you offered ... Mark one answer for each item.**

	No, but I wanted this service			
	No, and I did not want this service			
	Yes, but it was not helpful			
	Yes, and it was helpful			
a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Counseling services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Medical or forensic services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Legal services? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**83. How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization? Mark one.**

- Within 24 hours
- Within 2-3 days
- Within 4-14 days
- Within 15-30 days
- Within 2 months to less than 1 year

**If you made a restricted or unrestricted report of the situation to an authority or organization, GO TO QUESTION 85.**

84. What were your reasons for not reporting the situation? Mark "Yes" or "No" for each statement.

	Yes	No
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report .....	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not think anything would be done ....	<input type="checkbox"/>	<input type="checkbox"/>
e. You thought you would not be believed .....	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought reporting would take too much time and effort .....	<input type="checkbox"/>	<input type="checkbox"/>
g. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends .	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought your performance evaluation or chance for promotion would suffer .....	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought you would be labeled a troublemaker .....	<input type="checkbox"/>	<input type="checkbox"/>
j. You did not want anyone to know .....	<input type="checkbox"/>	<input type="checkbox"/>
k. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization .....	<input type="checkbox"/>	<input type="checkbox"/>
l. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

86. Continued.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
c. Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?.....	<input type="checkbox"/>				
d. Would people be able to get away with <u>sexual harassment</u> if it was reported?.....	<input type="checkbox"/>				
e. Would people be able to get away with <u>sexual assault</u> if it was reported?.....	<input type="checkbox"/>				

87. At your installation/ship, to what extent are . . . Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Policies forbidding <u>sexual harassment</u> publicized? .....	<input type="checkbox"/>				
b. Complaint procedures related to <u>sexual harassment</u> publicized? .....	<input type="checkbox"/>				
c. Reports of <u>sexual harassment</u> taken seriously? .....	<input type="checkbox"/>				
d. <u>Sexual assault</u> reporting procedures publicized? .....	<input type="checkbox"/>				
e. Reports of <u>sexual assault</u> taken seriously? .....	<input type="checkbox"/>				

**PERSONNEL POLICY AND PRACTICES**

85. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Senior leadership of your Reserve component .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of your installation/ship.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your immediate military supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

86. In your military work group, to what extent . . . Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?.....	<input type="checkbox"/>				
b. Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?.....	<input type="checkbox"/>				

**SEXUAL HARASSMENT TRAINING**

88. Have you had any military training during the past 12 months on topics related to sexual harassment?

- Yes
- No ⇒ GO TO QUESTION 92

89. In the past 12 months, how many times have you had military training on topics related to sexual harassment? To indicate nine or more, enter "9".

Times

90. My National Guard/Reserve component's *sexual harassment* training . . . *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered sexual harassment .....	<input checked="" type="checkbox"/>				
b. Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole .....	<input checked="" type="checkbox"/>				
c. Identifies behaviors that are offensive to others and should not be tolerated .....	<input checked="" type="checkbox"/>				
d. Gives useful tools for dealing with sexual harassment .....	<input checked="" type="checkbox"/>				
e. Explains the process for reporting sexual harassment .....	<input checked="" type="checkbox"/>				
f. Makes me feel it is safe to complain about unwanted sex-related attention .....	<input checked="" type="checkbox"/>				
g. Provides information about policies, procedures, and consequences of sexual harassment .....	<input checked="" type="checkbox"/>				

91. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as *sexual harassment*?

- Very effective
- Moderately effective
- Slightly effective
- Not at all effective

**SEXUAL ASSAULT TRAINING**

92. Have you had any military training during the past 12 months on topics related to *sexual assault*?

- Yes
- No ⇒ GO TO QUESTION 96

93. In the past 12 months, how many times have you had military training on topics related to *sexual assault*? *To indicate nine or more, enter "9".*

Times

94. My National Guard/Reserve component's *sexual assault* training . . . *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault.....	<input checked="" type="checkbox"/>				
b. Teaches how to avoid situations that might increase the risk of sexual assault.....	<input checked="" type="checkbox"/>				
c. Teaches how to obtain medical care following a sexual assault .....	<input checked="" type="checkbox"/>				
d. Explains the role of the chain-of-command in handling sexual assaults .....	<input checked="" type="checkbox"/>				
e. Explains the reporting options available if a sexual assault occurs..	<input checked="" type="checkbox"/>				
f. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate) .....	<input checked="" type="checkbox"/>				
g. Explains how sexual assault is a mission readiness problem .....	<input checked="" type="checkbox"/>				

95. In your opinion, how effective was the training you received in . . . *Mark one answer for each item.*

	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Actually reducing/preventing sexual assault or behaviors related to sexual assault?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Explaining the difference between restricted and unrestricted reporting of sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

96. At your installation/ship, is there a . . . *Mark "Yes," "No," or "Don't know" for each item.*

	Don't know	No	Yes
a. Specific office with the authority to investigate sexual harassment? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual Assault Victim Advocate to help those who experience sexual assault? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



# **Appendix B**

**2008 Workplace and Gender Relations Survey of  
Reserve Component Members:  
Web Form**



**2008 Workplace and Gender Relations Survey of Reserve Component Members**  
**BACKGROUND INFORMATION**

**1. Of which Reserve component were you a member on February 11, 2008?**

- Army Reserve
- Army National Guard
- Naval Reserve
- Marine Corps Reserve
- Air Force Reserve
- Air National Guard
- Coast Guard Reserve
- No Reserve component

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

**2. Are you . . . ?**

- Male
- Female

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

**3. What is your current paygrade? *Mark one.***

- |                           |                           |                           |                                    |
|---------------------------|---------------------------|---------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> E-6 | <input type="radio"/> W-1 | <input type="radio"/> O-1/O-1E     |
| <input type="radio"/> E-2 | <input type="radio"/> E-7 | <input type="radio"/> W-2 | <input type="radio"/> O-2/O-2E     |
| <input type="radio"/> E-3 | <input type="radio"/> E-8 | <input type="radio"/> W-3 | <input type="radio"/> O-3/O-3E     |
| <input type="radio"/> E-4 | <input type="radio"/> E-9 | <input type="radio"/> W-4 | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 |                           | <input type="radio"/> W-5 | <input type="radio"/> O-5          |
|                           |                           |                           | <input type="radio"/> O-6 or above |

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

**4. Are you Spanish/Hispanic/Latino?**

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

### BACKGROUND INFORMATION

**5. What is your race? Mark one or more races to indicate what you consider yourself to be.**

- White
- Black or African American
- American Indian or Alaska Native
- Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

### BACKGROUND INFORMATION

**6. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?**

- Yes
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### SATISFACTION AND RETENTION INTENTION

**7. How many years have you spent in military service? To indicate less than one year, enter "0".**

\_\_\_\_ Years

\*\*\*\*\* Page Break \*\*\*\*\*

### SATISFACTION AND RETENTION INTENTION

**8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

\*\*\*\*\* Page Break \*\*\*\*\*

**SATISFACTION AND RETENTION INTENTION**

**9. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?**

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

**SATISFACTION AND RETENTION INTENTION**

**10. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?**

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

**SATISFACTION AND RETENTION INTENTION**

**11. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item.***

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied nor dissatisfied</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>
a. Your total compensation (i.e., base pay, allowances, and bonuses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The type of work you do in your military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your opportunities for promotion in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The quality of your coworkers in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The quality of your supervisor in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

12. Overall, how satisfied are you with the military way of life?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

13. If you had a close personal friend considering military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

- |                    | Yes                   | No                    |
|--------------------|-----------------------|-----------------------|
| a. A male friend   | <input type="radio"/> | <input type="radio"/> |
| b. A female friend | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

14. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

- |  | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. I enjoy serving in the National Guard/Reserve.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| b. Serving in the National Guard/Reserve is consistent with my personal goals.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| c. I would feel guilty if I left the National Guard/Reserve.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

(Continued) How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I really feel as if the military's values are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Continued) How much do you agree or disagree with each of the following statements?  
Mark one answer for each statement.**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I am proud to tell others that I am a member of my National Guard/Reserve component.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### TEMPO

**15. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? *To indicate none, enter "0".***  
Days

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**16. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?**

- Much more than expected
- More than expected
- Neither more nor less than expected
- Less than expected
- Much less than expected

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**17. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?**

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

**18. Are you a military technician?**

- Yes, I am currently a military technician
- Yes, in the week before my current activation I was a military technician
- No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

**19. Do you have a civilian job?**

- Yes, I currently have a civilian job
- Yes, in the week before my current activation I had a civilian job
- No

\*\*\*\*\* Page Break \*\*\*\*\*

**EMPLOYMENT/STUDENT STATUS**

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

**20. Are you a student?**

- Yes, I am currently a student
- Yes, in the week before my current activation I was a student
- No

\*\*\*\*\* Page Break \*\*\*\*\*

**ACTIVATION/DEPLOYMENT STATUS**

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs the Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

**21. Have you been [activated](#) in the past 12 months? This includes [activations](#) that started more than 12 months ago and continued into the past 12 months. If you have been an AGR/FTS/AR for the past 12 months, select "No".**

- Yes, I am currently activated
- Yes, I have been activated, but I am not currently activated
- No

\*\*\*\*\* Page Break \*\*\*\*\*

**ACTIVATION/DEPLOYMENT STATUS**

22. Was at least one of your **activations** in the past 12 months longer than 30 consecutive days?
- Yes
  - No

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

23. In the past 12 months, have your **activation(s)** of more than 30 consecutive days been voluntary, involuntary, or both?
- Voluntary
  - Involuntary
  - Both

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

24. Did any of your **activations** of more than 30 consecutive days in the past 12 months result in **deployment**?
- Yes, I am currently deployed
  - Yes, I have been deployed, but I am not currently deployed
  - No

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

25. In the past 12 months, after processing in the mobilization station, were you **deployed** within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?
- CONUS
  - OCONUS
  - Both

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

26. In the past 12 months, have you been **deployed** for any of the following operations? *Mark "Yes" or "No" for each item.*

Yes

No

- a. Operation Noble Eagle (airport

- security)
- b. Operation Enduring Freedom (Afghanistan)
- c. Operation Iraqi Freedom
- d. Other

\*\*\*\*\* Page Break \*\*\*\*\*

**YOUR MILITARY WORKPLACE**

**27. How long have you been in your present military unit? To indicate less than one year, enter "0".**

\_\_\_\_\_ Years

\*\*\*\*\* Page Break \*\*\*\*\*

**YOUR MILITARY WORKPLACE**

**28. Are you currently . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>            | <b>No</b>             |
|--|-----------------------|-----------------------|
| a. A student in a resident military course?  | <input type="radio"/> | <input type="radio"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input type="radio"/> | <input type="radio"/> |
| c. In a work environment where members of your gender are uncommon?                                | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

**YOUR MILITARY WORKPLACE**

**29. Which of the following describes your immediate supervisor in your current military work group? *Mark one.***

- Male military
- Male civilian
- Female military
- Female civilian

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

30. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your supervisor evaluates your work performance fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your supervisor assigns work fairly in your work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You are satisfied with the direction/supervision you receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

31. Which of the following best describes the gender mix of your current military work group, that is, the people with whom you work on a day-to-day basis? *Mark one.*

- All men
- Almost entirely men
- More men than women
- About equal numbers of men and women
- More women than men
- Almost entirely women
- All women

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

32. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
----------------	-------	----------------------------	----------	-------------------

- |  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. I know what is expected of me at work.  | <input type="radio"/> |
| b. I have the materials and equipment I need to do my work right.                      | <input type="radio"/> |
| c. At work, I have the opportunity to do what I do best every day.                     | <input type="radio"/> |
| d. In the last 7 duty days, I have received recognition or praise for doing good work. | <input type="radio"/> |
| e. My supervisor, or someone at work, seems to care about me as a person.              | <input type="radio"/> |

**(Continued) How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement.**

- |   | <b>Strongly agree</b> | <b>Agree</b>          | <b>Neither agree nor disagree</b> | <b>Disagree</b>       | <b>Strongly disagree</b> |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| f. There is someone at work who encourages my development.                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| g. At work, my opinions seem to count.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| h. The mission/purpose of my Reserve component makes me feel my job is important. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| i. My coworkers are committed to doing quality work.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| j. I have a best friend at work.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |

**(Continued) How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement.**

- |   | <b>Strongly agree</b> | <b>Agree</b>          | <b>Neither agree nor disagree</b> | <b>Disagree</b>       | <b>Strongly disagree</b> |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| k. In the last 6 months, someone at work has talked to me about my progress.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| l. This last year, I have had opportunities at work to learn and to grow.                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| n. My supervisor helps everyone in my work group feel included.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |

- p. At my workplace, all employees are kept well informed about issues and decisions that affect them.

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\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**33. To what extent do you agree or disagree with the following statements about your military work group? *Mark one answer for each.***

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
a. If you make a request through channels in your military work group, you know somebody will listen.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The leaders in your military work group are more interested in looking good than being good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You would go for help with a personal problem to people in your military chain-of-command.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The leaders in your military work group are not concerned with the way National Guard/Reserve component members treat each other as long as the job gets done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are impressed with the quality of leadership in your military work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The leaders in your military work group are more interested in furthering their careers than in the well-being of their National Guard/Reserve component members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**34. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.***

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
a. There is very little conflict among your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people in your work group tend to get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in your work group are willing to help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with the relationships you have with your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**35. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each.***

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
a. Your work provides you with a sense of pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with your job as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your day-to-day work is directly tied to your wartime job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**36. Overall, how well prepared . . . *Mark one answer for each item.***

**Neither**

- |  | Very well prepared    | Well prepared         | well nor poorly prepared | Poorly prepared       | Very poorly prepared  |
|--|-----------------------|-----------------------|--------------------------|-----------------------|-----------------------|
| a. Are <u>you</u> to perform your wartime job?         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> |
| b. Is <u>your unit</u> to perform its wartime mission? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

37. Overall, how would you rate . . . *Mark one answer for each item.*

- |  | Very high             | High                  | Moderate              | Low                   | Very low              |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. <u>Your</u> current level of morale?        | <input type="radio"/> |
| b. <u>Your unit's</u> current level of morale? | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

38. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

- |  | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. Members in your unit really care about each other.      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| b. Members in your unit work well as a team.               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| c. Members in your unit pull together to get the job done. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| d. Members in your unit trust each other.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### STRESS, HEALTH, AND WELL-BEING

39. In the past month, how often have you . . . *Mark one answer for each item.*

- |                                    | Never                 | Almost never          | Sometimes             | Fairly often          | Very often            |
|------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Been upset because of something | <input type="radio"/> |



- |                          | Much less<br>than usual | Less than<br>usual    | same as<br>usual      | More than<br>usual    | more than<br>usual    |
|--------------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. <u>Military</u> life? | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. <u>Personal</u> life? | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

**42. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark one answer for each.**

- |   | No, or does not<br>apply | Yes, but your<br>gender was NOT<br>a factor | Yes, and your<br>gender was a<br>factor |
|---|--------------------------|---|---|
| a. You were rated lower than you deserved on your last military evaluation.                 | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| b. Your last military evaluation contained unjustified negative comments.                   | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| c. You were held to a higher performance standard than others in your military job.         | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| d. You did not get a military award or decoration given to others in similar circumstances. | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| e. Your current military assignment has not made use of your job skills.                    | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| f. Your current assignment is not good for your career if you continue in the military.     | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark one answer for each.**

- |  | No, or does not<br>apply | Yes, but your<br>gender was NOT<br>a factor | Yes, and your<br>gender was a<br>factor |
|--|--------------------------|---|---|
| g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement.           | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement. | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| i. You did not learn <u>until it was too</u>   | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |

- late of opportunities that would have helped your military career.
- j. You were unable to get straight answers about your military promotion possibilities.
- k. You were excluded from social events important to military career development and being kept informed.
- l. You did not get a military job assignment that you wanted and for which you were qualified.
- m. Have you had any other gender-related experiences at your military workplace?

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

**You indicated "Yes, and your gender was a factor" in not getting a military job assignment that you wanted and for which you were qualified. Was this assignment legally open to women?**

- Yes
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

**What other gender-related experiences at your military workplace have happened to you?**

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

**43. Do you consider ANY of the behaviors (a through m) which you marked as happening to you in the previous question to have been . . . *Mark one answer for each.***

- |                        | <b>None</b>           | <b>Some</b>           | <b>All</b>            |
|------------------------|-----------------------|-----------------------|-----------------------|
| a. Sex discrimination? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- b. Racial/ethnic discrimination?
- c. Age discrimination?
- d. Religious discrimination?
- e. Other?

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

Please specify what other type of discrimination you consider your experiences to have been?

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

44. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

- |  | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you?   | <input type="radio"/> |
| b. Referred to people of your gender in insulting or offensive terms?  | <input type="radio"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)? | <input type="radio"/> |
| d. Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)?                                    | <input type="radio"/> |
| e. Made offensive remarks about your   |                       |                       |                       |                       |                       |

appearance, body, or sexual activities?

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often	Very often
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	<input type="radio"/>				
g. Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?	<input type="radio"/>				
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
i. Put you down or was condescending to you because of your gender?	<input type="radio"/>				
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="radio"/>				

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often	Very often
k. Made you feel like you were being					

- bribed with some sort of reward or special treatment to engage in sexual behavior?
- l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?
- m. Touched you in a way that made you feel uncomfortable?
- n. Intentionally cornered you or leaned over you in a sexual way?
- o. Treated you badly for refusing to have sex?

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel (Active Duty or National Guard/Reserve)**
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

- |  | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative?                   | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="radio"/> |
| r. Had sex with you without your consent or against your will?                                       | <input type="radio"/> |
| s. Other unwanted gender-related behavior?   | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

**Please describe other unwanted gender-related behaviors you've experienced during the past 12 months.**

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

45. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF GENDER-RELATED EXPERIENCES

46. Think about the **situation(s) you experienced in the past 12 months** that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the **one situation that had the greatest effect on you**. Which of the following categories best describe(s) the behavior(s) in the situation? *Mark "Yes" or "No" for each item below that describes the situation.*

	Yes	No
a. <u>Sexist Behavior</u> (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)	<input type="radio"/>	<input type="radio"/>
b. <u>Crude/Offensive Behavior</u> (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you)	<input type="radio"/>	<input type="radio"/>
c. <u>Unwanted Sexual Attention</u> (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected)	<input type="radio"/>	<input type="radio"/>
d. <u>Sexual Coercion</u> (e.g., someone implied preferential treatment in exchange for your sexual cooperation)	<input type="radio"/>	<input type="radio"/>
e. <u>Other</u>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

What other category of behaviors occurred during the one situation in the past 12 months that had the greatest effect on you?

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

47. How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

48. Where did this situation occur? *Mark one.*

- At a military installation (e.g., on base)
- Some behaviors occurred at a military installation; some did not
- Not at a military installation (e.g., off base)

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

49. Did any of the behaviors in the situation on base occur . . . *Mark "Yes" or "No" for each item.*

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. At your military work (the place where you perform your military duties)? | <input type="radio"/> | <input type="radio"/> |
| b. During duty hours?  | <input type="radio"/> | <input type="radio"/> |
| c. In a military work environment where members of your gender are uncommon? | <input type="radio"/> | <input type="radio"/> |

- d. At a military non-work location (e.g., gym, exchange/commissary, bowling alley)?

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

50. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.

- |   | Yes                   | No                    | Does not apply        |
|---|-----------------------|-----------------------|-----------------------|
| a. Activated?                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Deployed?                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. At your civilian job?                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. At your civilian school?                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. In your or someone else's quarters/home? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

51. Was the offender(s) . . . ? Mark one.

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

52. Was the offender(s) . . . Mark "Yes" or "No" for each item.

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. Someone in your military chain-of-command?              | <input type="radio"/> | <input type="radio"/> |
| b. Other military person(s) of higher rank/grade than you? | <input type="radio"/> | <input type="radio"/> |
| c. Your military coworker(s)?                              | <input type="radio"/> | <input type="radio"/> |
| d. Your military subordinate(s)?                           | <input type="radio"/> | <input type="radio"/> |

- e. Other military person(s)?
- (Continued) Was the offender(s) . . . Mark "Yes" or "No" for each item.**
- |                                      | <b>Yes</b>            | <b>No</b>             |
|--------------------------------------|-----------------------|-----------------------|
| f. DoD/DHS civilian employee(s)?     | <input type="radio"/> | <input type="radio"/> |
| g. DoD/DHS civilian contractor(s)?   | <input type="radio"/> | <input type="radio"/> |
| h. Person(s) in the local community? | <input type="radio"/> | <input type="radio"/> |
| i. Unknown person(s)?                | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**53. During the course of the situation, how often did the event(s) occur?**

- Once
- Occasionally
- Frequently

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**54. How long did the situation last, or if continuing, how long has it been going on?**

- Less than 1 week
- 1 week to less than 1 month
- 1 month to less than 3 months
- 3 months to less than 6 months
- 6 months or more

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**55. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>            | <b>No</b>             |
|--|-----------------------|-----------------------|
| a. Ignore the behavior?                                  | <input type="radio"/> | <input type="radio"/> |
| b. Avoid the person(s) who bothered you?                 | <input type="radio"/> | <input type="radio"/> |
| c. Tell the offender(s) to stop?                         | <input type="radio"/> | <input type="radio"/> |
| d. Ask someone else to speak to the offender(s) for you? | <input type="radio"/> | <input type="radio"/> |
| e. Blame yourself for what happened?                     | <input type="radio"/> | <input type="radio"/> |

(Continued) As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| f. Act as though it did not bother you?                             | <input type="radio"/> | <input type="radio"/> |
| g. Call a hotline for advice/information (not to file a complaint)? | <input type="radio"/> | <input type="radio"/> |
| h. Request a transfer?  | <input type="radio"/> | <input type="radio"/> |
| i. Think about getting out of your Reserve component?               | <input type="radio"/> | <input type="radio"/> |
| j. Accomplish less than you normally would at work?                 | <input type="radio"/> | <input type="radio"/> |
| k. Other?   | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

What other actions did you take as a result of the situation?

---

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

56. Did you discuss/report the situation with/to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each item.

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace | <input type="radio"/> | <input type="radio"/> |
| b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school                     | <input type="radio"/> | <input type="radio"/> |
| c. Community officials, offices, or courts (e.g., local police or harassment hotline)   | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

**57. Did you discuss/report the situation with/to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.**

- |   | <b>Yes</b>            | <b>No</b>             |
|---|-----------------------|-----------------------|
| a. Someone in your military chain-of-command  | <input type="radio"/> | <input type="radio"/> |
| b. Someone in the military chain-of-command of the person(s) who did it   | <input type="radio"/> | <input type="radio"/> |
| c. Special military office responsible for handling these kinds of complaints (e.g., Military Equal Opportunity or Civil Rights Office) | <input type="radio"/> | <input type="radio"/> |
| d. Other military person or office with responsibility for follow-up  | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

**58. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.**

- |  | <b>Yes</b>            | <b>No</b>             | <b>Don't know</b>     |
|--|-----------------------|-----------------------|-----------------------|
| a. Person(s) who bothered you was/were talked to about the behavior. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Your complaint was/is being investigated.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The situation was resolved informally.                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. You were encouraged to drop the complaint.                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Your complaint was discounted or not taken seriously.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.**

- |  | <b>Yes</b>            | <b>No</b>             | <b>Don't know</b>     |
|--|-----------------------|-----------------------|-----------------------|
| f. The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- g. The situation was/is being corrected.
- h. Some action was/is being taken against the person(s) who bothered you.
- i. Some action was/is being taken against you.

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**59. Did you formally report the situation?**

- Yes
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**60. Was your complaint found to be true?**

- Yes
- No
- They were unable to determine whether your complaint was true or not.
- Does not apply, the action is still being processed.

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**61. How satisfied were you with the outcome of your complaint?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**62. How satisfied were/are you with the following aspects of the reporting process? *Mark one answer for each item.***

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied nor dissatisfied</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>
a. Availability of information about how to file a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Treatment by personnel handling your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Amount of time it took/is taking to resolve your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. How well you were/are kept informed about the progress of your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The complaint process overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**63. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.**

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>
a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**64. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

	<b>Yes</b>	<b>No</b>
a. You thought it was not important enough to report.	<input type="radio"/>	<input type="radio"/>
b. You did not know how to report.	<input type="radio"/>	<input type="radio"/>
c. You felt uncomfortable making a report.	<input type="radio"/>	<input type="radio"/>
d. You took care of the problem	<input type="radio"/>	<input type="radio"/>

yourself.

- e. You did not think anything would be done.

**(Continued) What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

- |   | <b>Yes</b>            | <b>No</b>             |
|---|-----------------------|-----------------------|
| f. You thought you would not be believed.   | <input type="radio"/> | <input type="radio"/> |
| g. You thought reporting would take too much time and effort.                                     | <input type="radio"/> | <input type="radio"/> |
| h. You were afraid of retaliation/reprisals from the person (s) who did it or from their friends. | <input type="radio"/> | <input type="radio"/> |
| i. You were afraid of negative professional outcomes.   | <input type="radio"/> | <input type="radio"/> |
| j. You thought you would be labeled a troublemaker.   | <input type="radio"/> | <input type="radio"/> |
| k. Other  | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF GENDER-RELATED EXPERIENCES

**What were your other reasons for not reporting the situation?**

---

\*\*\*\*\* Page Break \*\*\*\*\*

### UNWANTED SEXUAL CONTACT

**65. 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

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**66. Think about the situation(s) you experienced in the past 12 months that involved the behaviors in the previous question. Tell us about the one event that had the greatest effect on you. What did the person(s) do during the situation? *Mark one answer for each behavior.***

	<b>Did not do this</b>	<b>Did this</b>
a. <u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them	<input type="radio"/>	<input type="radio"/>
b. <u>Attempted</u> to make you have sexual intercourse, but was not successful	<input type="radio"/>	<input type="radio"/>
c. <u>Made you</u> have sexual intercourse	<input type="radio"/>	<input type="radio"/>
d. <u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful	<input type="radio"/>	<input type="radio"/>
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**67. Did the situation occur . . . *Mark "Yes" or "No" for each item.***

	<b>Yes</b>	<b>No</b>
a. At a military installation (e.g., on base)?	<input type="radio"/>	<input type="radio"/>
b. While activated?	<input type="radio"/>	<input type="radio"/>
c. While deployed?	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**68. Where did the situation occur? *Mark one.***

- In your home/living quarters

- In the home/living quarters of the offender
- In the home/living quarters of someone else
- At a bar/nightclub
- At work (military or civilian)
- In a vehicle (e.g., taxi, train, plane, etc.)
- At a hotel
- Other

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**Please describe the other location.**

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**69. Was the offender(s) . . . *Mark one.***

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**70. Was the offender(s) . . . *Mark "Yes" or "No" for each item.***

	<b>Yes</b>	<b>No</b>
a. Someone in your military chain-of-command?	<input type="radio"/>	<input type="radio"/>
b. Other military person(s) of higher rank/grade than you?	<input type="radio"/>	<input type="radio"/>
c. Your military co-worker(s)?	<input type="radio"/>	<input type="radio"/>
d. Your military subordinate(s)?	<input type="radio"/>	<input type="radio"/>
e. Other military person(s)?	<input type="radio"/>	<input type="radio"/>

(Continued) Was the offender(s) . . . Mark "Yes" or "No" for each item.

- |                                      | Yes                   | No                    |
|--------------------------------------|-----------------------|-----------------------|
| f. DoD/DHS civilian employee(s)?     | <input type="radio"/> | <input type="radio"/> |
| g. DoD/DHS civilian contractor(s)?   | <input type="radio"/> | <input type="radio"/> |
| h. Person(s) in the local community? | <input type="radio"/> | <input type="radio"/> |
| i. Unknown person(s)?                | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

71. Did the situation occur . . . Mark "Yes" or "No" for each item.

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. When your judgment was impaired due to alcohol?   | <input type="radio"/> | <input type="radio"/> |
| b. When you were so intoxicated that you were unable to consent?                               | <input type="radio"/> | <input type="radio"/> |
| c. When the offender(s) was intoxicated?   | <input type="radio"/> | <input type="radio"/> |
| d. After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)? | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

72. Did the offender(s) . . . Mark "Yes" or "No" for each item.

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. Threaten to ruin your reputation if you did not consent?                    | <input type="radio"/> | <input type="radio"/> |
| b. Threaten to physically harm you if you did not consent?                     | <input type="radio"/> | <input type="radio"/> |
| c. Threaten to physically harm a member of your family if you did not consent? | <input type="radio"/> | <input type="radio"/> |
| d. Use some degree of physical force (e.g., holding you down)?                 | <input type="radio"/> | <input type="radio"/> |
| e. Use their authority for a search (e.g., body/personal search)?              | <input type="radio"/> | <input type="radio"/> |
| f. Use their authority for a medical or dental exam/procedure?                 | <input type="radio"/> | <input type="radio"/> |
| g. Use their authority as a  |                       |                       |

military/civilian supervisor?

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**73. Prior to the situation, did any of the offender(s) . . . Mark "Yes" or "No" for each item.**

- |                         | Yes                   | No                    |
|-------------------------|-----------------------|-----------------------|
| a. Sexually harass you? | <input type="radio"/> | <input type="radio"/> |
| b. Stalk you?           | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**74. Did you talk about the situation with . . . Mark "Yes," "No," or "Does not apply" for each item.**

- |   | Yes                   | No                    | Does not apply        |
|---|-----------------------|-----------------------|-----------------------|
| a. Your spouse/significant other?                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. A friend?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. A family member (e.g., parent, brother/sister)?            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. A chaplain, counselor, ombudsman, or health care provider? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. A civilian hotline or crisis center?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. A military hotline or Military OneSource?                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**75. Did you seek professional help/treatment or use other support services following the situation?**

- Yes, from military/DoD/DHS-related service providers only
- Yes, from civilian service providers only
- Yes, from both civilian and military/DoD/DHS services
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**76. How satisfied are you with the professional help/treatment you received?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**77. Did you discuss/report the situation with/to any authority or organization? *Mark one.***

- No
- Yes, I made a restricted report
- Yes, I made an unrestricted report
- Yes, but I am not sure whether it was unrestricted or restricted reporting

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**78. Did you discuss/report the situation with/to any of the following authorities or organizations? *Mark "Yes" or "No" for each item.***

	<b>Yes</b>	<b>No</b>
a. Your immediate military supervisor	<input type="radio"/>	<input type="radio"/>
b. Someone else in your military chain-of-command	<input type="radio"/>	<input type="radio"/>
c. Sexual Assault Response Coordinator (SARC)/Victim Advocate	<input type="radio"/>	<input type="radio"/>
d. Chaplain or counselor	<input type="radio"/>	<input type="radio"/>
e. Health care provider	<input type="radio"/>	<input type="radio"/>
f. Legal services or criminal investigators	<input type="radio"/>	<input type="radio"/>
g. Other	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**What other authorities or organizations did you discuss/report this situation with/to?**



(SARC) handling your report?

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied nor dissatisfied</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>	<b>Does not apply</b>
<b>(Continue) How satisfied have you been with . . . Mark one answer for each item.</b>						
f. Your treatment by the Commander handling your report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Your treatment by the criminal investigator handling your report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Your treatment by the Trial Defense Office personnel?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Your treatment by the Legal Office personnel (prosecution)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The amount of time investigation process took/is taking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Continue) How satisfied have you been with . . . Mark one answer for each item.**

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied nor dissatisfied</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>	<b>Does not apply</b>
<b>(Continue) How satisfied have you been with . . . Mark one answer for each item.</b>						
k. How well you were/are kept informed about the progress of your case?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The availability of information about how to file a restricted report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. The availability of information about how to file an unrestricted report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. The reporting process overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**81. As a result of reporting the situation, did you . . . Mark "Yes," "No," or "Don't know" for each item.**

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>
a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- transferred to less favorable job)?
- b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)?
- c. Get placed on a medical hold?
- d. Get placed on a legal hold?
- e. Get an involuntary transfer to a different assignment?
- f. Get a requested transfer to a different assignment?
- g. Feel like you were overprotected (e.g., smothered or treated like a child)?

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

82. When you reported the situation were you offered . . . *Mark one answer for each item.*

- |   | <b>Yes, and it<br/>was helpful</b> | <b>Yes, but it<br/>was not<br/>helpful</b> | <b>No, and I did<br/>not want this<br/>service</b> | <b>No, but I<br/>wanted this<br/>service</b> |
|---|------------------------------------|--|--|--|
| a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)? | <input type="radio"/>              | <input type="radio"/>                      | <input type="radio"/>                              | <input type="radio"/>                        |
| b. Counseling services?   | <input type="radio"/>              | <input type="radio"/>                      | <input type="radio"/>                              | <input type="radio"/>                        |
| c. Medical or forensic services?  | <input type="radio"/>              | <input type="radio"/>                      | <input type="radio"/>                              | <input type="radio"/>                        |
| d. Legal services?  | <input type="radio"/>              | <input type="radio"/>                      | <input type="radio"/>                              | <input type="radio"/>                        |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

83. How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization? *Mark one.*

- Within 24 hours
- Within 2-3 days
- Within 4-14 days
- Within 15-30 days
- Within 2 months to less than 1 year

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

84. What were your reasons for not reporting the situation? *Mark "Yes" or "No" for each statement.*

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| a. You thought it was not important enough to report.         | <input type="radio"/> | <input type="radio"/> |
| b. You did not know how to report.                            | <input type="radio"/> | <input type="radio"/> |
| c. You felt uncomfortable making a report.                    | <input type="radio"/> | <input type="radio"/> |
| d. You did not think anything would be done.                  | <input type="radio"/> | <input type="radio"/> |
| e. You thought you would not be believed.                     | <input type="radio"/> | <input type="radio"/> |
| f. You thought reporting would take too much time and effort. | <input type="radio"/> | <input type="radio"/> |

**(Continue)** What were your reasons for not reporting the situation? *Mark "Yes" or "No" for each statement.*

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| g. You were afraid of retaliation/reprisals from the person (s) who did it or from their friends.                      | <input type="radio"/> | <input type="radio"/> |
| h. You thought your performance evaluation or chance for promotion would suffer.                                       | <input type="radio"/> | <input type="radio"/> |
| i. You thought you would be labeled a troublemaker.  | <input type="radio"/> | <input type="radio"/> |
| j. You did not want anyone to know.  | <input type="radio"/> | <input type="radio"/> |
| k. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization. | <input type="radio"/> | <input type="radio"/> |
| l. Other   | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

What were your other reasons for not reporting the situation?

---

\*\*\*\*\* Page Break \*\*\*\*\*

### PERSONNEL POLICY AND PRACTICES

85. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

	Yes	No	Don't know
a. Senior leadership of your Reserve component	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Senior leadership of your installation/ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your immediate military supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### PERSONNEL POLICY AND PRACTICES

86. In your military work group, to what extent . . . Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?	<input type="radio"/>				
b. Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?	<input type="radio"/>				
c. Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?	<input type="radio"/>				
d. Would people be able to get away with <u>sexual harassment</u> if it was reported?	<input type="radio"/>				
e. Would people be able to get away with <u>sexual assault</u> if it was reported?	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

### PERSONNEL POLICY AND PRACTICES

87. At your installation/ship, to what extent are . . . Mark one answer for each item.

Small    Moderate    Large    Very large

	Not at all	extent	extent	extent	extent
a. Policies forbidding <u>sexual harassment</u> publicized?	<input type="radio"/>				
b. Complaint procedures related to <u>sexual harassment</u> publicized?	<input type="radio"/>				
c. Reports of <u>sexual harassment</u> taken seriously?	<input type="radio"/>				
d. <u>Sexual assault</u> reporting procedures publicized?	<input type="radio"/>				
e. Reports of <u>sexual assault</u> taken seriously?	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

**88. Have you had any military training during the past 12 months on topics related to *sexual harassment*?**

- Yes
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

**89. In the past 12 months, how many times have you had military training on topics related to *sexual harassment*? To indicate nine or more, enter "9".**

Times

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

**90. My National Guard/Reserve component's *sexual harassment* training . . . Mark one answer for each item.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

component as a whole.

- c. Identifies behaviors that are offensive to others and should not be tolerated.
- d. Gives useful tools for dealing with sexual harassment.
- e. Explains the process for reporting sexual harassment.
- f. Makes me feel it is safe to complain about unwanted sex-related attention.
- g. Provides information about policies, procedures, and consequences of sexual harassment.

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

**91. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as *sexual harassment*?**

- Very effective
- Moderately effective
- Slightly effective
- Not at all effective

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

**92. Have you had any military training during the past 12 months on topics related to *sexual assault*?**

- Yes
- No

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

**93. In the past 12 months, how many times have you had military training on topics related to *sexual assault*? To indicate nine or more, enter "9".**

\_\_\_\_\_ Times

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

94. My National Guard/Reserve component's *sexual assault* training . . . *Mark one answer for each item.*

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
a. Provides a good understanding of what actions are considered sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teaches how to avoid situations that might increase the risk of sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaches how to obtain medical care following a sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Explains the role of the chain-of-command in handling sexual assaults.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Explains the reporting options available if a sexual assault occurs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Explains how sexual assault is a mission readiness problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

95. In your opinion, how effective was the training you received in . . . *Mark one answer for each item.*

	<b>Very effective</b>	<b>Moderately effective</b>	<b>Slightly effective</b>	<b>Not at all effective</b>
a. Actually reducing/preventing sexual assault or behaviors related to sexual assault?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Explaining the difference between restricted and unrestricted reporting of sexual assault?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## SEXUAL ASSAULT TRAINING

96. At your installation/ship, is there a . . . Mark "Yes," "No," or "Don't know" for each item.

- |  | Yes                   | No                    | Don't know            |
|--|-----------------------|-----------------------|-----------------------|
| a. Specific office with the authority to investigate sexual harassment?                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Sexual Assault Victim Advocate to help those who experience sexual assault?             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## PRIOR EXPERIENCES

97. Prior to your entry into the military, were you ever . . . Mark "Yes" or "No" for each item.

- |                        | Yes                   | No                    |
|------------------------|-----------------------|-----------------------|
| a. Sexually harassed?  | <input type="radio"/> | <input type="radio"/> |
| b. Sexually assaulted? | <input type="radio"/> | <input type="radio"/> |

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

98. In your opinion, has *sexual harassment* in our nation become more or less of a problem over the last 4 years?

- Less of a problem today
- About the same as 4 years ago
- More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

99. In your opinion, has *sexual assault* in our nation become more or less of a problem over the last 4 years?

- Less of a problem today
- About the same as 4 years ago
- More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

**100. In your opinion, has *sexual harassment* in the military become more or less of a problem over the last 4 years?**

- Less of a problem today
- About the same as 4 years ago
- More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

**101. In your opinion, has *sexual assault* in the military become more or less of a problem over the last 4 years?**

- Less of a problem today
- About the same as 4 years ago
- More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

**102. In your opinion, how often does *sexual harassment* occur in the military now, as compared with a few years ago?**

- Much less often
- Less often
- About the same
- More often
- Much more often

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

**103. In your opinion, how often does *sexual assault* occur in the military now, as compared with a few years ago?**

- Much less often
- Less often
- About the same
- More often
- Much more often

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

**104. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

---

\*\*\*\*\* Page Break \*\*\*\*\*



# **Appendix C**

## **Communications**









UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

February 25, 2008

#BWNJZYZ \*\*\*\*\*AUTO\*\*3-DIGIT 553  
#3500 0830 7893#  
1LT JAIME R SAMPLE ARNG  
1010 BAY CIR  
ANNANDALE MN 55302-3579

|||||.....

Dear Lieutenant Sample:

Recently, you were asked to participate in the *2008 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, I want to thank you for taking the time to do so. If you have not yet completed the survey, you may still log on to the following Web site to finish the survey. Go to <https://www.dmdc.osd.mil/dodsurvey> and input your **Ticket Number: KXXXXXXX**

Most people take 16-30 minutes to complete the survey. I assure you that all responses will be kept confidential, and your participation is voluntary. Only group statistics will be reported. Your contact information is maintained for administrative purposes and only for communicating with you about the survey.

If you have any questions pertaining to the survey, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN, for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\*MIXED AADC 553  
#3500 8101 4408#  
SGT KELLY M SAMPLE USAFR  
PSC 2 BOX 10433  
APO AE 09012-0054

March 10, 2008



Dear Sergeant Sample:

Recently you were asked to participate in the *2008 Workplace and Gender Relations Survey of Reserve Component Members*. At the time this letter was prepared, your completed questionnaire had not been received at the Survey Processing Center. Because your views and opinions are important, I urge you to take this opportunity to complete the survey. Your views matter a great deal in our efforts to improve military workplace policies and programs. If you have already completed the survey, I want to thank you.

To access the survey, log on to the following Web site <https://www.dmdc.osd.mil/dodsurvey> You will need to enter the following **Ticket Number: KXXXXXXX**

Most people take 16-30 minutes to complete the survey. You can complete the survey at work, home, or on any computer with Internet access.

Your participation in this survey effort is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. The success of this method is dependent on you and others like you who are willing to complete the questionnaire. Your responses are confidential. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed.

If you cannot access the Web, or you experience any other problem with the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or call, toll-free, 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\*ALL FOR AADC 150  
#3500 8134 8384#  
SGT TERRY Z SAMPLE USMCR  
167 HALL RD  
ALIQUIPPA PA 15001-1428

March 24, 2008

|||||

Dear Sergeant Sample:

Recently, you were asked to participate in the *2008 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you for taking the time to do so.

If you have not had a chance to complete the survey, I encourage you to do so. If you are thinking about not participating, please reconsider. Your participation is crucial and I appreciate you taking the time to complete the survey—this really is your chance to express your views on gender-related policies and programs and to identify areas where improvements are needed. While your participation is desired, it is entirely voluntary.

Your survey answers make a difference. Survey results play an important role in policy deliberations. Results from previous gender relations surveys are available on the following Web site: <http://www.dmdc.osd.mil/surveys>

We have made two options easily available to you for completing the survey: either online via the Web or the paper version that was previously mailed. To access the Web version of the survey, go to <https://www.dmdc.osd.mil/dodsurvey> At the Web site, you will need to enter your **Ticket Number: KXXXXXXX**

If you cannot take the survey now, please take it soon. Since these surveys are *Official Business*, you can use the computer at your duty station to complete the survey, or you can complete it at home or elsewhere. If you have any questions, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), send a fax to 1-763-268-3002, or call, toll-free 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

March 24, 2008

#BWNJZYZ \*\*\*\*\*AUTO\*\*MIXED AADC 553  
#3500 8159 6156#  
SGT JAIME E SAMPLE USAFR  
PSC 2 BOX 10433  
APO AE 09012-0054



Dear Sergeant Sample:

Recently, you were asked to participate in the *2008 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you for taking the time to do so.

If you have not had a chance to complete the survey, I encourage you to do so. If you are thinking about not participating, please reconsider. Your participation is crucial and I appreciate you taking the time to complete the survey—this really is your chance to express your views on gender-related policies and programs and to identify areas where improvements are needed. While your participation is desired, it is entirely voluntary.

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If you cannot take the survey now, please take it soon. Since these surveys are *Official Business*, you can use the computer at your duty station to complete the survey, or you can complete it at home or elsewhere. If you have any questions, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), send a fax to 1-763-268-3002, or call, toll-free 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your Ticket Number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu

Under Secretary of Defense  
(Personnel and Readiness)





February 11, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

The Under Secretary of Defense for Personnel and Readiness recently mailed you a letter urging you to participate in the "2008 Workplace and Gender Relations Survey of Reserve Component Members." The survey is now available at this Web site: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser (be sure to enter the Web address into the address box, not into a search engine, such as Google).

Most people take 16-30 minutes to complete the survey. Please try to take the survey today. Once you have accessed the Web site, you will need to enter the following Ticket Number to log on: XXXXXXXXX

This survey is "Official Business," and members of the military can complete the survey at their work stations using government equipment. You can also complete the survey at home or elsewhere. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site. While participation is voluntary, your opinions are very important.

It is not necessary to complete the survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Thank you for participating in the "2008 Workplace and Gender Relations Survey of Reserve Component Members."

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

February 15, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

If you have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If not, please try to do so today. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser (be sure to put the Web address into the address box, not into a search engine, such as Google). Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

This survey is "Official Business" and can be completed using government equipment or at any other computer connected to the Internet. If you log on from a non-DoD computer, you may be prompted with a security alert. If so, follow the instructions and proceed to DoD's secure survey Web site.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

February 21, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

If you have already taken the time to complete the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to do so, please try to take the time today.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

You were scientifically selected to participate in this survey. Therefore, your answers will represent the views of many others like yourself. The success of this method is dependent on you and others like you who are willing to complete the questionnaire. Your responses are confidential. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

February 27, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

If you have already taken the time to complete the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to do so, please try to take the time today.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

You were scientifically selected to participate in this survey. Therefore, your answers will represent the views of many others like yourself. The success of this method is dependent on you and others like you who are willing to complete the questionnaire. Your responses are confidential. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

March 4, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated - thank you.

If you have not had a chance to participate or complete your survey and you would like to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. While participation is voluntary, your opinions are very important.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you prefer, you may also fill out a paper version of the survey sent to you by mail last week. Whether you complete the paper or Web version of the survey, I assure you that all responses will be kept confidential. Only group statistics will be reported. Your contact information is maintained for administrative purposes and for communicating with you about the survey. While your participation is desired, it is entirely voluntary.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

March 4, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated - thank you.

If you have not had a chance to participate or complete your survey and you would like to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. While participation is voluntary, your opinions are very important.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

March 10, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. While participation is voluntary, your opinions are very important.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

March 26, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on April 28, 2008.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

You may also complete the survey by filling out and returning the questionnaire you received earlier in the mail. If you would prefer this method but no longer have your copy of the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or e-mail the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil). The Center staff will send you another copy of the survey. While participation is voluntary, your opinions are very important. Only group statistics will be reported. No information about you as an individual will be used.

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

If you have any questions or concerns, contact the Survey Processing Center. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

March 26, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on April 28, 2008.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

While participation is voluntary, your opinions are very important. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

April 3, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the field closes on April 28, 2008. You may also complete the survey by filling out and returning the questionnaire you received earlier in the mail. Your opinions are very important, especially at this critical time. While your participation is desired, it is entirely voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

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Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

April 3, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on April 28, 2008. Your opinions are very important, especially at this critical time. While your participation is desired, it is entirely voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

April 16, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the field closes on April 28, 2008. You may also complete the survey by filling out and returning the questionnaire you received earlier in the mail. While your participation is desired, it is entirely voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

April 16, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

For those who have completed the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on April 28, 2008. While your participation is desired, it is entirely voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 426-7427 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

April 24, 2008

Dear Sergeant SAMPLE:

Your Ticket Number: XXXXXXXXX

If you have already taken the time to take the "2008 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not, please take the time before April 28 to complete the survey. While your participation is desired, it is entirely voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: XXXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can, and submit the survey to us. After April 28, we will consider whatever items you have completed to be your intended response.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002.

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P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this e-mail is away from home, please forward this message to that person.

**DMDC**

*Information and  
Technology for Better  
Decision Making*

# Human Resources Strategic Assessment Program (HRSAP)

Office of the Under Secretary of Defense  
(Personnel & Readiness)

DMDC  
1600 Wilson Blvd., Suite 400  
Arlington, VA 22209-2593  
[www.dmdc.osd.mil](http://www.dmdc.osd.mil)



FY 2007-2008

## The Human Resources Strategic Assessment

### What Are HRSAP Surveys?

- HRSAP is a Department of Defense (DoD) personnel survey program sponsored by the Under Secretary of Defense for Personnel and Readiness. The Defense Manpower Data Center (DMDC) is tasked with administering these surveys.
- With the latest addition to our family of surveys, QuickCompass, HRSAP offers a full range of surveys on paper and on the Web.

### SOFS

- Web-based Status of Forces Surveys (SOFS) covering multiple topics that are regularly administered to provide data from representative samples of active duty and Reserve component members and DoD civilian employees

### QuickCompass

- Web-based scientific polling designed to provide DoD leadership with fast turnaround information based on a few key questions concerning specific personnel policies and concerns

### Human Relations Surveys

- In-depth studies of topics and populations, often requiring both paper and Web-based surveys

### How Do I Know

#### They Are Official, Approved Surveys?

- In accordance with DoD Instruction 8910.01, all data collection in the Department must be approved and show a Report Control Symbol (RCS) or must state exemption. The RCS for SOFS and QuickCompass surveys is DD-P&R (AR) 2145; and for the Human Relations Surveys, RCS numbers include DD-P&R (QD) 1946 and DD-P&R (QD) 1947.



### How Do I Participate?

- Your letter or e-mail tells you *when* the survey will be available on this Web site:

<https://www.dmdc.osd.mil/dodsurvey>

- Your letter or e-mail also gives your unique ticket number to enter the site where you will be asked to:
  - Create a personal identification number
  - Read the Privacy Act Statement and Informed Consent Information
  - Answer some questions about your attitudes, opinions, and experiences

### How Did You Pick Me?

- Well-established, scientific procedures are used to select a sample representative of the Defense community.
- This sampling procedure forms clusters of people based on combinations of demographic characteristics (e.g., location, gender).
- You were selected at random from one of these clusters of people.

### Why Should I Participate?

- This is your chance to be heard on issues that directly affect you.
- Examples of topics include quality of life, retention, satisfaction, and workplace respect issues.
- *Your survey responses make a difference.* For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

## Program (HRSAP)

### Why Use the Web?

- Web administration enables us to get survey results to senior officials faster.
- These surveys are *Official Business* that can be completed at your duty station using government equipment.
- If you don't have a computer or Internet at work/home, many installations, public libraries, and education centers, have available computers with Internet access.

### Will I Ever See the Results of the Surveys?

- Briefings and reports on results from these surveys will be posted on the following Web site:

<http://www.dmdc.osd.mil/surveys>

### What Does DMDC Do?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. These data are used to support the management information needs of the Office of the Secretary of Defense and many offices both within and outside of the Department.
- DMDC operates major programs that affect active duty and Reserve component military members and their families, and DoD civilian employees. Programs include conducting personnel surveys, helping ensure access to military medical facilities, managing the military and civilian ID card issuance program, and assisting with transitions back into the private sector.

**DMDC**

### Will My Answers Be Kept Private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported.  
*Individual data will not be reported.*

#### Privacy Act Summary for HRSAP Surveys

In accordance with the Privacy Act, this notice provides a summary of information about the surveys and how the findings of these surveys will be used. Please read the full Statement and Information on Informed Consent that is presented at the start of the survey on the Web or printed at the beginning of paper questionnaires.

**AUTHORITIES:** 10 USC Sections 136, 481, 1782, and 2358; for civilian employees, 5 USC Section 7101 Note; and for the USCG, 14 USC 1.

**PRINCIPAL PURPOSE:** Information collected in these surveys will be used to research attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by DMDC or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the Web, for example at:

<http://www.dmdc.osd.mil/surveys>

*In none of these cases will survey responses be reported for identifiable individual(s).*

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on these surveys is voluntary. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research.

## DMDC Mission:

*Serve as the DoD enterprise human resource information source, providing secure services & solutions to support the Department's mission*

### DMDC Strategic Goals

- Promote DMDC's core values and sustain a highly-skilled and motivated workforce
- Be a leader in joint information sharing and decision support on DoD human resource issues
- Be the central source to identify, authenticate, authorize, and provide information on DoD-affiliated personnel
- Be the one, central access point for information and assistance on DoD entitlements, benefits, and medical readiness for uniformed Service members, veterans, and their families
- Expand electronic government, in the broadest sense, across DoD and its partners

**DMDC**



# **Appendix D**

## **Annotated Web Survey Form**



**2008 Workplace and Gender Relations Survey of Reserve Component Members**  
**BACKGROUND INFORMATION**

SRSVC1

**1. Of which Reserve component were you a member on February 11, 2008?**

- 1    Army Reserve
- 2    Army National Guard
- 3    Naval Reserve
- 4    Marine Corps Reserve
- 5    Air Force Reserve
- 6    Air National Guard
- 7    Coast Guard Reserve
- 8    No Reserve component

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

*NOT [SRSVC1] = No Reserve component*

SRSEX

**2. Are you ... ?**

- 1    Male
- 2    Female

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

*NOT [SRSVC1] = No Reserve component*

SRGRADE

**3. What is your current paygrade? Mark one.**

- |                                    |                                     |                                     |  |
|------------------------------------|-------------------------------------|-------------------------------------|--|
| <u>1</u> <input type="radio"/> E-1 | <u>6</u> <input type="radio"/> E-6  | <u>11</u> <input type="radio"/> W-1 | <u>21</u> <input type="radio"/> O-1/O-1E     |
| <u>2</u> <input type="radio"/> E-2 | <u>7</u> <input type="radio"/> E-7  | <u>12</u> <input type="radio"/> W-2 | <u>22</u> <input type="radio"/> O-2/O-2E     |
| <u>3</u> <input type="radio"/> E-3 | <u>8</u> <input type="radio"/> E-8  | <u>13</u> <input type="radio"/> W-3 | <u>23</u> <input type="radio"/> O-3/O-3E     |
| <u>4</u> <input type="radio"/> E-4 | <u>9</u> <input type="radio"/> E-9  | <u>14</u> <input type="radio"/> W-4 | <u>24</u> <input type="radio"/> O-4          |
| <u>5</u> <input type="radio"/> E-5 | <u>15</u> <input type="radio"/> W-5 | <u>25</u> <input type="radio"/> O-5 | <u>26</u> <input type="radio"/> O-6 or above |

\*\*\*\*\* Page Break \*\*\*\*\*

**BACKGROUND INFORMATION**

NOT [SRSVC1] = No Reserve component

SRHISPA1

**4. Are you Spanish/Hispanic/Latino?**

- 1  No, not Spanish/Hispanic/Latino
- 2  Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

## BACKGROUND INFORMATION

SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE

**5. What is your race? Mark one or more races to indicate what you consider yourself to be.**

NOT [SRSVC1] = No Reserve component

White

NOT [SRSVC1] = No Reserve component

Black or African American

NOT [SRSVC1] = No Reserve component

American Indian or Alaska Native

NOT [SRSVC1] = No Reserve component

Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

NOT [SRSVC1] = No Reserve component

Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

## BACKGROUND INFORMATION

NOT [SRSVC1] = No Reserve component

WGRB006

**6. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?**

2  Yes

1  No

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = No Reserve component

YOSC

**7. How many years have you spent in military service? To indicate less than one year, enter**

"0".

Years

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

[Edit](#) NOT [SRSVC1] = No Reserve component

RETINT1

**8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

- 5  Very likely  
4  Likely  
3  Neither likely nor unlikely  
2  Unlikely  
1  Very unlikely

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

[Edit](#) NOT [SRSVC1] = No Reserve component

WGRB009

**9. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?**

- 5  Much better  
4  Somewhat better  
3  About what you expected  
2  Somewhat worse  
1  Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

[Edit](#) NOT [SRSVC1] = No Reserve component

WGRB010

**10. In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?**

- 5  Much better  
4  Somewhat better  
3  About what you expected  
2  Somewhat worse  
1  Much worse

### SATISFACTION AND RETENTION INTENTION

WGRB011A, WGRB011B, WGRB011C, WGRB011D, WGRB011E

**11. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item.**

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
a.	Your total compensation (i.e., base pay, allowances, and bonuses)	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
b.	The type of work you do in your military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
c.	Your opportunities for promotion in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
d.	The quality of your coworkers in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
e.	The quality of your supervisor in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### SATISFACTION AND RETENTION INTENTION

*NOT [SRSVC1] = No Reserve component*

WGRB012

**12. Overall, how satisfied are you with the military way of life?**

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

### SATISFACTION AND RETENTION INTENTION

WGRB013A, WGRB013B

13. If you had a close personal friend considering military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

	Yes	No
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component		
a. A male friend	$\frac{2}{\circ}$	$\frac{1}{\circ}$
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component		
b. A female friend	$\circ$	$\circ$

### SATISFACTION AND RETENTION INTENTION

ORGCOMA, ORGCOMB, ORGCOMC, ORGCOMD, ORGCOME, ORGCOMF, ORGCOMG, ORGCOMH, ORGCOMI, ORGCOMJ, ORGCOMK, ORGCOML, ORGCOMM, ORGCOMN

14. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
a. I enjoy serving in the National Guard/Reserve.	$\frac{5}{\circ}$	$\frac{4}{\circ}$	$\frac{3}{\circ}$	$\frac{2}{\circ}$	$\frac{1}{\circ}$
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
b. Serving in the National Guard/Reserve is consistent with my personal goals.	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
c. I would feel guilty if I left the National Guard/Reserve.	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$

available.

**(Continued) How much do you agree or disagree with each of the following statements?  
Mark one answer for each statement.**

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
f.	I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
g.	I really feel as if the military's values are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
h.	Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
i.	If I left the National Guard/Reserve, I would feel like I had let my country down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
j.	I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Continued) How much do you agree or disagree with each of the following statements?  
Mark one answer for each statement.**

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
k.	I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
l.	I intend to leave the National Guard/Reserve at the next available opportunity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
m.	My National Guard/Reserve component's evaluation/selection system is effective in promoting its	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

best members.

NOT [SRSVC1] = No Reserve component

- n. I am proud to tell others that I am a member of my National Guard/Reserve component.



\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SRSVC1] = No Reserve component

WGRB015

15. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".

\_\_\_\_\_ Days

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SRSVC1] = No Reserve component

WGRB016

16. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- 1  Much more than expected  
2  More than expected  
3  Neither more nor less than expected  
4  Less than expected  
5  Much less than expected

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SRSVC1] = No Reserve component

WGRB017

17. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- 5  Greatly increased your desire to stay  
4  Increased your desire to stay  
3  Neither increased nor decreased your desire to stay  
2  Decreased your desire to stay  
1  Greatly decreased your desire to stay

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

*(((([RSV\_SCAT] = "A" OR [RSV\_SCAT] = "F") OR [RSV\_SCAT] = "P") OR [RSV\_SCAT] = "Q") OR [RSV\_SCAT] = "T") OR [RSV\_SCAT] = "X") OR [RSV\_SCAT] = "V") AND ((([SRSVC1] = Army Reserve OR [SRSVC1] = Army National Guard) OR [SRSVC1] = Air Force Reserve) OR [SRSVC1] = Air National Guard)) AND NOT [SRSVC1] = No Reserve component*

Edit

WGRB018

### 18. Are you a military technician?

- 1  Yes, I am currently a military technician
- 2  Yes, in the week before my current activation I was a military technician
- 3  No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

Edit *NOT [SRSVC1] = No Reserve component*

WGRB019

### 19. Do you have a civilian job?

- 1  Yes, I currently have a civilian job
- 2  Yes, in the week before my current activation I had a civilian job
- 3  No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently [activated](#), report your employment and student status in the week before your current [activation](#).

Edit *NOT [SRSVC1] = No Reserve component*

WGRB020

### 20. Are you a student?

- 1  Yes, I am currently a student
- 2  Yes, in the week before my current activation I was a student
- 3  No

### ACTIVATION/DEPLOYMENT STATUS

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs the Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

NOT [SRSVC1] = No Reserve component

WGRB021

21. Have you been **activated** in the past 12 months? *This includes **activations** that started more than 12 months ago and continued into the past 12 months. If you have been an AGR/FTS/AR for the past 12 months, select "No".*

- 1  Yes, I am currently activated  
2  Yes, I have been activated, but I am not currently activated  
3  No

### ACTIVATION/DEPLOYMENT STATUS

([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND NOT [SRSVC1] = No Reserve component

WGRB022

22. Was at least one of your **activations** in the past 12 months longer than 30 consecutive days?

- 2  Yes  
1  No

### ACTIVATION/DEPLOYMENT STATUS

(([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND NOT [SRSVC1] = No Reserve component

WGRB023

23. In the past 12 months, have your **activation(s)** of more than 30 consecutive days been voluntary, involuntary, or both?

- 1  Voluntary
- 2  Involuntary
- 3  Both

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

**Edit** *(([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND NOT [SRSVC1] = No Reserve component*

WGRB024

**24. Did any of your **activations** of more than 30 consecutive days in the past 12 months result in **deployment**?**

- 1  Yes, I am currently deployed
- 2  Yes, I have been deployed, but I am not currently deployed
- 3  No

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

**Edit** *(([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND ([WGRB024] = Yes, I am currently deployed OR [WGRB024] = Yes, I have been deployed, but I am not currently deployed) AND NOT [SRSVC1] = No Reserve component*

WGRB025

**25. In the past 12 months, after processing in the mobilization station, were you **deployed** within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?**

- 1  CONUS
- 2  OCONUS
- 3  Both

\*\*\*\*\* Page Break \*\*\*\*\*

### ACTIVATION/DEPLOYMENT STATUS

WGRB026A, WGRB026B, WGRB026C, WGRB026D

**26. In the past 12 months, have you been **deployed** for any of the following operations? *Mark "Yes" or "No" for each item.***

	<b>Yes</b>	<b>No</b>
<b>Edit</b> <i>(([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND ([WGRB024] = Yes, I am currently deployed OR [WGRB024] = Yes, I have been deployed, but I am not currently deployed) AND NOT [SRSVC1] = No Reserve component</i>		
a. Operation Noble Eagle (airport security)	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>

*(([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not*

currently activated) AND [WGRB022] = Yes) AND ([WGRB024] = Yes, I am currently deployed OR [WGRB024] = Yes, I have been deployed, but I am not currently deployed)) AND NOT [SRSVC1] = No Reserve component

b. Operation Enduring Freedom    
(Afghanistan)

((([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND ([WGRB024] = Yes, I am currently deployed OR [WGRB024] = Yes, I have been deployed, but I am not currently deployed)) AND NOT [SRSVC1] = No Reserve component

c. Operation Iraqi Freedom

((([WGRB021] = Yes, I am currently activated OR [WGRB021] = Yes, I have been activated, but I am not currently activated) AND [WGRB022] = Yes) AND ([WGRB024] = Yes, I am currently deployed OR [WGRB024] = Yes, I have been deployed, but I am not currently deployed)) AND NOT [SRSVC1] = No Reserve component

d. Other

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

NOT [SRSVC1] = No Reserve component

WGRB027

27. How long have you been in your present military unit? To indicate less than one year, enter "0".

Years

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

WGRB028A, WGRB028B, WGRB028C

28. Are you currently . . . Mark "Yes" or "No" for each item.

	Yes	No
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component		
a. A student in a resident military course?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>

<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component		
b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender?	<input type="radio"/>	<input type="radio"/>

<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component		
c. In a work environment where members of your gender are uncommon?	<input type="radio"/>	<input type="radio"/>

## YOUR MILITARY WORKPLACE

Edit NOT [SRSVC1] = No Reserve component

WGRB029

**29. Which of the following describes your immediate supervisor in your current military work group? Mark one.**

- 1  Male military
- 2  Male civilian
- 3  Female military
- 4  Female civilian

## YOUR MILITARY WORKPLACE

WGRB030A, WGRB030B, WGRB030C, WGRB030D, WGRB030E, WGRB030F

**30. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<span>Edit</span> NOT [SRSVC1] = No Reserve component a. You trust your supervisor.	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
<span>Edit</span> NOT [SRSVC1] = No Reserve component b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="radio"/>				
<span>Edit</span> NOT [SRSVC1] = No Reserve component c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="radio"/>				
<span>Edit</span> NOT [SRSVC1] = No Reserve component d. Your supervisor evaluates your work performance fairly.	<input type="radio"/>				
<span>Edit</span> NOT [SRSVC1] = No Reserve component e. Your supervisor assigns work fairly in your work group.	<input type="radio"/>				
<span>Edit</span> NOT [SRSVC1] = No Reserve component					

- f. You are satisfied with the direction/supervision you receive.

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

NOT [SRSVC1] = No Reserve component

WGRB031

31. Which of the following best describes the gender mix of your current military work group, that is, the people with whom you work on a day-to-day basis? *Mark one.*

- 1  All men  
 2  Almost entirely men  
 3  More men than women  
 4  About equal numbers of men and women  
 5  More women than men  
 6  Almost entirely women  
 7  All women

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

WGRB032A, WGRB032B, WGRB032C, WGRB032D, WGRB032E, WGRB032F, WGRB032G, WGRB032H, WGRB032I, WGRB032J, WGRB032K, WGRB032L, WGRB032M, WGRB032N, WGRB032O, WGRB032P

32. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component						
a. I know what is expected of me at work.	<u>5</u>	<input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component						
b. I have the materials and equipment I need to do my work right.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component						
c. At work, I have the opportunity to do what I do best every day.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component						
d. In the last 7 duty days, I have received recognition or praise for doing good work.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Edit](#) NOT [SRSVC1] = No Reserve component

- e. My supervisor, or someone at work, seems to care about me as a person.

**(Continued) How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement.**

- |   | <b>Strongly agree</b> | <b>Agree</b>          | <b>Neither agree nor disagree</b> | <b>Disagree</b>       | <b>Strongly disagree</b> |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component                          |                       |                       |                                   |                       |                          |
| f. There is someone at work who encourages my development.                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component                          |                       |                       |                                   |                       |                          |
| g. At work, my opinions seem to count.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component                          |                       |                       |                                   |                       |                          |
| h. The mission/purpose of my Reserve component makes me feel my job is important. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component                          |                       |                       |                                   |                       |                          |
| i. My coworkers are committed to doing quality work.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component                          |                       |                       |                                   |                       |                          |
| j. I have a best friend at work.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |

**(Continued) How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement.**

- |   | <b>Strongly agree</b> | <b>Agree</b>          | <b>Neither agree nor disagree</b> | <b>Disagree</b>       | <b>Strongly disagree</b> |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component  |                       |                       |                                   |                       |                          |
| k. In the last 6 months, someone at work has talked to me about my progress.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component  |                       |                       |                                   |                       |                          |
| l. This last year, I have had opportunities at work to learn and to grow.                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component  |                       |                       |                                   |                       |                          |
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/>    |
| <a href="#">Edit</a> NOT [SRSVC1] = No Reserve component  |                       |                       |                                   |                       |                          |

- n. My supervisor helps everyone in my work group feel included.
- [Edit](#) *NOT [SRSVC1] = No Reserve component*
- o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.
- [Edit](#) *NOT [SRSVC1] = No Reserve component*
- p. At my workplace, all employees are kept well informed about issues and decisions that affect them.

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\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

WGRB033A, WGRB033B, WGRB033C, WGRB033D, WGRB033E, WGRB033F

**33. To what extent do you agree or disagree with the following statements about your military work group? *Mark one answer for each.***

- |   | Strongly agree                    | Agree                             | Neither agree nor disagree        | Disagree                          | Strongly disagree                 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <a href="#">Edit</a> <i>NOT [SRSVC1] = No Reserve component</i>   |                                   |                                   |                                   |                                   |                                   |
| a. If you make a request through channels in your military work group, you know somebody will listen.   | <u>5</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| <a href="#">Edit</a> <i>NOT [SRSVC1] = No Reserve component</i>   |                                   |                                   |                                   |                                   |                                   |
| b. The leaders in your military work group are more interested in looking good than being good.   | <input type="radio"/>             |
| <a href="#">Edit</a> <i>NOT [SRSVC1] = No Reserve component</i>   |                                   |                                   |                                   |                                   |                                   |
| c. You would go for help with a personal problem to people in your military chain-of-command.   | <input type="radio"/>             |
| <a href="#">Edit</a> <i>NOT [SRSVC1] = No Reserve component</i>   |                                   |                                   |                                   |                                   |                                   |
| d. The leaders in your military work group are not concerned with the way National Guard/Reserve component members treat each other as long as the job gets done. | <input type="radio"/>             |
| <i>NOT [SRSVC1] = No Reserve component</i>  |                                   |                                   |                                   |                                   |                                   |

Edit

- e. You are impressed with the quality of leadership in your military work group.

Edit

*NOT [SRSVC1] = No Reserve component*

- f. The leaders in your military work group are more interested in furthering their careers than in the well-being of their National Guard/Reserve component members.

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

WGRB034A, WGRB034B, WGRB034C, WGRB034D, WGRB034E

**34. How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
<p>Edit <i>NOT [SRSVC1] = No Reserve component</i></p>					
a. There is very little conflict among your coworkers.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<p>Edit <i>NOT [SRSVC1] = No Reserve component</i></p>					
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>				
<p>Edit <i>NOT [SRSVC1] = No Reserve component</i></p>					
c. The people in your work group tend to get along.	<input type="radio"/>				
<p>Edit <i>NOT [SRSVC1] = No Reserve component</i></p>					
d. The people in your work group are willing to help each other.	<input type="radio"/>				
<p>Edit <i>NOT [SRSVC1] = No Reserve component</i></p>					
e. You are satisfied with the relationships you have with your coworkers.	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**35. How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each.**

		<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
a.	Your work provides you with a sense of pride.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
b.	Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
c.	You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
d.	Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
e.	You are satisfied with your job as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
f.	Your day-to-day work is directly tied to your wartime job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

**36. Overall, how well prepared . . . Mark one answer for each item.**

		<b>Very well prepared</b>	<b>Well prepared</b>	<b>Neither well nor poorly prepared</b>	<b>Poorly prepared</b>	<b>Very poorly prepared</b>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
a.	Are <u>you</u> to perform your wartime job?	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
b.	Is <u>your unit</u> to perform its wartime mission?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

WGRB037A, WGRB037B

37. Overall, how would you rate . . . *Mark one answer for each item.*

		Very high	High	Moderate	Low	Very low
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
a.	Your current level of morale?	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
b.	Your unit's current level of morale?	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR MILITARY WORKPLACE

WGRB038A, WGRB038B, WGRB038C, WGRB038D

38. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
a.	Members in your unit really care about each other.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
b.	Members in your unit work well as a team.	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
c.	Members in your unit pull together to get the job done.	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
d.	Members in your unit trust each other.	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

### STRESS, HEALTH, AND WELL-BEING

**39. In the past month, how often have you . . . Mark one answer for each item.**

	Never	Almost never	Sometimes	Fairly often	Very often
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
a. Been upset because of something that happened unexpectedly?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
b. Felt that you were unable to control the important things in your life?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
c. Felt nervous and stressed?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
d. Felt confident about your ability to handle your personal problems?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
e. Felt that things were going your way?	<input type="radio"/>				

**(Continued) In the past month, how often have you . . . Mark one answer for each item.**

	Never	Almost never	Sometimes	Fairly often	Very often
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
f. Found that you could not cope with all of the things you had to do?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
g. Been able to control irritations in your life?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
h. Felt that you were on top of things?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
i. Been angered because of things that were outside of your control?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="radio"/>				

## STRESS, HEALTH, AND WELL-BEING

WGRB040A, WGRB040B, WGRB040C, WGRB040D

**40. How true or false is each of the following statements for you? Mark one answer for each statement.**

	Definitely false	Mostly false	Mostly true	Definitely true
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component a. I am as healthy as anybody I know.	$\underline{1}$ <input type="radio"/>	$\underline{2}$ <input type="radio"/>	$\underline{3}$ <input type="radio"/>	$\underline{4}$ <input type="radio"/>
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component b. I seem to get sick a little easier than other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component c. I expect my health to get worse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component d. My health is excellent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

WGRB041A, WGRB041B

**41. Overall, how would you rate the current level of stress in your . . . Mark one answer for each item.**

	Much less than usual	Less than usual	About the same as usual	More than usual	Much more than usual
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component a. <u>Military</u> life?	$\underline{1}$ <input type="radio"/>	$\underline{2}$ <input type="radio"/>	$\underline{3}$ <input type="radio"/>	$\underline{4}$ <input type="radio"/>	$\underline{5}$ <input type="radio"/>
<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Edit</div> NOT [SRSVC1] = No Reserve component b. <u>Personal</u> life?	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

WGRB042A, WGRB042B, WGRB042C, WGRB042D, WGRB042E, WGRB042F, WGRB042G, WGRB042H, WGRB042I, WGRB042J, WGRB042K, WGRB042L, WGRB042N

**42. During the past 12 months, did any of the following happen to you? If it did, do you believe**

**your gender was a factor? Mark one answer for each.**

		<b>No, or does not apply</b>	<b>Yes, but your gender was NOT a factor</b>	<b>Yes, and your gender was a factor</b>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
a. You were rated lower than you deserved on your last military evaluation.	<u>3</u>	<input type="radio"/>	<u>2</u>	<u>1</u>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
b. Your last military evaluation contained unjustified negative comments.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
c. You were held to a higher performance standard than others in your military job.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
d. You did not get a military award or decoration given to others in similar circumstances.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
e. Your current military assignment has not made use of your job skills.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
f. Your current assignment is not good for your career if you continue in the military.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark one answer for each.**

		<b>No, or does not apply</b>	<b>Yes, but your gender was NOT a factor</b>	<b>Yes, and your gender was a factor</b>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> <i>NOT [SRSVC1] = No Reserve component</i>				
h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

NOT [SRSVC1] = No Reserve component

- i. You did not learn until it was too late of opportunities that would have helped your military career.

NOT [SRSVC1] = No Reserve component

- j. You were unable to get straight answers about your military promotion possibilities.

NOT [SRSVC1] = No Reserve component

- k. You were excluded from social events important to military career development and being kept informed.

NOT [SRSVC1] = No Reserve component

- l. You did not get a military job assignment that you wanted and for which you were qualified.

NOT [SRSVC1] = No Reserve component

- m. Have you had any other gender-related experiences at your military workplace?

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

[WGRB042L] = Yes, and your gender was a factor AND NOT [SRSVC1] = No Reserve component

WGRB042M

**You indicated "Yes, and your gender was a factor" in not getting a military job assignment that you wanted and for which you were qualified. Was this assignment legally open to women?**

2  Yes

1  No

\*\*\*\*\* Page Break \*\*\*\*\*

## GENDER-RELATED EXPERIENCES

[WGRB042N] = Yes, and your gender was a factor AND NOT [SRSVC1] = No Reserve component

WGRB042SP

**What other gender-related experiences at your military workplace have happened to you?**





factor) OR [WGRB042G] = Yes, and your gender was a factor) OR [WGRB042H] = Yes, and your gender was a factor) OR [WGRB042I] = Yes, and your gender was a factor) OR [WGRB042J] = Yes, and your gender was a factor) OR [WGRB042K] = Yes, and your gender was a factor) OR [WGRB042L] = Yes, and your gender was a factor) OR [WGRB042N] = Yes, and your gender was a factor) AND ([WGRB043E] = Some OR [WGRB043E] = All)) AND NOT [SRSVC1] = No Reserve component

WGRB043SP

Please specify what other type of discrimination you consider your experiences to have been?

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

WGRB044A, WGRB044B, WGRB044C, WGRB044D, WGRB044E, WGRB044F, WGRB044G, WGRB044H, WGRB044I, WGRB044J, WGRB044K, WGRB044L, WGRB044M, WGRB044N, WGRB044O, WGRB044P, WGRB044Q, WGRB044R, WGRB044S

44. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving

- **Military Personnel (Active Duty or National Guard/Reserve)**
  - on- or off-duty
  - on- or off-installation or ship; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
  - in your military workplace or on your installation/ship

where one or more of these individuals (of either gender) . . . Mark one answer for each item.

	Never	Once or twice	Sometimes	Often	Very often
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
a. Repeatedly told sexual stories or jokes that were offensive to you?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
b. Referred to people of your gender in insulting or offensive terms?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
c. Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
d. Treated you "differently" because of your gender (e.g., mistreated,	<input type="radio"/>				

slighted, or ignored you)?

[Edit](#) NOT [SRSVC1] = No Reserve component

- e. Made offensive remarks about your appearance, body, or sexual activities?

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

**where one or more of these individuals (of either gender) . . . Mark one answer for each item.**

	Never	Once or twice	Sometimes	Often	Very often
<a href="#">Edit</a> NOT [SRSVC1] = No Reserve component					
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	<input type="radio"/>				
<a href="#">Edit</a> NOT [SRSVC1] = No Reserve component					
g. Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?	<input type="radio"/>				
<a href="#">Edit</a> NOT [SRSVC1] = No Reserve component					
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
<a href="#">Edit</a> NOT [SRSVC1] = No Reserve component					
i. Put you down or was condescending to you because of your gender?	<input type="radio"/>				
<a href="#">Edit</a> NOT [SRSVC1] = No Reserve component					
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="radio"/>				

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

		Never	Once or twice	Sometimes	Often	Very often
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
k.	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
l.	Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
m.	Touched you in a way that made you feel uncomfortable?	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
n.	Intentionally cornered you or leaned over you in a sexual way?	<input type="radio"/>				
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
o.	Treated you badly for refusing to have sex?	<input type="radio"/>				

**(Continued) In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. How often during the past 12 months have you been in situations involving**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . . *Mark one answer for each item.*

		Never	Once or twice	Sometimes	Often	Very often
<input type="button" value="Edit"/>	<i>NOT [SRSVC1] = No Reserve component</i>					
p.	Implied faster promotions or better	<input type="radio"/>				

treatment if you were sexually cooperative?

[Edit](#) NOT [SRSVC1] = No Reserve component

q. Attempted to have sex with you without your consent or against your will, but was not successful?

[Edit](#) NOT [SRSVC1] = No Reserve component

r. Had sex with you without your consent or against your will?

[Edit](#) NOT [SRSVC1] = No Reserve component

s. Other unwanted gender-related behavior?

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

[Edit](#) [WGRB044S] > Never AND NOT [SRSVC1] = No Reserve component

WGRB044SP

**Please describe other unwanted gender-related behaviors you've experienced during the past 12 months.**

\*\*\*\*\* Page Break \*\*\*\*\*

### GENDER-RELATED EXPERIENCES

[Edit](#) (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

WGRB045

**45. How many of these behaviors that you marked as happening to you, do you consider to have been sexual harassment?**

- 1  None were sexual harassment
- 2  Some were sexual harassment; some were not sexual harassment
- 3  All were sexual harassment

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB046A, WGRB046B, WGRB046C, WGRB046D, WGRB046E

**46. Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation? Mark "Yes" or "No" for each item below that describes the situation.**

**Yes**

**No**

Edit
 (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

a. Sexist Behavior (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)

2

1

Edit
 (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

b. Crude/Offensive Behavior (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you)

Edit
 (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

c. Unwanted Sexual Attention (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected)

Edit
 (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

d. Sexual Coercion (e.g., someone implied preferential treatment in exchange for your sexual cooperation)

Edit
 (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

e. Other



\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND [WGRB046E] = Yes) AND NOT [SRSVC1] = No Reserve component

Edit

WGRB046SP

**What other category of behaviors occurred during the one situation in the past 12 months that had the greatest effect on you?**

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

Edit

WGRB047

**47. How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?**

- 1  None were sexual harassment  
2  Some were sexual harassment; some were not sexual harassment  
3  All were sexual harassment

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

Edit

WGRB048

**48. Where did this situation occur? Mark one.**

- 1  At a military installation (e.g., on base)

- 2  Some behaviors occurred at a military installation; some did not
- 3  Not at a military installation (e.g., off base)

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB049A, WGRB049B, WGRB049C, WGRB049D

**49. Did any of the behaviors in the situation on base occur . . . Mark "Yes" or "No" for each item.**

		Yes	No
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ([WGRB048] = At a military installation (e.g., on base) OR [WGRB048] = Some behaviors occurred at a military installation; some did not)) AND NOT [SRSVC1] = No Reserve component</p>	<p style="text-align: center;">2 <input type="radio"/></p>	<p style="text-align: center;">1 <input type="radio"/></p>
a.	<p>At your military work (the place where you perform your military duties)?</p>		
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ([WGRB048] = At a military installation (e.g., on base) OR [WGRB048] = Some behaviors occurred at a military installation; some did not)) AND NOT [SRSVC1] = No Reserve component</p>		
b.	<p>During duty hours?</p>	<p style="text-align: center;"><input type="radio"/></p>	<p style="text-align: center;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ([WGRB048] = At a military installation (e.g., on base) OR [WGRB048] = Some behaviors occurred at a military installation; some did not)) AND NOT [SRSVC1] = No Reserve component</p>		
c.	<p>In a military work environment where members of your gender are uncommon?</p>	<p style="text-align: center;"><input type="radio"/></p>	<p style="text-align: center;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ([WGRB048] = At a military installation (e.g., on base) OR [WGRB048] = Some behaviors occurred at a military installation; some did not)) AND NOT [SRSVC1] = No Reserve component</p>		
d.	<p>At a military non-work location (e.g., gym, exchange/commissary, bowling alley)?</p>	<p style="text-align: center;"><input type="radio"/></p>	<p style="text-align: center;"><input type="radio"/></p>

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ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB050A, WGRB050B, WGRB050C, WGRB050D, WGRB050E

50. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.

Form with 5 questions (a-e) and three columns: Yes, No, Does not apply. Each question includes an 'Edit' button and a long string of codes in parentheses.

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ONE SITUATION OF GENDER-RELATED EXPERIENCES

Form with question 51 and a long string of codes in parentheses.

WGRB051

51. Was the offender(s) . . . ? Mark one.

1

- One person (male)
- 2  One person (female)
- 3  More than one person (all males)
- 4  More than one person (all females)
- 5  More than one person (both males and females)
- 6  Not sure

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB052A, WGRB052B, WGRB052C, WGRB052D, WGRB052E, WGRB052F, WGRB052G, WGRB052H, WGRB052I

### 52. Was the offender(s) . . . Mark "Yes" or "No" for each item.

		Yes	No
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>		
a.	Someone in your military chain-of-command?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>		
b.	Other military person(s) of higher rank/grade than you?	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>		
c.	Your military coworker(s)?	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>		
d.	Your military subordinate(s)?	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div>	<p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>		
e.	Other military person(s)?	<input type="radio"/>	<input type="radio"/>

**(Continued) Was the offender(s) . . . Mark "Yes" or "No" for each item.**

Yes No

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

f. DoD/DHS civilian employee(s)?

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

g. DoD/DHS civilian contractor(s)?

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

h. Person(s) in the local community?

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

i. Unknown person(s)?

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

WGRB053

**53. During the course of the situation, how often did the event(s) occur?**

- 1  Once
- 2  Occasionally
- 3  Frequently

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

(((.....[WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

WGRB054

**54. How long did the situation last, or if continuing, how long has it been going on?**

- 1  Less than 1 week
- 2  1 week to less than 1 month
- 3  1 month to less than 3 months
- 4  3 months to less than 6 months
- 5  6 months or more

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB055A, WGRB055B, WGRB055C, WGRB055D, WGRB055E, WGRB055F, WGRB055G, WGRB055H, WGRB055I, WGRB055J, WGRB055K

**55. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

	Yes	No
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>           (((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component         </p>	<p style="text-align: center; margin: 0;"><u>2</u></p> <p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><u>1</u></p> <p style="text-align: center; margin: 0;"><input type="radio"/></p>
<p>a. Ignore the behavior?</p>	<p style="text-align: center; margin: 0;"><u>2</u></p> <p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><u>1</u></p> <p style="text-align: center; margin: 0;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>           (((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component         </p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<p>b. Avoid the person(s) who bothered you?</p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>           (((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component         </p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<p>c. Tell the offender(s) to stop?</p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>           (((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component         </p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<p>d. Ask someone else to speak to the offender(s) for you?</p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>           (((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component         </p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>
<p>e. Blame yourself for what happened?</p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>	<p style="text-align: center; margin: 0;"><input type="radio"/></p>

**(Continued) As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

Yes No

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

f. Act as though it did not bother you?

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

g. Call a hotline for advice/information (not to file a complaint)?

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

h. Request a transfer?

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

i. Think about getting out of your Reserve component?

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

j. Accomplish less than you normally would at work?

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND NOT [SRSVC1] = No Reserve component

k. Other?

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**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

(((edit)))  
((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND [WGRB055K] = Yes) AND NOT [SRSVC1] = No Reserve component

WGRB055SP

**What other actions did you take as a result of the situation?**

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**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

WGRB056A, WGRB056B, WGRB056C

**56. Did you discuss/report the situation with/to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each item.**

	Yes	No
<i>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</i>		
<input type="button" value="Edit"/> a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<i>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</i>		
<input type="button" value="Edit"/> b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school	<input type="radio"/>	<input type="radio"/>
<i>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</i>		
<input type="button" value="Edit"/> c. Community officials, offices, or courts (e.g., local police or harassment hotline)	<input type="radio"/>	<input type="radio"/>

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**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

WGRB057A, WGRB057B, WGRB057C, WGRB057D

**57. Did you discuss/report the situation with/to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.**

	Yes	No
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>	<p><u>2</u></p> <input type="radio"/>	<p><u>1</u></p> <input type="radio"/>
<p>a. Someone in your military chain-of-command</p>		
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>	<input type="radio"/>	<input type="radio"/>
<p>b. Someone in the military chain-of-command of the person(s) who did it</p>		
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>	<input type="radio"/>	<input type="radio"/>
<p>c. Special military office responsible for handling these kinds of complaints (e.g., Military Equal Opportunity or Civil Rights Office)</p>	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND NOT [SRSVC1] = No Reserve component</p>	<input type="radio"/>	<input type="radio"/>
<p>d. Other military person or office with responsibility for follow-up</p>	<input type="radio"/>	<input type="radio"/>

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**ONE SITUATION OF GENDER-RELATED EXPERIENCES**

WGRB058A, WGRB058B, WGRB058C, WGRB058D, WGRB058E, WGRB058F, WGRB058G, WGRB058H, WGRB058I

**58. What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 5px;">Edit</div> <p>((((((((((((([WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Person(s) who bothered you was/were talked to about the behavior. 1 2 3

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- b. Your complaint was/is being investigated.

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- c. The situation was resolved informally.

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- d. You were encouraged to drop the complaint.

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- e. Your complaint was discounted or not taken seriously.

**(Continued) What actions were taken in response to your discussing/reporting the situation? Mark "Yes," "No," or "Don't know" for each item.**

**Yes** **No** **Don't know**

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- f. The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred.

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component*

- g. The situation was/is being corrected.
- ((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component
- h. Some action was/is being taken against the person(s) who bothered you.
- ((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component
- i. Some action was/is being taken against you.

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND NOT [SRSVC1] = No Reserve component

WGRB059

- 59. Did you formally report the situation?**
- 2  Yes
- 1  No

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND NOT [SRSVC1] = No Reserve component

WGRB060

- 60. Was your complaint found to be true?**
- 1  Yes
- 2  No
- 3  They were unable to determine whether your complaint was true or not.
- 60 Does not apply, the action is still being processed.

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

((( (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND (((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (([WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.)) AND NOT [SRSVC1] = No Reserve component

WGRB061

### 61. How satisfied were you with the outcome of your complaint?

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB062A, WGRB062B, WGRB062C, WGRB062D, WGRB062E

### 62. How satisfied were/are you with the following aspects of the reporting process? Mark one answer for each item.

**Very satisfied**
**Neither satisfied nor**
**Very dissatisfied**

**Satisfied**
**dissatisfied**
**Dissatisfied**

((( (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND (((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (([WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.)) AND NOT [SRSVC1] = No Reserve component

- a. Availability of information about how to file a complaint
- 5 
4 
3 
2 
1

((( (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND (((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (([WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.)) AND NOT [SRSVC1] = No Reserve component

- b. Treatment by personnel handling your complaint
- ((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (( [WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.) AND NOT [SRSVC1] = No Reserve component
- 
- c. Amount of time it took/is taking to resolve your complaint
- ((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (( [WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.) AND NOT [SRSVC1] = No Reserve component
- 
- d. How well you were/are kept informed about the progress of your complaint
- ((( ((( ((( ((( ((( [WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND (( [WGRB060] = Yes OR [WGRB060] = No) OR [WGRB060] = They were unable to determine whether your complaint was true or not.) AND NOT [SRSVC1] = No Reserve component
- 
- e. The complaint process overall

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## ONE SITUATION OF GENDER-RELATED EXPERIENCES

RETALA, RETALB

63. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

- |   | Yes                               | No                                | Don't know                        |
|---|-----------------------------------|-----------------------------------|-----------------------------------|
| <p>((( ((( ((( ((( ((( [WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR [WGRB044D] &gt; Never) OR [WGRB044E] &gt; Never) OR [WGRB044F] &gt; Never) OR [WGRB044G] &gt; Never) OR [WGRB044H] &gt; Never) OR [WGRB044I] &gt; Never) OR [WGRB044J] &gt; Never) OR [WGRB044K] &gt; Never) OR [WGRB044L] &gt; Never) OR [WGRB044M] &gt; Never) OR [WGRB044N] &gt; Never) OR [WGRB044O] &gt; Never) OR [WGRB044P] &gt; Never) AND ((( [WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND NOT [SRSVC1] = No Reserve component</p> <p><input type="button" value="Edit"/></p> |                                   |                                   |                                   |
| a. Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?   | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> |
| <p>((( ((( ((( ((( ((( [WGRB044A] &gt; Never OR [WGRB044B] &gt; Never) OR [WGRB044C] &gt; Never) OR</p>   |                                   |                                   |                                   |

[WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = Yes OR [WGRB057B] = Yes) OR [WGRB057C] = Yes) OR [WGRB057D] = Yes)) AND [WGRB059] = Yes) AND NOT [SRSVC1] = No Reserve component

b. Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

WGRB064A, WGRB064B, WGRB064C, WGRB064D, WGRB064E, WGRB064F, WGRB064G, WGRB064H, WGRB064I, WGRB064J, WGRB064K

**64. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

	Yes	No
<input type="button" value="Edit"/> (((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component		

a. You thought it was not important enough to report. 2  1

(((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component

b. You did not know how to report.

(((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component

c. You felt uncomfortable making a report.

(((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component

- d. You took care of the problem yourself.
- ((( ((( ((( ((( ([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( ([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((( [WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component
- e. You did not think anything would be done.

**(Continued) What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

- |  |            |           |
|--|------------|-----------|
|  | <b>Yes</b> | <b>No</b> |
|--|------------|-----------|
- f. You thought you would not be believed.
- ((( ((( ((( ((( ([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( ([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((( [WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component
- g. You thought reporting would take too much time and effort.
- ((( ((( ((( ((( ([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( ([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((( [WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component
- h. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.
- ((( ((( ((( ((( ([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((( ([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((( [WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component
- i. You were afraid of negative professional outcomes.
- ((( ((( ((( ((( ([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR

*[WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component*

j. You thought you would be labeled a troublemaker.

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND NOT [SRSVC1] = No Reserve component*

k. Other

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### ONE SITUATION OF GENDER-RELATED EXPERIENCES

*((((((((((((([WGRB044A] > Never OR [WGRB044B] > Never) OR [WGRB044C] > Never) OR [WGRB044D] > Never) OR [WGRB044E] > Never) OR [WGRB044F] > Never) OR [WGRB044G] > Never) OR [WGRB044H] > Never) OR [WGRB044I] > Never) OR [WGRB044J] > Never) OR [WGRB044K] > Never) OR [WGRB044L] > Never) OR [WGRB044M] > Never) OR [WGRB044N] > Never) OR [WGRB044O] > Never) OR [WGRB044P] > Never) AND ((([WGRB057A] = No OR [WGRB057B] = No) OR [WGRB057C] = No) OR [WGRB057D] = No)) AND ((([WGRB057A] <> Yes AND [WGRB057B] <> Yes) AND [WGRB057C] <> Yes) AND [WGRB057D] <> Yes)) AND [WGRB064K] = Yes) AND NOT [SRSVC1] = No Reserve component*

WGRB064SP

**What were your other reasons for not reporting the situation?**

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### UNWANTED SEXUAL CONTACT

*NOT [SRSVC1] = No Reserve component*

WGRB065

**65. 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**



**67. Did the situation occur . . . Mark "Yes" or "No" for each item.**

	<b>Yes</b>	<b>No</b>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component		
a. At a military installation (e.g., on base)?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component		
b. While activated?	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component		
c. While deployed?	<input type="radio"/>	<input type="radio"/>

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**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component  
WGRB068

**68. Where did the situation occur? Mark one.**

- 1  In your home/living quarters
- 2  In the home/living quarters of the offender
- 3  In the home/living quarters of someone else
- 4  At a bar/nightclub
- 5  At work (military or civilian)
- 6  In a vehicle (e.g., taxi, train, plane, etc.)
- 7  At a hotel
- 8  Other

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**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB068] = Other) AND NOT [SRSVC1] = No Reserve component

WGRB068SP

**Please describe the other location.**

---

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**Edit** ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component  
WGRB069

**69. Was the offender(s) . . . Mark one.**

- 1  One person (male)
- 2  One person (female)
- 3  More than one person (all males)
- 4  More than one person (all females)
- 5  More than one person (both males and females)
- 6  Not sure

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB070A, WGRB070B, WGRB070C, WGRB070D, WGRB070E, WGRB070F, WGRB070G, WGRB070H, WGRB070I

**70. Was the offender(s) . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>                        | <b>No</b>                         |
|--|-----------------------------------|-----------------------------------|
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| a. Someone in your military chain-of-command?  | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| b. Other military person(s) of higher rank/grade than you?   | <input type="radio"/>             | <input type="radio"/>             |
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| c. Your military co-worker(s)?   | <input type="radio"/>             | <input type="radio"/>             |
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| d. Your military subordinate(s)?   | <input type="radio"/>             | <input type="radio"/>             |
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| e. Other military person(s)?   | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) Was the offender(s) . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>            | <b>No</b>             |
|--|-----------------------|-----------------------|
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                       |                       |
| f. DoD/DHS civilian employee(s)?   | <input type="radio"/> | <input type="radio"/> |
| <b>Edit</b> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                       |                       |

- g. DoD/DHS civilian contractor(s)?
- ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- h. Person(s) in the local community?
- ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- i. Unknown person(s)?

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## ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB071A, WGRB071B, WGRB071C, WGRB071D

**71. Did the situation occur . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>                        | <b>No</b>                         |
|--|-----------------------------------|-----------------------------------|
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| a. When your judgment was impaired due to alcohol?   | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| b. When you were so intoxicated that you were unable to consent?   | <input type="radio"/>             | <input type="radio"/>             |
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| c. When the offender(s) was intoxicated?   | <input type="radio"/>             | <input type="radio"/>             |
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| d. After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?   | <input type="radio"/>             | <input type="radio"/>             |

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## ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB072A, WGRB072B, WGRB072C, WGRB072D, WGRB072E, WGRB072F, WGRB072G

**72. Did the offender(s) . . . Mark "Yes" or "No" for each item.**

- |  | <b>Yes</b>                        | <b>No</b>                         |
|--|-----------------------------------|-----------------------------------|
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| a. Threaten to ruin your reputation if you did not consent?  | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| <input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |

- b. Threaten to physically harm you if you did not consent?
- [Edit](#) ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- c. Threaten to physically harm a member of your family if you did not consent?
- [Edit](#) ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- d. Use some degree of physical force (e.g., holding you down)?
- [Edit](#) ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- e. Use their authority for a search (e.g., body/personal search)?
- [Edit](#) ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- f. Use their authority for a medical or dental exam/procedure?
- [Edit](#) ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component
- g. Use their authority as a military/civilian supervisor?

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB073A, WGRB073B

**73. Prior to the situation, did any of the offender(s) . . . Mark "Yes" or "No" for each item.**

- |   | <b>Yes</b>                        | <b>No</b>                         |
|---|-----------------------------------|-----------------------------------|
| <a href="#">Edit</a> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| a. Sexually harass you?   | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| <a href="#">Edit</a> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component |                                   |                                   |
| b. Stalk you?   | <input type="radio"/>             | <input type="radio"/>             |

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB074A, WGRB074B, WGRB074C, WGRB074D, WGRB074E, WGRB074F

**74. Did you talk about the situation with . . . Mark "Yes," "No," or "Does not apply" for each item.**

	Yes	No	Does not apply
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
a. Your spouse/significant other?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>	<u>60</u> <input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
b. A friend?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
c. A family member (e.g., parent, brother/sister)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
d. A chaplain, counselor, ombudsman, or health care provider?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
e. A civilian hotline or crisis center?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> ([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component			
f. A military hotline or Military OneSource?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component  
WGRB075

**75. Did you seek professional help/treatment or use other support services following the situation?**

- 1  Yes, from military/DoD/DHS-related service providers only
- 2  Yes, from civilian service providers only
- 3  Yes, from both civilian and military/DoD/DHS services
- 4  No

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND (([WGRB075] = Yes, from military/DoD/DHS-related service providers only OR [WGRB075] = Yes, from civilian service providers only) OR [WGRB075] = Yes, from both civilian and military/DoD/DHS services)) AND NOT [SRSVC1] = No Reserve component  
WGRB076

**76. How satisfied are you with the professional help/treatment you received?**

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

**Edit** *([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND NOT [SRSVC1] = No Reserve component*  
WGRB077

**77. Did you discuss/report the situation with/to any authority or organization? Mark one.**

- 1  No
- 2  Yes, I made a restricted report
- 3  Yes, I made an unrestricted report
- 4  Yes, but I am not sure whether it was unrestricted or restricted reporting

\*\*\*\*\* Page Break \*\*\*\*\*

**ONE SITUATION OF UNWANTED SEXUAL CONTACT**

WGRB078A, WGRB078B, WGRB078C, WGRB078D, WGRB078E, WGRB078F, WGRB078G

**78. Did you discuss/report the situation with/to any of the following authorities or organizations? Mark "Yes" or "No" for each item.**

	Yes	No
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i>		
a. Your immediate military supervisor	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i>		
b. Someone else in your military chain-of-command	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i>		
c. Sexual Assault Response Coordinator (SARC)/Victim Advocate	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i>		

- d. Chaplain or counselor
- ((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component*
- e. Health care provider
- ((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component*
- f. Legal services or criminal investigators
- ((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component*
- g. Other

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND [WGRB078G] = Yes) AND NOT [SRSVC1] = No Reserve component*  
WGRB078SP

**What other authorities or organizations did you discuss/report this situation with/to?**

\*\*\*\*\* Page Break \*\*\*\*\*

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB079A, WGRB079B, WGRB079C, WGRB079D, WGRB079E, WGRB079F

**79. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each item.**

- |   | <b>Yes</b>                        | <b>No</b>                         | <b>Don't know</b>                 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|
| <input type="button" value="Edit"/> <i>((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i> |                                   |                                   |                                   |
| a. Your report was/is being investigated <input type="radio"/> <input type="radio"/> <input type="radio"/>  | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> |
| <input type="button" value="Edit"/> <i>((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component</i> |                                   |                                   |                                   |
| b. You were/are being kept informed of the status of the investigation <input type="radio"/> <input type="radio"/> <input type="radio"/>  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

c. Action was/is being taken against the offender

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

d. You were encouraged to drop the complaint/withdraw your report

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

e. Action was/is being taken against you

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

f. Some other action was/is being taken

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB080A, WGRB080B, WGRB080C, WGRB080D, WGRB080E, WGRB080F, WGRB080G, WGRB080H, WGRB080I, WGRB080J, WGRB080K, WGRB080L, WGRB080M, WGRB080N

**80. How satisfied have you been with . . . Mark one answer for each item.**

	Very satisfied	Neither satisfied nor dissatisfied	Very dissatisfied	Does not apply
--	----------------	------------------------------------	-------------------	----------------

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

a. The quality of sexual assault advocacy services you received? 5 4 3 2 1 60

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

b. The quality of counseling services you received?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

c. The quality of medical care you received?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting))

reporting)) AND NOT [SRSVC1] = No Reserve component

d. Your treatment by the Sexual Assault Victim Advocate assigned to you?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

e. Your treatment by the Sexual Assault Response Coordinator (SARC) handling your report?

**Neither**  
**satisfied**  
**nor**  
**Very** **Very** **Does**  
**satisfied** **Satisfied** **dissatisfied** **Dissatisfied** **dissatisfied** **not**  
**apply**

**(Continue) How satisfied have you been with . . . Mark one answer for each item.**

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

f. Your treatment by the Commander handling your report?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

g. Your treatment by the criminal investigator handling your report?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

h. Your treatment by the Trial Defense Office personnel?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

i. Your treatment by the Legal Office personnel (prosecution)?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

j. The amount of time investigation process took/is taking?

**(Continue) How satisfied have you been with . . . Mark one answer for each item.**

**Neither**  
**satisfied**  
**nor**  
**Very** **Very** **Does**  
**satisfied** **Satisfied** **dissatisfied** **Dissatisfied** **dissatisfied** **not**  
**apply**

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

k. How well you were/are kept informed about the progress of your case?

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

l. The availability of information about how to file a restricted report?

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

m. The availability of information about how to file an unrestricted report?

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

n. The reporting process overall?

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB081A, WGRB081B, WGRB081C, WGRB081D, WGRB081E, WGRB081F, WGRB081G

**81. As a result of reporting the situation, did you . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
<a href="#">Edit</a> (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component			

a. Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

b. Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)?

[Edit](#) (([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

c. Get placed on a medical hold?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

d. Get placed on a legal hold?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

e. Get an involuntary transfer to a different assignment?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

f. Get a requested transfer to a different assignment?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made an unrestricted report OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

g. Feel like you were overprotected (e.g., smothered or treated like a child)?

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB082A, WGRB082B, WGRB082C, WGRB082D

**82. When you reported the situation were you offered . . . Mark one answer for each item.**

**Yes, and it was helpful**      **Yes, but it was not helpful**      **No, and I did not want this service**      **No, but I wanted this service**

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND (([WGRB077] = Yes, I made a restricted report OR [WGRB077] = Yes, I made an unrestricted report) OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

a. Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)?  2       1       3       4

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made a restricted report OR [WGRB077] = Yes, I made an unrestricted report) OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

b. Counseling services?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made a restricted report OR [WGRB077] = Yes, I made an unrestricted report) OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

c. Medical or forensic services?

(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made a restricted report OR [WGRB077] = Yes, I made an unrestricted report) OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component

d. Legal services?

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

**Edit** *(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND ([WGRB077] = Yes, I made a restricted report OR [WGRB077] = Yes, I made an unrestricted report) OR [WGRB077] = Yes, but I am not sure whether it was unrestricted or restricted reporting)) AND NOT [SRSVC1] = No Reserve component*

WGRB083

**83. How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization? Mark one.**

- 1      Within 24 hours
- 2      Within 2-3 days
- 3      Within 4-14 days
- 4      Within 15-30 days
- 5      Within 2 months to less than 1 year

### ONE SITUATION OF UNWANTED SEXUAL CONTACT

WGRB084A, WGRB084B, WGRB084C, WGRB084D, WGRB084E, WGRB084F, WGRB084G, WGRB084H, WGRB084I, WGRB084J, WGRB084K, WGRB084L

**84. What were your reasons for not reporting the situation? Mark "Yes" or "No" for each statement.**

	Yes	No
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		
a. You thought it was not important enough to report.	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		
b. You did not know how to report.	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		
c. You felt uncomfortable making a report.	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		
d. You did not think anything would be done.	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		
e. You thought you would not be believed.	<input type="radio"/>	<input type="radio"/>
<b>Edit</b> <i>(([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component</i>		

f. You thought reporting would take too much time and effort.

**(Continue) What were your reasons for not reporting the situation? Mark "Yes" or "No" for each statement.**

**Yes**

**No**

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

g. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

h. You thought your performance evaluation or chance for promotion would suffer.

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

i. You thought you would be labeled a troublemaker.

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

j. You did not want anyone to know.

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

k. You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization.

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND NOT [SRSVC1] = No Reserve component*

l. Other

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF UNWANTED SEXUAL CONTACT

*((([WGRB065] = Yes, once OR [WGRB065] = Yes, multiple times) AND [WGRB077] = No) AND [WGRB084L] = Yes) AND NOT [SRSVC1] = No Reserve component*

WGRB084SP

**What were your other reasons for not reporting the situation?**

---

### PERSONNEL POLICY AND PRACTICES

WGRB085A, WGRB085B, WGRB085C

85. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

		Yes	No	Don't know
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component			
a.	Senior leadership of your Reserve component	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component			
b.	Senior leadership of your installation/ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component			
c.	Your immediate military supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### PERSONNEL POLICY AND PRACTICES

WGRB086A, WGRB086B, WGRB086C, WGRB086D, WGRB086E

86. In your military work group, to what extent . . . Mark one answer for each item.

		Not at all	Small extent	Moderate extent	Large extent	Very large extent
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component					
a.	Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component					
b.	Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?	<input type="radio"/>				
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component					
c.	Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?	<input type="radio"/>				
<input type="button" value="Edit"/>	NOT [SRSVC1] = No Reserve component					

d. Would people be able to get away with sexual harassment if it was reported?

NOT [SRSVC1] = No Reserve component

e. Would people be able to get away with sexual assault if it was reported?

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

WGRB087A, WGRB087B, WGRB087C, WGRB087D, WGRB087E

**87. At your installation/ship, to what extent are . . . Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
a. Policies forbidding <u>sexual harassment</u> publicized?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
b. Complaint procedures related to <u>sexual harassment</u> publicized?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
c. Reports of <u>sexual harassment</u> taken seriously?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
d. <u>Sexual assault</u> reporting procedures publicized?	<input type="radio"/>				
<input type="button" value="Edit"/> NOT [SRSVC1] = No Reserve component					
e. Reports of <u>sexual assault</u> taken seriously?	<input type="radio"/>				

\*\*\*\*\* Page Break \*\*\*\*\*

## SEXUAL HARASSMENT TRAINING

NOT [SRSVC1] = No Reserve component

WGRB088

**88. Have you had any military training during the past 12 months on topics related to *sexual harassment*?**

- 2  Yes  
1  No



\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component

WGRB089

**89. In the past 12 months, how many times have you had military training on topics related to sexual harassment? To indicate nine or more, enter "9".**

Times

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

WGRB090A, WGRB090B, WGRB090C, WGRB090D, WGRB090E, WGRB090F, WGRB090G

**90. My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item.**

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
a.	Provides a good understanding of what words and actions are considered sexual harassment.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
b.	Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole.	<input type="radio"/>				
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
c.	Identifies behaviors that are offensive to others and should not be tolerated.	<input type="radio"/>				
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
d.	Gives useful tools for dealing with sexual harassment.	<input type="radio"/>				
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
e.	Explains the process for reporting sexual harassment.	<input type="radio"/>				
<input type="button" value="Edit"/>	[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component					
f.	Makes me feel it is safe to					

complain about unwanted sex-related attention.

[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component

g. Provides information about policies, procedures, and consequences of sexual harassment.

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL HARASSMENT TRAINING

[WGRB088] = Yes AND NOT [SRSVC1] = No Reserve component

WGRB091

**91. In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as sexual harassment?**

- 4  Very effective
- 3  Moderately effective
- 2  Slightly effective
- 1  Not at all effective

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

NOT [SRSVC1] = No Reserve component

WGRB092

**92. Have you had any military training during the past 12 months on topics related to *sexual assault*?**

- 2  Yes
- 1  No

\*\*\*\*\* Page Break \*\*\*\*\*

### SEXUAL ASSAULT TRAINING

[WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component

WGRB093

**93. In the past 12 months, how many times have you had military training on topics related to *sexual assault*? To indicate nine or more, enter "9".**

Times

\*\*\*\*\* Page Break \*\*\*\*\*

## SEXUAL ASSAULT TRAINING

WGRB094A, WGRB094B, WGRB094C, WGRB094D, WGRB094E, WGRB094F, WGRB094G

**94. My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item.**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
a. Provides a good understanding of what actions are considered sexual assault.	5 <input type="radio"/>	4 <input type="radio"/>	3 <input type="radio"/>	2 <input type="radio"/>	1 <input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
b. Teaches how to avoid situations that might increase the risk of sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
c. Teaches how to obtain medical care following a sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
d. Explains the role of the chain-of-command in handling sexual assaults.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
e. Explains the reporting options available if a sexual assault occurs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
f. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="button" value="Edit"/> [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component					
g. Explains how sexual assault is a mission readiness problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## SEXUAL ASSAULT TRAINING

WGRB095A, WGRB095B

**95. In your opinion, how effective was the training you received in . . . Mark one answer for each item.**

<b>Very effective</b>	<b>Moderately effective</b>	<b>Slightly effective</b>	<b>Not at all effective</b>
-----------------------	-----------------------------	---------------------------	-----------------------------

[Edit](#) [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component

- a. Actually reducing/preventing sexual assault or behaviors related to sexual assault?  <sup>4</sup>  <sup>3</sup>  <sup>2</sup>  <sup>1</sup>

[Edit](#) [WGRB092] = Yes AND NOT [SRSVC1] = No Reserve component

- b. Explaining the difference between restricted and unrestricted reporting of sexual assault?

\*\*\*\*\* Page Break \*\*\*\*\*

## SEXUAL ASSAULT TRAINING

WGRB096A, WGRB096B, WGRB096C

**96. At your installation/ship, is there a . . . Mark "Yes," "No," or "Don't know" for each item.**

**Yes** **No** **Don't know**

[Edit](#) NOT [SRSVC1] = No Reserve component

- a. Specific office with the authority to investigate sexual harassment?  <sup>1</sup>  <sup>2</sup>  <sup>3</sup>

[Edit](#) NOT [SRSVC1] = No Reserve component

- b. Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault?

[Edit](#) NOT [SRSVC1] = No Reserve component

- c. Sexual Assault Victim Advocate to help those who experience sexual assault?

\*\*\*\*\* Page Break \*\*\*\*\*

## PRIOR EXPERIENCES

WGRB097A, WGRB097B

**97. Prior to your entry into the military, were you ever . . . Mark "Yes" or "No" for each item.**

**Yes** **No**

[Edit](#) NOT [SRSVC1] = No Reserve component

- a. Sexually harassed?  <sup>2</sup>  <sup>1</sup>

[Edit](#) NOT [SRSVC1] = No Reserve component

- b. Sexually assaulted?

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

NOT [SRSVC1] = No Reserve component

WGRB098

**98. In your opinion, has *sexual harassment* in our nation become more or less of a problem over the last 4 years?**

- 1      Less of a problem today  
2      About the same as 4 years ago  
3      More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

NOT [SRSVC1] = No Reserve component

WGRB099

**99. In your opinion, has *sexual assault* in our nation become more or less of a problem over the last 4 years?**

- 1      Less of a problem today  
2      About the same as 4 years ago  
3      More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

NOT (((((((([YOSC] = "0" OR [YOSC] = "00") OR [YOSC] = "1") OR [YOSC] = "01") OR [YOSC] = "2") OR [YOSC] = "02") OR [YOSC] = "3") OR [YOSC] = "03") AND NOT [SRSVC1] = No Reserve component

WGRB100

**100. In your opinion, has *sexual harassment* in the military become more or less of a problem over the last 4 years?**

- 1      Less of a problem today  
2      About the same as 4 years ago  
3      More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

## HOW ARE WE DOING?

NOT (((((((([YOSC] = "0" OR [YOSC] = "00") OR [YOSC] = "1") OR [YOSC] = "01") OR [YOSC] = "2") OR [YOSC] = "02") OR [YOSC] = "3") OR [YOSC] = "03") AND NOT [SRSVC1] = No Reserve component

WGRB101

**101. In your opinion, has *sexual assault* in the military become more or less of a problem over the last 4 years?**

- 1  Less of a problem today
- 2  About the same as 4 years ago
- 3  More of a problem today

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

Edit NOT (((((((([YOSC] = "0" OR [YOSC] = "00") OR [YOSC] = "1") OR [YOSC] = "01") OR [YOSC] = "2") OR [YOSC] = "02") OR [YOSC] = "3") OR [YOSC] = "03") AND NOT [SRSVC1] = No Reserve component  
WGRB102

**102. In your opinion, how often does *sexual harassment* occur in the military now, as compared with a few years ago?**

- 1  Much less often
- 2  Less often
- 3  About the same
- 4  More often
- 5  Much more often

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

Edit NOT (((((((([YOSC] = "0" OR [YOSC] = "00") OR [YOSC] = "1") OR [YOSC] = "01") OR [YOSC] = "2") OR [YOSC] = "02") OR [YOSC] = "3") OR [YOSC] = "03") AND NOT [SRSVC1] = No Reserve component  
WGRB103

**103. In your opinion, how often does *sexual assault* occur in the military now, as compared with a few years ago?**

- 1  Much less often
- 2  Less often
- 3  About the same
- 4  More often
- 5  Much more often

\*\*\*\*\* Page Break \*\*\*\*\*

### HOW ARE WE DOING?

Edit NOT [SRSVC1] = No Reserve component  
WGRB104

**104. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

\*\*\*\*\* Page Break \*\*\*\*\*

\*\*\*\*\* Page Break \*\*\*\*\*

# **Appendix E**

## **Coding Scheme**



## **APPENDIX E: Coding Scheme for the 2008 Workplace and Gender Relations Survey of Reserve Component Members**

The guiding premise of this DMDC survey is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations, analyze DMDC datasets over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how data were coded and the limitations of the data. This appendix describes (1) conventions for naming variables, (2) methods for capturing data from the survey instrument, and (3) the process of editing survey response variables created for the analysis file.

### ***Variable Naming***

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic may need to be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

### ***Survey Variables***

***Standard survey response and operational variables.*** Variables common to DMDC surveys are assigned identical names and values across surveys. The prefix "SR" is used for self-reported demographic survey items. Common self-report variables occurring in the *2008 Workplace and Gender Relations Survey of Reserve Component Members* include SRRACEA-E (race) and SRHISPA1 (Hispanic ethnicity). Examples of common operational variables are CMTFLAG (indicates whether the respondent entered an end of survey comment) and DARVDATE (date the survey was completed)

***Nonstandard survey response variables.*** Survey item variables are named according to the following conventions (illustrated for the *2008 Workplace and Gender Relations Survey of Reserve Component Members*):

- The first, second, third, and fourth positions of the variable name are "WGRB"
- The fifth, sixth, and seventh positions are the survey item numbers 001 through 104.
- Positions eight and nine usually represent sub-items for multi-part survey items. The exceptions, skip pattern flags ("SK") and specify flags ("SP"), are explained later in the section Standard Flag Variables.
- The last position may be "U" (indicating that the values have not been edited to enforce skip pattern consistency) or "R" (indicating that the original values have been recoded for tabulations).

***Crossing (domain) variables.*** Survey response variables may be recoded to define crosstabulation categories for reports or analyses. In most cases, missing values are imputed from administrative records; in some cases values are masked to protect confidentiality. The first position of the variable name is “X”. See Appendix J for the SAS code that defines these variables.

### ***Administrative Record Variables***

When administrative record data are used unchanged in the analysis file, the original variable name, values, and value labels are retained. For example, RORG\_CD identifies the member’s service in the analysis file exactly as it does in the Reserve Components Common Personnel Data System (RCCPDS). Likewise, the variable name, values, and labels for RPAYGRP1 appear in the analysis file exactly as they do in the Personnel Data System. Any change in the variable values or labels (e.g., collapsing) causes a change in the variable name.

### ***Raw-Data Encoding Process***

When a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. This file is copied to the operations contractor’s internal network and the data are matched to the sample file, attaching each member’s survey responses to the sample record. Paper surveys are scanned using Intelligent Character Recognition (ICR) technology. If any documents cannot be scanned, they are batched separately and the data are key-entered. The data from the paper form are then merged with the Web data.

The data are then cleaned in an iterative multi-step process. First, values are assigned to valid responses (see Appendix D for the annotated form) and item nonresponse is coded (-9). Then the process creates flag variables for respondent-specified items; flags, validates, and codes skip pattern variables; codes the content of text entries.

The Web survey form’s “other specify” and open-ended comments are collected in a comment file and linked to the Web survey data by ticket number. The paper survey form “other specify” and open-ended comments are collected in a comment file and linked to the data by an identifier given to each survey as it is scanned. All text entries are cleaned and edited to remove identifying information and expletives. The long comment item at the end of the questionnaire is keyed in a separate process. The comments data are confidential and are not merged into the returns dataset.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of variable to enforce skip patterns.

### ***Value Coding and Formats***

Datasets are prepared as SAS<sup>1</sup> system files. An OS or flat file version of the basic survey release file is then prepared from the SAS system file. This section describes how values are treated in creating the SAS system files and notes any differences in the flat file.

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<sup>1</sup> SAS is a trademark of the SAS Institute, Inc.

In the SAS system files, variables are declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables are input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

### ***Missing Data Codes***

The instructions used to assign missing data codes and other special codes are shown in Tables E-1 and E-2. The labels associated with each assigned value are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table E-1 contains basic SAS and flat file missing data values.
- Table E-2 contains SAS and flat file missing data values for dates.

The values presented in Table E-1 are general missing data values that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table E-2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file values differ from the SAS values because SAS implements special missing values and formats that may not be compatible with other statistical analysis software such as SPSS<sup>2</sup>.

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<sup>2</sup> SPSS is a trademark of SPSS Inc.

**Table E-1.**  
**Basic SAS<sup>®</sup> and Flat Missing Data Values**

SAS <sup>®</sup> File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response or missing skip</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range</i>
.N	.N	-6	.N	<i>Not applicable or Valid skip</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple-form surveys
.I	.I	-4	.I	<i>Incomplete grid error</i>
.B	.B	-1	.B	<i>No survey returned.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.
.D	.D		.D	<i>Did not experience</i>

**Table E-2.**  
**SAS<sup>®</sup> and Flat File Missing Data Values for Dates**

SAS <sup>®</sup> File		Flat File		Description
Re-coded value	Value read from input	YYYYMMDD	MMYYYY	
.	-54908	18090901	SEP1809	<i>No response (invalid skip)</i>
.O	-55701	18070701	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060601	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040401	APR1804	<i>Incomplete grid error</i>
.B	-58073	18010101	JAN1801	<i>No survey returned.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.

*Note:* This conversion has already been done in DMDC SAS<sup>®</sup> files.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alpha characters representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept these characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Data requirements of SUDAAN<sup>3</sup> are also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as a categorical independent variable.

Many types of missing data are common to scanned surveys and are self explanatory. In general, missing data are coded as “-9” (SAS: .) for item nonresponse; multiple response errors are coded as “-8” (SAS: .A).<sup>4</sup> Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: .I). Out-of-Range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as “-7” (SAS: .O). For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding.”

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

### ***Standard Flag Variables***

Skip pattern flags indicate whether one or more questions were or are not to be asked of respondents. For example, if respondents to this survey indicated on question 21 (WGRB021) that they have not been activated in the past 12 months (Q21=3), then web respondents did not see question 22; was at least one of your activations in the past 12 months longer than 30 consecutive days. WGRB022SK is a flag variable indicating whether question 22 (WGRB022) was answered consistently with the skip pattern. The skip flag is then used to remove incongruent responses from the paper form. Skip flags are useful for evaluating the effectiveness of the skip pattern and for screening out ambiguous response patterns during analysis.

Skip flags are set in the manner discussed in Table E-3; however, the specifics for each skip flag are detailed in the next section. Note that the value -9 (SAS: .) is used to represent

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<sup>3</sup> SUDAAN is a trademark of the Research Triangle Institute.

<sup>4</sup> Multiple response errors can only occur for users of the paper form. Web instrument, through the use of radio buttons, does not allow multiple responses for one item.

missing data in flag variables in a slightly different way than they are used for standard survey variables.

### ***Special Codes for Skip Patterns***

Discrepancies in skip patterns are resolved during data editing. First, skip flags are created. The section Raw-Data Encoding Process introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table E-3.<sup>5</sup> After the creation of all the skip flags, variables within the skip patterns are forward coded to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The convention for naming these “raw” variables is to end the name with “U” for Unedited. Table E-3 specifies how to assign the special values to variables within the skip patterns. While Table E-3 is organized to show all the edits for a skip pattern, all skip flags are set prior to undertaking any forward coding. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent’s answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed backward and forward coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have the not applicable value (.N) assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

#### ***Table E-3: Special Coding Notes***

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Note Coding instructions and codebook specifications

1. **WGRB018SK, WGRB018U. The following explains how to create the flag variable - the codebook page should contain this information:**

**"WGRB018SK** is an indicator of whether **WGRB018** were or were not to be asked of a

---

<sup>5</sup> Table E-3 also provides special coding notes for other non-obvious codings.

respondent and its initial value is 1 (Not asked). If (((((((RSV\_SCAT = A OR RSV\_SCAT = F) OR RSV\_SCAT = P) OR RSV\_SCAT = Q) OR RSV\_SCAT = T) OR RSV\_SCAT = X) OR RSV\_SCAT = V) AND (((SRSVC1 = 1 OR SRSVC1 = 2) OR SRSVC1 = 5) OR SRSVC1 = 6)) then **WGRB018SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB018U** = **WGRB018**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB018SK** = 1 then do;

**WGRB018** = .N;

end;

.N = (Not Applicable)

2. **WGRB022SK, WGRB022U. The following explains how to create the flag variable - the codebook page should contain this information:**

"**WGRB022SK** is an indicator of whether **WGRB022** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (**WGRB021** = 1 OR **WGRB021** = 2) then **WGRB022SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB022U** = **WGRB022**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB022SK** = 1 then do;

**WGRB022** = .N;

end;

.N = (Not Applicable)

3. **WGRB023SK, WGRB023U, WGRB024U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB023SK** is an indicator of whether **WGRB023, WGRB024** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((**WGRB021 = 1 OR WGRB021 = 2**) AND **WGRB022 = 2**) then **WGRB023SK = 2 (Asked)**."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB023U = WGRB023, WGRB024U = WGRB024**, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

If **WGRB023SK = 1** then do;

**WGRB023 = .N;**  
**WGRB024 = .N;**

end;

.N = (Not Applicable)

4. **WGRB025SK, WGRB025U, WGRB026AU, WGRB026BU, WGRB026CU, WGRB026DU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB025SK** is an indicator of whether **WGRB025, WGRB026A, WGRB026B, WGRB026C, WGRB026D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((**WGRB021 = 1 OR WGRB021 = 2**) AND **WGRB022 = 2**) AND (**WGRB024 = 1 OR WGRB024 = 2**)) then **WGRB025SK = 2 (Asked)**."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB025U = WGRB025, WGRB026AU = WGRB026A, WGRB026BU = WGRB026B, WGRB026CU = WGRB026C, WGRB026DU = WGRB026D**, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

If **WGRB025SK = 1** then do;

**WGRB025 = .N;**  
**WGRB026A = .N;**

WGRB026B = .N;  
WGRB026C = .N;  
WGRB026D = .N;

end;

.N = (Not Applicable)

5. **WGRB042MSK, WGRB042MU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB042MSK** is an indicator of whether **WGRB042M** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **WGRB042L** = 1 then **WGRB042MSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB042MU** = **WGRB042M**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB042MSK** = 1 then do;

**WGRB042M** = .N;

end;

.N = (Not Applicable)

6. **WGRB042SPSK, WGRB042SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB042SPSK** is an indicator of whether **WGRB042SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **WGRB042N** = 1 then **WGRB042SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB042SPU** = **WGRB042SP**, but are unedited for forward coding of non-applicable





"**WGRB044SPU = WGRB044SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB044SPSK = 1 then do;

WGRB044SP = '.N';

end;

.N = (Not Applicable)

10. **WGRB045SK, WGRB045U, WGRB046AU, WGRB046BU, WGRB046CU, WGRB046DU, WGRB046EU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB045SK** is an indicator of whether **WGRB045, WGRB046A, WGRB046B, WGRB046C, WGRB046D, WGRB046E** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) then **WGRB045SK = 2 (Asked).**"

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB045U = WGRB045, WGRB046AU = WGRB046A, WGRB046BU = WGRB046B, WGRB046CU = WGRB046C, WGRB046DU = WGRB046D, WGRB046EU = WGRB046E**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB045SK = 1 then do;

WGRB045 = .D;

WGRB046A = .D;

WGRB046B = .D;

WGRB046C = .D;

WGRB046D = .D;

WGRB046E = .D;

end;

.D = (Did not experience)

**11. WGRB046SPSK, WGRB046SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB046SPSK** is an indicator of whether **WGRB046SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND WGRB046E = 2) then **WGRB046SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB046SPU** = **WGRB046SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB046SPSK = 1 then do;

WGRB046SP = '.N';

end;

If WGRB045SK = 1 then do;

WGRB046SP = '.D';

end;

.N = (Not Applicable);

.D = (Did not experience)

**12. WGRB047SK, WGRB047U, WGRB048U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB047SK** is an indicator of whether **WGRB047**, **WGRB048** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR

WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) then **WGRB047SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB047U** = **WGRB047**, **WGRB048U** = **WGRB048**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB047SK = 1 then do;

WGRB047 = .D;

WGRB048 = .D;

end;

.D = (Did not experience)

13. **WGRB049SK, WGRB049AU, WGRB049BU, WGRB049CU, WGRB049DU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB049SK** is an indicator of whether **WGRB049A, WGRB049B, WGRB049C, WGRB049D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND (WGRB048 = 1 OR WGRB048 = 2)) then **WGRB049SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB049AU** = **WGRB049A**, **WGRB049BU** = **WGRB049B**, **WGRB049CU** = **WGRB049C**, **WGRB049DU** = **WGRB049D**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB049SK = 1 then do;

WGRB049A = .N;  
WGRB049B = .N;  
WGRB049C = .N;  
WGRB049D = .N;

end;

If WGRB045SK = 1 then do;

WGRB049A = .D;  
WGRB049B = .D;  
WGRB049C = .D;  
WGRB049D = .D;

end;

.N = (Not Applicable)  
.D = (Did not experience)

14. **WGRB050SK, WGRB050AU, WGRB050BU, WGRB050CU, WGRB050DU, WGRB050EU, WGRB051U, WGRB052AU, WGRB052BU, WGRB052CU, WGRB052DU, WGRB052EU, WGRB052FU, WGRB052GU, WGRB052HU, WGRB052IU, WGRB053U, WGRB054U, WGRB055AU, WGRB055BU, WGRB055CU, WGRB055DU, WGRB055EU, WGRB055FU, WGRB055GU, WGRB055HU, WGRB055IU, WGRB055JU, WGRB055KU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB050SK** is an indicator of whether **WGRB050A, WGRB050B, WGRB050C, WGRB050D, WGRB050E, WGRB051, WGRB052A, WGRB052B, WGRB052C, WGRB052D, WGRB052E, WGRB052F, WGRB052G, WGRB052H, WGRB052I, WGRB053, WGRB054, WGRB055A, WGRB055B, WGRB055C, WGRB055D, WGRB055E, WGRB055F, WGRB055G, WGRB055H, WGRB055I, WGRB055J, WGRB055K** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) then **WGRB050SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WGRB050AU = WGRB050A, WGRB050BU = WGRB050B, WGRB050CU = WGRB050C, WGRB050DU = WGRB050D, WGRB050EU = WGRB050E,**

**WGRB051U = WGRB051, WGRB052AU = WGRB052A, WGRB052BU = WGRB052B, WGRB052CU = WGRB052C, WGRB052DU = WGRB052D, WGRB052EU = WGRB052E, WGRB052FU = WGRB052F, WGRB052GU = WGRB052G, WGRB052HU = WGRB052H, WGRB052IU = WGRB052I, WGRB053U = WGRB053, WGRB054U = WGRB054, WGRB055AU = WGRB055A, WGRB055BU = WGRB055B, WGRB055CU = WGRB055C, WGRB055DU = WGRB055D, WGRB055EU = WGRB055E, WGRB055FU = WGRB055F, WGRB055GU = WGRB055G, WGRB055HU = WGRB055H, WGRB055IU = WGRB055I, WGRB055JU = WGRB055J, WGRB055KU = WGRB055K, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB050SK = 1 then do;

WGRB050A = .D;  
WGRB050B = .D;  
WGRB050C = .D;  
WGRB050D = .D;  
WGRB050E = .D;  
WGRB051 = .D;  
WGRB052A = .D;  
WGRB052B = .D;  
WGRB052C = .D;  
WGRB052D = .D;  
WGRB052E = .D;  
WGRB052F = .D;  
WGRB052G = .D;  
WGRB052H = .D;  
WGRB052I = .D;  
WGRB053 = .D;  
WGRB054 = .D;  
WGRB055A = .D;  
WGRB055B = .D;  
WGRB055C = .D;  
WGRB055D = .D;  
WGRB055E = .D;  
WGRB055F = .D;  
WGRB055G = .D;  
WGRB055H = .D;  
WGRB055I = .D;  
WGRB055J = .D;  
WGRB055K = .D;

end;

.D = (Did not experience)

**15. WGRB055SPSK, WGRB055SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB055SPSK** is an indicator of whether **WGRB055SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND WGRB055K = 2) then **WGRB055SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB055SPU** = **WGRB055SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB055SPSK = 1 then do;

WGRB055SP = '.N';

end;

If WGRB050SK = 1 then do;

WGRB055SP = '.D';

end;

.N = (Not Applicable)

.D = (Did not experience)

**16. WGRB056SK, WGRB056AU, WGRB056BU, WGRB056CU, WGRB057AU, WGRB057BU, WGRB057CU, WGRB057DU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB056SK** is an indicator of whether **WGRB056A, WGRB056B, WGRB056C, WGRB057A, WGRB057B, WGRB057C, WGRB057D** were or were not to be asked of

a respondent and its initial value is 1 (Not asked). If (((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) then **WGRB056SK = 2** (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WGRB056AU = WGRB056A, WGRB056BU = WGRB056B, WGRB056CU = WGRB056C, WGRB057AU = WGRB057A, WGRB057BU = WGRB057B, WGRB057CU = WGRB057C, WGRB057DU = WGRB057D, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB056SK = 1 then do;

WGRB056A = .D;  
WGRB056B = .D;  
WGRB056C = .D;  
WGRB057A = .D;  
WGRB057B = .D;  
WGRB057C = .D;  
WGRB057D = .D;

end;

.D = (Did not experience)

17. **WGRB058SK, WGRB058AU, WGRB058BU, WGRB058CU, WGRB058DU, WGRB058EU, WGRB058FU, WGRB058GU, WGRB058HU, WGRB058IU, WGRB059U. The following explains how to create the flag variable -- the codebook page should contain this information:**

**"WGRB058SK is an indicator of whether WGRB058A, WGRB058B, WGRB058C, WGRB058D, WGRB058E, WGRB058F, WGRB058G, WGRB058H, WGRB058I, WGRB059 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND (((WGRB057A = 2 OR WGRB057B = 2) OR WGRB057C = 2) OR WGRB057D = 2)) then **WGRB058SK = 2** (Asked)."**

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WGRB058AU = WGRB058A, WGRB058BU = WGRB058B, WGRB058CU = WGRB058C, WGRB058DU = WGRB058D, WGRB058EU = WGRB058E, WGRB058FU = WGRB058F, WGRB058GU = WGRB058G, WGRB058HU = WGRB058H, WGRB058IU = WGRB058I, WGRB059U = WGRB059, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB058SK = 1 then do;

WGRB058A = .N;  
WGRB058B = .N;  
WGRB058C = .N;  
WGRB058D = .N;  
WGRB058E = .N;  
WGRB058F = .N;  
WGRB058G = .N;  
WGRB058H = .N;  
WGRB058I = .N;  
WGRB059 = .N;

end;

If WGRB045SK = 1 then do;

WGRB058A = .D;  
WGRB058B = .D;  
WGRB058C = .D;  
WGRB058D = .D;  
WGRB058E = .D;  
WGRB058F = .D;  
WGRB058G = .D;  
WGRB058H = .D;  
WGRB058I = .D;  
WGRB059 = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**18. WGRB060SK, WGRB060U. The following explains how to create the flag variable -  
- the codebook page should contain this information:**

"**WGRB060SK** is an indicator of whether **WGRB060** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND (((WGRB057A = 2 OR WGRB057B = 2) OR WGRB057C = 2) OR WGRB057D = 2)) AND WGRB059 = 2) then **WGRB060SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB060U** = **WGRB060**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB060SK = 1 then do;

WGRB060 = .N;

end;

If WGRB045SK = 1 then do;

WGRB060 = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**19. WGRB061SK, WGRB061U, WGRB062AU, WGRB062BU, WGRB062CU,  
WGRB062DU, WGRB062EU. The following explains how to create the flag variable  
-- the codebook page should contain this information:**

"**WGRB061SK** is an indicator of whether **WGRB061, WGRB062A, WGRB062B, WGRB062C, WGRB062D, WGRB062E** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N >

1) OR WGRB044O > 1) OR WGRB044P > 1) AND (((WGRB057A = 2 OR WGRB057B = 2) OR WGRB057C = 2) OR WGRB057D = 2)) AND WGRB059 = 2) AND ((WGRB060 = 1 OR WGRB060 = 2) OR WGRB060 = 3)) then **WGRB061SK = 2** (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WGRB061U = WGRB061, WGRB062AU = WGRB062A, WGRB062BU = WGRB062B, WGRB062CU = WGRB062C, WGRB062DU = WGRB062D, WGRB062EU = WGRB062E, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB061SK = 1 then do;

WGRB061 = .N;  
WGRB062A = .N;  
WGRB062B = .N;  
WGRB062C = .N;  
WGRB062D = .N;  
WGRB062E = .N;

end;

If WGRB045SK = 1 then do;

WGRB061 = .D;  
WGRB062A = .D;  
WGRB062B = .D;  
WGRB062C = .D;  
WGRB062D = .D;  
WGRB062E = .D;

end;

.N = (Not Applicable)  
.D = (Did not experience)

**20. RETALSK, RETALAU, RETALBU. The following explains how to create the flag variable -- the codebook page should contain this information:**

**"RETALSK** is an indicator of whether **RETALA, RETALB** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((WGRB044A

> 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND ((WGRB057A = 2 OR WGRB057B = 2) OR WGRB057C = 2) OR WGRB057D = 2)) AND WGRB059 = 2) then **RETALSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**RETALAU** = **RETALA**, **RETALBU** = **RETALB**, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

If **RETALSK** = 1 then do;

**RETALA** = .N;  
**RETALB** = .N;

end;

If **WGRB045SK** = 1 then do;

**RETALA** = .D;  
**RETALB** = .D;

end;

.N = (Not Applicable)  
.D = (Did not experience)

21. **WGRB064SK, WGRB064AU, WGRB064BU, WGRB064CU, WGRB064DU, WGRB064EU, WGRB064FU, WGRB064GU, WGRB064HU, WGRB064IU, WGRB064JU, WGRB064KU**. The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB064SK** is an indicator of whether **WGRB064A, WGRB064B, WGRB064C, WGRB064D, WGRB064E, WGRB064F, WGRB064G, WGRB064H, WGRB064I, WGRB064J, WGRB064K** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND (((WGRB057A = 1 OR WGRB057B = 1)

OR WGRB057C = 1) OR WGRB057D = 1)) AND (((WGRB057A <> 2 AND WGRB057B <> 2) AND WGRB057C <> 2) AND WGRB057D <> 2)) then WGRB064SK = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WGRB064AU = WGRB064A, WGRB064BU = WGRB064B, WGRB064CU = WGRB064C, WGRB064DU = WGRB064D, WGRB064EU = WGRB064E, WGRB064FU = WGRB064F, WGRB064GU = WGRB064G, WGRB064HU = WGRB064H, WGRB064IU = WGRB064I, WGRB064JU = WGRB064J, WGRB064KU = WGRB064K, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB064SK = 1 then do;

WGRB064A = .N;  
WGRB064B = .N;  
WGRB064C = .N;  
WGRB064D = .N;  
WGRB064E = .N;  
WGRB064F = .N;  
WGRB064G = .N;  
WGRB064H = .N;  
WGRB064I = .N;  
WGRB064J = .N;  
WGRB064K = .N;

end;

If WGRB045SK = 1 then do;

WGRB064A = .D;  
WGRB064B = .D;  
WGRB064C = .D;  
WGRB064D = .D;  
WGRB064E = .D;  
WGRB064F = .D;  
WGRB064G = .D;  
WGRB064H = .D;  
WGRB064I = .D;  
WGRB064J = .D;  
WGRB064K = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**22. WGRB064SPSK, WGRB064SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB064SPSK** is an indicator of whether **WGRB064SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((WGRB044A > 1 OR WGRB044B > 1) OR WGRB044C > 1) OR WGRB044D > 1) OR WGRB044E > 1) OR WGRB044F > 1) OR WGRB044G > 1) OR WGRB044H > 1) OR WGRB044I > 1) OR WGRB044J > 1) OR WGRB044K > 1) OR WGRB044L > 1) OR WGRB044M > 1) OR WGRB044N > 1) OR WGRB044O > 1) OR WGRB044P > 1) AND (((WGRB057A = 1 OR WGRB057B = 1) OR WGRB057C = 1) OR WGRB057D = 1)) AND (((WGRB057A <> 2 AND WGRB057B <> 2) AND WGRB057C <> 2) AND WGRB057D <> 2)) AND WGRB064K = 2) then **WGRB064SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB064SPU** = **WGRB064SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB064SPSK = 1 then do;

WGRB064SP = '.N';

end;

If WGRB045SK = 1 then do;

WGRB064SP = '.D';

end;

.N = (Not Applicable)

.D = (Did not experience)

**23. WGRB066SK, WGRB066AU, WGRB066BU, WGRB066CU, WGRB066DU, WGRB066EU, WGRB067AU, WGRB067BU, WGRB067CU, WGRB068U. The following explains how to create the flag variable -- the codebook page should**

**contain this information:**

"**WGRB066SK** is an indicator of whether **WGRB066A, WGRB066B, WGRB066C, WGRB066D, WGRB066E, WGRB067A, WGRB067B, WGRB067C, WGRB068** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WGRB065 = 1 OR WGRB065 = 2) then **WGRB066SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB066AU = WGRB066A, WGRB066BU = WGRB066B, WGRB066CU = WGRB066C, WGRB066DU = WGRB066D, WGRB066EU = WGRB066E, WGRB067AU = WGRB067A, WGRB067BU = WGRB067B, WGRB067CU = WGRB067C, WGRB068U = WGRB068**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB066SK = 1 then do;

WGRB066A = .D;  
WGRB066B = .D;  
WGRB066C = .D;  
WGRB066D = .D;  
WGRB066E = .D;  
WGRB067A = .D;  
WGRB067B = .D;  
WGRB067C = .D;  
WGRB068 = .D;

end;

.D = (Did not experience)

**24. WGRB068SPSK, WGRB068SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB068SPSK** is an indicator of whether **WGRB068SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WGRB065 = 1 OR WGRB065 = 2) AND WGRB068 = 8) then **WGRB068SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB068SPU = WGRB068SP**, but are unedited for forward coding of non-applicable

or missing response values."  
Here is how they are edited:

If WGRB068SPSK = 1 then do;

WGRB068SP = '.N';

end;

If WGRB066SK = 1 then do;

WGRB068SP = '.D';

end;

.N = (Not Applicable)

.D = (Did not experience)

25. **WGRB069SK, WGRB069U, WGRB070AU, WGRB070BU, WGRB070CU, WGRB070DU, WGRB070EU, WGRB070FU, WGRB070GU, WGRB070HU, WGRB070IU, WGRB071AU, WGRB071BU, WGRB071CU, WGRB071DU, WGRB072AU, WGRB072BU, WGRB072CU, WGRB072DU, WGRB072EU, WGRB072FU, WGRB072GU, WGRB073AU, WGRB073BU, WGRB074AU, WGRB074BU, WGRB074CU, WGRB074DU, WGRB074EU, WGRB074FU, WGRB075U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB069SK** is an indicator of whether **WGRB069, WGRB070A, WGRB070B, WGRB070C, WGRB070D, WGRB070E, WGRB070F, WGRB070G, WGRB070H, WGRB070I, WGRB071A, WGRB071B, WGRB071C, WGRB071D, WGRB072A, WGRB072B, WGRB072C, WGRB072D, WGRB072E, WGRB072F, WGRB072G, WGRB073A, WGRB073B, WGRB074A, WGRB074B, WGRB074C, WGRB074D, WGRB074E, WGRB074F, WGRB075** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WGRB065 = 1 OR WGRB065 = 2) then **WGRB069SK = 2 (Asked).**"

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WGRB069U = WGRB069, WGRB070AU = WGRB070A, WGRB070BU = WGRB070B, WGRB070CU = WGRB070C, WGRB070DU = WGRB070D, WGRB070EU = WGRB070E, WGRB070FU = WGRB070F, WGRB070GU = WGRB070G, WGRB070HU = WGRB070H, WGRB070IU = WGRB070I, WGRB071AU = WGRB071A, WGRB071BU = WGRB071B, WGRB071CU = WGRB071C, WGRB071DU = WGRB071D, WGRB072AU = WGRB072A,**

**WGRB072BU = WGRB072B, WGRB072CU = WGRB072C, WGRB072DU = WGRB072D, WGRB072EU = WGRB072E, WGRB072FU = WGRB072F, WGRB072GU = WGRB072G, WGRB073AU = WGRB073A, WGRB073BU = WGRB073B, WGRB074AU = WGRB074A, WGRB074BU = WGRB074B, WGRB074CU = WGRB074C, WGRB074DU = WGRB074D, WGRB074EU = WGRB074E, WGRB074FU = WGRB074F, WGRB075U = WGRB075**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB069SK = 1 then do;

WGRB069 = .D;  
WGRB070A = .D;  
WGRB070B = .D;  
WGRB070C = .D;  
WGRB070D = .D;  
WGRB070E = .D;  
WGRB070F = .D;  
WGRB070G = .D;  
WGRB070H = .D;  
WGRB070I = .D;  
WGRB071A = .D;  
WGRB071B = .D;  
WGRB071C = .D;  
WGRB071D = .D;  
WGRB072A = .D;  
WGRB072B = .D;  
WGRB072C = .D;  
WGRB072D = .D;  
WGRB072E = .D;  
WGRB072F = .D;  
WGRB072G = .D;  
WGRB073A = .D;  
WGRB073B = .D;  
WGRB074A = .D;  
WGRB074B = .D;  
WGRB074C = .D;  
WGRB074D = .D;  
WGRB074E = .D;  
WGRB074F = .D;  
WGRB075 = .D;

end;

.D = (Did not experience)

**26. WGRB076SK, WGRB076U. The following explains how to create the flag variable -  
- the codebook page should contain this information:**

"**WGRB076SK** is an indicator of whether **WGRB076** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WGRB065 = 1 OR WGRB065 = 2) AND ((WGRB075 = 1 OR WGRB075 = 2) OR WGRB075 = 3)) then **WGRB076SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB076U** = **WGRB076**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB076SK = 1 then do;

WGRB076 = .N;

end;

If WGRB066SK = 1 then do;

WGRB076 = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**27. WGRB077SK, WGRB077U. The following explains how to create the flag variable -  
- the codebook page should contain this information:**

"**WGRB077SK** is an indicator of whether **WGRB077** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WGRB065 = 1 OR WGRB065 = 2) then **WGRB077SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB077U** = **WGRB077**, but are unedited for forward coding of non-applicable or

missing response values."  
Here is how they are edited:

If WGRB077SK = 1 then do;

WGRB077 = .D;

end;

.D = (Did not experience)

28. **WGRB078SK, WGRB078AU, WGRB078BU, WGRB078CU, WGRB078DU, WGRB078EU, WGRB078FU, WGRB078GU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB078SK** is an indicator of whether **WGRB078A, WGRB078B, WGRB078C, WGRB078D, WGRB078E, WGRB078F, WGRB078G** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WGRB065 = 1 OR WGRB065 = 2) AND (WGRB077 = 3 OR WGRB077 = 4)) then **WGRB078SK = 2 (Asked).**"

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB078AU = WGRB078A, WGRB078BU = WGRB078B, WGRB078CU = WGRB078C, WGRB078DU = WGRB078D, WGRB078EU = WGRB078E, WGRB078FU = WGRB078F, WGRB078GU = WGRB078G**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB078SK = 1 then do;

WGRB078A = .N;

WGRB078B = .N;

WGRB078C = .N;

WGRB078D = .N;

WGRB078E = .N;

WGRB078F = .N;

WGRB078G = .N;

end;

If WGRB066SK = 1 then do;

WGRB078A = .D;  
WGRB078B = .D;  
WGRB078C = .D;  
WGRB078D = .D;  
WGRB078E = .D;  
WGRB078F = .D;  
WGRB078G = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**29. WGRB078SPSK, WGRB078SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB078SPSK** is an indicator of whether **WGRB078SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((WGRB065 = 1 OR WGRB065 = 2) AND (WGRB077 = 3 OR WGRB077 = 4)) AND WGRB078G = 2) then **WGRB078SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB078SPU** = **WGRB078SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB078SPSK = 1 then do;

WGRB078SP = '.N';

end;

If WGRB066SK = 1 then do;

WGRB078SP = '.D';

end;

.N = (Not Applicable)

.D = (Did not experience)

30. **WGRB079SK, WGRB079AU, WGRB079BU, WGRB079CU, WGRB079DU, WGRB079EU, WGRB079FU, WGRB080AU, WGRB080BU, WGRB080CU, WGRB080DU, WGRB080EU, WGRB080FU, WGRB080GU, WGRB080HU, WGRB080IU, WGRB080JU, WGRB080KU, WGRB080LU, WGRB080MU, WGRB080NU, WGRB081AU, WGRB081BU, WGRB081CU, WGRB081DU, WGRB081EU, WGRB081FU, WGRB081GU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB079SK** is an indicator of whether **WGRB079A, WGRB079B, WGRB079C, WGRB079D, WGRB079E, WGRB079F, WGRB080A, WGRB080B, WGRB080C, WGRB080D, WGRB080E, WGRB080F, WGRB080G, WGRB080H, WGRB080I, WGRB080J, WGRB080K, WGRB080L, WGRB080M, WGRB080N, WGRB081A, WGRB081B, WGRB081C, WGRB081D, WGRB081E, WGRB081F, WGRB081G** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((**WGRB065** = 1 OR **WGRB065** = 2) AND (**WGRB077** = 3 OR **WGRB077** = 4)) then **WGRB079SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WGRB079AU = WGRB079A, WGRB079BU = WGRB079B, WGRB079CU = WGRB079C, WGRB079DU = WGRB079D, WGRB079EU = WGRB079E, WGRB079FU = WGRB079F, WGRB080AU = WGRB080A, WGRB080BU = WGRB080B, WGRB080CU = WGRB080C, WGRB080DU = WGRB080D, WGRB080EU = WGRB080E, WGRB080FU = WGRB080F, WGRB080GU = WGRB080G, WGRB080HU = WGRB080H, WGRB080IU = WGRB080I, WGRB080JU = WGRB080J, WGRB080KU = WGRB080K, WGRB080LU = WGRB080L, WGRB080MU = WGRB080M, WGRB080NU = WGRB080N, WGRB081AU = WGRB081A, WGRB081BU = WGRB081B, WGRB081CU = WGRB081C, WGRB081DU = WGRB081D, WGRB081EU = WGRB081E, WGRB081FU = WGRB081F, WGRB081GU = WGRB081G,** but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB079SK** = 1 then do;

**WGRB079A** = .N;  
**WGRB079B** = .N;  
**WGRB079C** = .N;  
**WGRB079D** = .N;  
**WGRB079E** = .N;  
**WGRB079F** = .N;  
**WGRB080A** = .N;  
**WGRB080B** = .N;  
**WGRB080C** = .N;  
**WGRB080D** = .N;

WGRB080E = .N;  
WGRB080F = .N;  
WGRB080G = .N;  
WGRB080H = .N;  
WGRB080I = .N;  
WGRB080J = .N;  
WGRB080K = .N;  
WGRB080L = .N;  
WGRB080M = .N;  
WGRB080N = .N;  
WGRB081A = .N;  
WGRB081B = .N;  
WGRB081C = .N;  
WGRB081D = .N;  
WGRB081E = .N;  
WGRB081F = .N;  
WGRB081G = .N;

end;

If WGRB066SK = 1 then do;

WGRB079A = .D;  
WGRB079B = .D;  
WGRB079C = .D;  
WGRB079D = .D;  
WGRB079E = .D;  
WGRB079F = .D;  
WGRB080A = .D;  
WGRB080B = .D;  
WGRB080C = .D;  
WGRB080D = .D;  
WGRB080E = .D;  
WGRB080F = .D;  
WGRB080G = .D;  
WGRB080H = .D;  
WGRB080I = .D;  
WGRB080J = .D;  
WGRB080K = .D;  
WGRB080L = .D;  
WGRB080M = .D;  
WGRB080N = .D;  
WGRB081A = .D;  
WGRB081B = .D;  
WGRB081C = .D;  
WGRB081D = .D;

WGRB081E = .D;  
WGRB081F = .D;  
WGRB081G = .D;

end;

.N = (Not Applicable)  
.D = (Did not experience)

**31. WGRB082SK, WGRB082AU, WGRB082BU, WGRB082CU, WGRB082DU, WGRB083U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB082SK** is an indicator of whether **WGRB082A, WGRB082B, WGRB082C, WGRB082D, WGRB083** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WGRB065 = 1 OR WGRB065 = 2) AND ((WGRB077 = 2 OR WGRB077 = 3) OR WGRB077 = 4)) then **WGRB082SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB082AU = WGRB082A, WGRB082BU = WGRB082B, WGRB082CU = WGRB082C, WGRB082DU = WGRB082D, WGRB083U = WGRB083**, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

If WGRB082SK = 1 then do;

WGRB082A = .N;  
WGRB082B = .N;  
WGRB082C = .N;  
WGRB082D = .N;  
WGRB083 = .N;

end;

If WGRB066SK = 1 then do;

WGRB082A = .D;  
WGRB082B = .D;  
WGRB082C = .D;  
WGRB082D = .D;  
WGRB083 = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

32. **WGRB084SK, WGRB084AU, WGRB084BU, WGRB084CU, WGRB084DU, WGRB084EU, WGRB084FU, WGRB084GU, WGRB084HU, WGRB084IU, WGRB084JU, WGRB084KU, WGRB084LU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB084SK** is an indicator of whether **WGRB084A, WGRB084B, WGRB084C, WGRB084D, WGRB084E, WGRB084F, WGRB084G, WGRB084H, WGRB084I, WGRB084J, WGRB084K, WGRB084L** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((**WGRB065** = 1 OR **WGRB065** = 2) AND **WGRB077** = 1) then **WGRB084SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WGRB084AU = WGRB084A, WGRB084BU = WGRB084B, WGRB084CU = WGRB084C, WGRB084DU = WGRB084D, WGRB084EU = WGRB084E, WGRB084FU = WGRB084F, WGRB084GU = WGRB084G, WGRB084HU = WGRB084H, WGRB084IU = WGRB084I, WGRB084JU = WGRB084J, WGRB084KU = WGRB084K, WGRB084LU = WGRB084L**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB084SK** = 1 then do;

**WGRB084A** = .N;  
**WGRB084B** = .N;  
**WGRB084C** = .N;  
**WGRB084D** = .N;  
**WGRB084E** = .N;  
**WGRB084F** = .N;  
**WGRB084G** = .N;  
**WGRB084H** = .N;  
**WGRB084I** = .N;  
**WGRB084J** = .N;  
**WGRB084K** = .N;  
**WGRB084L** = .N;

end;

If WGRB066SK = 1 then do;

WGRB084A = .D;  
WGRB084B = .D;  
WGRB084C = .D;  
WGRB084D = .D;  
WGRB084E = .D;  
WGRB084F = .D;  
WGRB084G = .D;  
WGRB084H = .D;  
WGRB084I = .D;  
WGRB084J = .D;  
WGRB084K = .D;  
WGRB084L = .D;

end;

.N = (Not Applicable)

.D = (Did not experience)

**33. WGRB084SPSK, WGRB084SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB084SPSK** is an indicator of whether **WGRB084SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((WGRB065 = 1 OR WGRB065 = 2) AND WGRB077 = 1) AND WGRB084L = 2) then **WGRB084SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB084SPU** = **WGRB084SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WGRB084SPSK = 1 then do;

WGRB084SP = '.N';

end;

If WGRB066SK = 1 then do;

WGRB084SP = '.D';

end;

.N = (Not Applicable)

.D = (Did not experience)

34. **WGRB089SK, WGRB089U, WGRB090AU, WGRB090BU, WGRB090CU, WGRB090DU, WGRB090EU, WGRB090FU, WGRB090GU, WGRB091U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WGRB089SK** is an indicator of whether **WGRB089, WGRB090A, WGRB090B, WGRB090C, WGRB090D, WGRB090E, WGRB090F, WGRB090G, WGRB091** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **WGRB088 = 2** then **WGRB089SK = 2** (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WGRB089U = WGRB089, WGRB090AU = WGRB090A, WGRB090BU = WGRB090B, WGRB090CU = WGRB090C, WGRB090DU = WGRB090D, WGRB090EU = WGRB090E, WGRB090FU = WGRB090F, WGRB090GU = WGRB090G, WGRB091U = WGRB091**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB089SK = 1** then do;

**WGRB089 = .N;**

**WGRB090A = .N;**

**WGRB090B = .N;**

**WGRB090C = .N;**

**WGRB090D = .N;**

**WGRB090E = .N;**

**WGRB090F = .N;**

**WGRB090G = .N;**

**WGRB091 = .N;**

end;

.N = (Not Applicable)

35. **WGRB093SK, WGRB093U, WGRB094AU, WGRB094BU, WGRB094CU, WGRB094DU, WGRB094EU, WGRB094FU, WGRB094GU, WGRB095AU, WGRB095BU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB093SK** is an indicator of whether **WGRB093, WGRB094A, WGRB094B, WGRB094C, WGRB094D, WGRB094E, WGRB094F, WGRB094G, WGRB095A, WGRB095B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **WGRB092 = 2** then **WGRB093SK = 2** (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WGRB093U = WGRB093, WGRB094AU = WGRB094A, WGRB094BU = WGRB094B, WGRB094CU = WGRB094C, WGRB094DU = WGRB094D, WGRB094EU = WGRB094E, WGRB094FU = WGRB094F, WGRB094GU = WGRB094G, WGRB095AU = WGRB095A, WGRB095BU = WGRB095B**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If **WGRB093SK = 1** then do;

```
WGRB093 = .N;  
WGRB094A = .N;  
WGRB094B = .N;  
WGRB094C = .N;  
WGRB094D = .N;  
WGRB094E = .N;  
WGRB094F = .N;  
WGRB094G = .N;  
WGRB095A = .N;  
WGRB095B = .N;
```

end;

.N = (Not Applicable)

36. **WGRB100SK, WGRB100U, WGRB101U, WGRB102U, WGRB103U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WGRB100SK** is an indicator of whether **WGRB100, WGRB101, WGRB102, WGRB103** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If NOT ((((((YOSC = 0 OR YOSC = 00) OR YOSC = 1) OR YOSC = 01) OR

YOSC = 2) OR YOSC = 02) OR YOSC = 3) OR YOSC = 03) then **WGRB100SK = 2**  
(Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WGRB100U = WGRB100, WGRB101U = WGRB101, WGRB102U = WGRB102, WGRB103U = WGRB103, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

If WGRB100SK = 1 then do;

WGRB100 = .N;

WGRB101 = .N;

WGRB102 = .N;

WGRB103 = .N;

end;

.N = (Not Applicable)

# **Appendix F**

## **Alphabetical Variable List for the Survey Analysis Files**



2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ACTUAL*		Tabs- Experienced completed sex	652
ACTVD*		Active Duty Date Group	1071
ACTVGRP*		Active DEERS & RCCPDS	1072
ACTVSOC*		DEERS End Condition & Date Activated	1073
ADALE12*		Active SOC during prior 12 months	1076
ADALE24*		Active/deactive SOC pr. 24 mo.	1077
ADASLE24*		Active/deactive Southern SOC pr. 24 mo.	1078
ADGT911*		Active Duty Date post 20010911 status	1079
AD_DATE*		Active Duty Date Status	1074
AD_STR*		Active Duty Strength Accounting Code	1075
AGE*		Member's Age	1080
AGER*		Age	1081
AGR_SVC*		AGR Service Legal Authority Code	1082
ASGN		Recode- Assignment Incident Rate Q42	81
ASLT_GRP*		Assault Level	1083
ASLT_RATE*		Assault Rate	1084
ATTEMPT*		Tabs- Experienced attempted sex	653
AUTHORITY*		Briefing- Used Authority- Q72e-g	654
BATCH*		DRC Batch Number applied	1048
BLKREAS*		Reason Survey Returned Blank	1049
CAR		Recode- Career Incident Rate Q42	82
CAREERSAT		Tabs- Careerism Scale- Q33a-d,f	74
CENREGN*		Census Region	1085
CENSUSCTRY*		Census Country Code	1050
CENSUSST*		Census State Code	1051-1052
CMTFLAG*		Additional Comment Flag	403
COHESION		Recode- Unit Cohesion Scale Q38a-d	77
COMMITA		Recode Q14- Affective Commitment scale	69
COMMITC		Recode Q14- Continuance Commitment scale	70
COMMITN		Recode Q14- Normative Commitment scale	71
COMMSUB1*		Comment Code 1	1053
COMMSUB2*		Comment Code 2	1054
COMMSUB3*		Comment Code 3	1055
COMPFLAG*		Questionnaire Complete Flag	1056
CRACE_CD*		Constructed Race Code (CRACE)	1086
CRDBVR		Tabs- Crude/Offensive Behavior incident	84
CRITFLAG*		Critical Questions Complete Flag	1057
CWORKSAT		Tabs- Coworker Satisfaction Scale- Q34	75
CYOS*		Constructed years of service	1087
CYOS3*		Constructed years of service 3	1088
CYOSL*		Constructed Years of Service - Longevity	1089
CYOSL3*		Constructed years of service L3	1090
DALE23*		Deactive SOC pr. 23 mo.	1091
DARVDATE*		Date Survey Arrived	1058
DASLE23*		Deactive sou. cmd. SOC pr. 23 mo.	1092
DENTDATE*		Date Survey Processed	1059
DEPS*		Dependents Quantity	1093
DISP_FIN*		Final Disposition	1197
DR200710*		Match to DEERS October 2007	1094
DR200711*		Match to DEERS November 2007	1095
DRSEMLFLG*		DEERS Email Flag	1097
DRS_SEX*		DEERS Sex	1096
DUPRET*		Multiple Returns Flag - Excludes Blanks	1060
DUPRET2*		Multiple Returns Flag - Includes Blanks	1061
ECGFEM*		Briefing- Eligibility for USCGR Females	655

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2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ECGFLG*		Briefing- Eligibility for USCGR	656
ECGMALE*		Briefing- Eligibility for USCGR Males	657
EDC_LVL*		Education Level Code	1098
EDODFEM*		Briefing- Eligibility for DoD Females	658
EDODFLG*		Briefing- Eligibility for DoD	659
EDODMALE*		Briefing- Eligibility for DoD Males	660
ELIGFLGW		Eligibility Flag	94
EMAILGRP*		Email Group Flag	1099
ETHNIC*		Ethnic Affinity Code	1100
EVAL		Recode- Evaluation Incident Rate Q42	80
FEMAREGN*		FEMA Regional Offices	1101
FINALWGT		Full Sample Raked Weight	95
FLAG_FIN*		Final Disposition	1198
FPC*		Finite Population Correction Factor	1199
GENHEAL		Recode- General Health Scale Q40a-d	79
GOPHACELL*		Gen-Org-Pay-Har Cell	1102
GRCOMBO*		Briefing-Combination of GR behaviors Q42	661
HANODE*		Harrassment Node	1103
HAR_GRP*		Harrassment Level	1104
HAR_RATE*		Harrassment Rate	1105
HISP_IM*		Ethnicity from self-report and record da	662
HISP_IMF*		HISP_IMF: Imputation flag for HISP_IM	663
IMPPAY*		IMPPAY: Imputation variable for py grade	664
IMPTEMPO*		Briefing-Time away decrse desire to stay	665
INCWEB*		Incomplete Web Flag	1062
INRECNO*		Master SCS ID number	1063
LEADERSAT		Tabs- Leadership Sat Scale-Q33b-d, f	73
LITHO*		Litho code	1064
MAILGRP*		Mail Group Flag	1106
MAILTYP*		Mail Type	1065
MARITAL*		Marital Status Code	1107
NRFACNRO*		Full Sample Nonresponse Adjustment Facto	1200
NRFACNRO0*		Full Sample Nonresponse Adjustment Facto	1201
NRWGTNR0*		Full Sample Nonresponse Adjusted Weight	1202
NRWGTNR00*		Full Sample Nonresponse Adjusted Weight	1203
NSAMP*		Stratum Sample Count	1108
NSTRAT*		Stratum Population Count	1109
OPSBCR*		Briefing- Deploy to Iraq/Afghanistan	666
ORGCOMA*	14a.	[14a] MilCommit: Enjoy serving	109
ORGCOMB*	14b.	[14b] MilCommit: Consistent w/ per goals	110
ORGCOMC*	14c.	[14c] MilCommit: Feel guilty if leave	111
ORGCOMD*	14d.	[14d] MilCommit: Happy w/ NGR life	112
ORGCOME*	14e.	[14e] MilCommit: Leaving give up benefit	113
ORGCOMF*	14f.	[14f] MilCommit: Obligation to people	114
ORGCOMG*	14g.	[14g] MilCommit: Values are my own	115
ORGCOMH*	14h.	[14h] MilCommit: Proud to be in NGR	116
ORGCOMI*	14i.	[14i] MilCommit: Leave let country down	117
ORGCOMJ*	14j.	[14j] MilCommit: Considerable sacrifice	118
ORGCOMK*	14k.	[14k] MilCommit: Achieve life wants	119
ORGCOML*	14l.	[14l] MilCommit: Intend to leave	120
ORGCOMM*	14m.	[14m] MilCommit: Effective in promoting	121
ORGCOMN*	14n.	[14n] MilCommit: Proud to tell others	122
ORG_CD*		Reserve Organization Code	1110
PCATCD*		Personnel Category Code	1111
PDODOCC*		Primary DoD Occupation Code	1112

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
PNDTHCD*		Person Death Code	1113
PNLECBGN*		Personnel Entitlement Cond Begin Calendr	1114
PNLECEND*		Personnel Entitlement Cond End Calendar	1115
PNLECTYP*		Personnel Entitlement Condition Type Cde	1116
PNLEDDT*		Personnel End Calendar Date	1117
PNLERSN*		Personnel End Reason Code	1118
POPSAMP*		Sample Flag	1119
PPLN_GRD*		Pay Plan Grade	1120
PROGRAM*		Reserve Program	1121
PROGRAM1*		Reserve Program 1	1122
PUBGROUP*		Public Use File Group 1	1123
PUBGRP2*		Public Use File Group 2	1124
QCOMPN*		Questions completed count	1204
QCOMPNF*		Questionnaire Complete Number Flag	1205
QCOMP*		Questions Completed Proportion	1206
QOPCELL*		Gen-Org-Pay Cell	1125
RACE*		Race Code (RACE)	1127
RACE_ETH*		Constructed Race Ethnic (RACE_ETH)	1128
RACE_IM*		Race from self-report and record data	667
RACE_IMF*		RACE_IMF: Imputation flag for RACE_IM	668
RACE_NI*		5-digit non-imputed race for SRRACE1	669
RANDOM*		Random Number	1129
RCOMPNN*		Military Component	1130
REC_INEL*		Record Ineligible Flag	1208
REFUSE*		Refused	1209
RELIG0711*		0711 Eligibility Flag	1131
REPORTSIT*		Brief-Disc/report situation from Q56/57	670
RESFLAG*		Reserve file Match Flag (RCCPDS Nov 07)	1132
RETALA*	63a.	[63a] Exp professional retaliation	287
RETALABR*		Tabs- Types of retaliation experienced	671
RETALAU*		Uned-[63a] Exp professional retaliation	507
RETALB*	63b.	[63b] Exp social retaliation	288
RETALBU*		Uned-[63b] Exp social retaliation	508
RETALSK*		[63a] Exp professional retaliation	509
RETHC2*		Race Ethnic Category 2	1133
RETHC3*		Race Ethnic Category 3	1134
RETHC4*		Race Ethnic Category 4	1135
RETINT1	8.	[8] Likely you would stay on AD	1
RETINT1R*		Briefing-Collapse likelihood to 3 levels	672
RKFACT00*		Full Sample Raking Adjustment Factor	1210
RMARITAL*		Marital Status	1136
RORG_CD*		Reserve Component	1137
RPAYGRP1*		Pay Group	1138
RPAYGRP1R*		Pay Grade Group 1 Recoded	1139
RPAYGRP2*		Pay Grade Group 2	1140
RPAYGRP3*		Pay Grade Group 3	1141
RPAYGRP4*		Pay Grade Group 4	1142
RPAYGRP5*		Pay Grade Group 5	1143
RPAYGRP6*		Pay Grade Group 6	1144
RPAYGRP7*		Pay Grade Group 7	1145
RPROG1*		Reserve Program 1	1146
RSERVICE*		Service	1147
RSEX*		Gender	1148
RSEX2*		Constructed Gender Code	1149
RSVCAT*		Reserve category code	1152

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2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
RSVCCCD*		Reserve Component Category Code	1153
RSV_CATG*		Reserve Category Group Code	1150
RSV_SCAT*		Reserve Subcategory Code (RSV_SCAT)	1151
RTITLE*		Technician/AGR ID	1154
R_EDUC2*		Education	1126
R_STRAT*		Final Nonresponse Adjustment Cell	1207
SAMPLE*		Crossing: Total	673
SAMP_DC*		Sample Disposition Code	1211
SAMP_WGT*		Full Sample Base Weight	1155
SCSINEL*		SCSINEL - Reason reported for ineligibil	1212
SERIAL*		DRC Serial Number applied	1066
SEXATTN		Tabs- Unwanted Sexual Atttention rate	85
SEXBEH		Tabs- Sexist Behavior incident rate	87
SEXCOER		Tabs- Sexual Coercion incident rate	86
SEXDISC		Recode- Sex Discrimination incident rate	83
SEXHAR		Tabs- Sexual Harassment incident rate	88
SHCOMBO*		Tabs- Combinations of Behaviors Q44	674
SHCOMBOR*		Recode SHCOMBO- Experienced combination	675
SHCOMBOR2*		Briefing- Combo of unwanted GR behaviors	676
SOC*		Special Operations Code 0407	1156
SOC0510*		Special Operation Code 0510 (SOC0510)	1157
SOC0511*		Special Operation Code 0511 (SOC0511)	1158
SOC0512*		Special Operation Code 0512 (SOC0512)	1159
SOC0601*		Special Operation Code 0601 (SOC0601)	1160
SOC0602*		Special Operation Code 0602 (SOC0602)	1161
SOC0603*		Special Operation Code 0603 (SOC0603)	1162
SOC0604*		Special Operation Code 0604 (SOC0604)	1163
SOC0605*		Special Operation Code 0605 (SOC0605)	1164
SOC0606*		Special Operation Code 0606 (SOC0606)	1165
SOC0607*		Special Operation Code 0607 (SOC0607)	1166
SOC0608*		Special Operation Code 0608 (SOC0608)	1167
SOC0609*		Special Operation Code 0609 (SOC0609)	1168
SOC0610*		Special Operation Code 0610 (SOC0610)	1169
SOC0611*		Special Operation Code 0611 (SOC0611)	1170
SOC0612*		Special Operation Code 0612 (SOC0612)	1171
SOC0701*		Special Operation Code 0701 (SOC0701)	1172
SOC0702*		Special Operation Code 0702 (SOC0702)	1173
SOC0703*		Special Operation Code 0703 (SOC0703)	1174
SOC0704*		Special Operation Code 0704 (SOC0704)	1175
SOC0705*		Special Operation Code 0705 (SOC0705)	1176
SOC0706*		Special Operation Code 0706 (SOC0706)	1177
SOC0707*		Special Operation Code 0707 (SOC0707)	1178
SOC0708*		Special Operation Code 0708 (SOC0708)	1179
SOC0709*		Special Operation Code 0709 (SOC0709)	1180
SOC0710*		Special Operation Code 0710 (SOC0710)	1181
SOC0711*		Special Operation Code 0711 (SOC0711)	1182
SOC0712*		Special Operation Code 0712 (SOC0712)	1183
SOC0801*		Special Operation Code 0801 (SOC0801)	1184
SOC1324*		Most recent Active SOC on 13 to 24 month	1185
SOC1324F*		Most recent Active SOC on 13 to 24 month	1186
SOCLE12*		Most recent Active SOC on 1 to 12 months	1187
SOCLE12F*		Most recent Active SOC on 1 to 12 months	1188
SOCLE24*		Most recent Active SOC on 1 to 24 months	1189
SOCLE24F*		Most recent Active SOC on 1- 24 months	1190
SOCLE24N*		Most recent Active SOC on 1 to 24 months	1191

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
SOFRCCELL*		Stratification Cell	1192
SPREFUSE*		Self/Proxy-report Refuse	1213
SPRINEL*		Self/Proxy-report Ineligible	1214
SRGRADE*	3.	[3] Paygrade	98
SRGRADER*		Recode- Collapse paygrade to 5 levels	677
SRHISPA1*	4.	[4] Are U Spanish Hispanic Latino	99
SRRACE1*		Self-reported race made from RACE_NI	678
SRRACEA*	5a.	215107: White	100
SRRACEAR*		Rec SRRACEA- Missing to No for com denom	679
SRRACEAU*		Uned-SRRACEAU	405
SRRACEB*	5b.	215107: Black or African American	101
SRRACEBR*		Rec SRRACEB- Missing to No for com denom	680
SRRACEBU*		Uned-SRRACEBU	406
SRRACEC*	5c.	215107: American Indian or Alaska Nati	102
SRRACECR*		Rec SRRACEC- Missing to No for com denom	681
SRRACECU*		Uned-SRRACECU	407
SRRACED*	5d.	215107: Asian (e.g., Asian Indian, Chi	103
SRRACEDR*		Rec SRRACED- Missing to No for com denom	682
SRRACEDU*		Uned-SRRACEDU	408
SRRACEE*	5e.	215107: Native Hawaiian or other Pacif	104
SRRACEER*		Rec SRRACEE- Missing to No for com denom	683
SRRACEEU*		Uned-SRRACEEU	409
SRRACEM*		Recode- Selected more than one race	684
SRRACEMR*		Rec SRRACEM- Missing to No for com denom	685
SRRETH1*		Member: Racial/Ethnic Category	686
SRSEX*	2.	[2] Gender	97
SRSVC1*	1.	[1] Reserve component on 2/11/08	96
SRSVC1SK*		[2] Gender	404
SSRINEL*		Survey Self-Report Ineligible	1215
STATUS*		Final Weighting Status Code	1216
STRAT*		Stratum Level	1193
STRESS		Recode- Perceived Stress Scale Q39a-j	78
SUPSAT		Tabs- Supervisor Satisfaction Scale- Q30	72
SURVFORM*		Survey form type	1067
SURVMAIL*		Mailing Number	1068
THRTS_FRC*		Tabs- Did offender use threats and force	687
THRTS_FRC2*		BV- Did offender use threats or force	688
TOUCHED*		Tabs- Experienced unwanted touching	689
TVSTR*		Final Nonresponse Adjustment Cell	1217-1219
USCCOMBO*		Tabs- Combinations of USC	690
USCRATE		Recode WGRB065- USC incident rate	89
V_STRAT*		Taylor Series Variance Estimation Stratu	1220
WBTICKNO*		Web Survey Access Code	1069
WEBFLAG*		Web/Paper Survey Flag	1194
WEBSTAT*		Web Survey Status Code	1070
WGRB006*	6.	[6] Served active duty 24+ months	105
WGRB009	9.	[9] Quality of life in NG/R	2
WGRB010	10.	[10] Quality of work life in NG/R	3
WGRB011A	11a.	[11a] Sat w/ compensation	4
WGRB011B	11b.	[11b] Sat w/ type of work	5
WGRB011C	11c.	[11c] Sat w/ promotion opps	6
WGRB011D	11d.	[11d] Sat w/ quality of coworkers	7
WGRB011E	11e.	[11e] Sat w/ quality of supervisor	8
WGRB012	12.	[12] Sat w/ mil way of life	9
WGRB013A*	13a.	[13a] JoinMil: Male friend	107

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB013AR		Rec WGRB013A-missing to No for com denom	67
WGRB013B*	13b.	[13b] JoinMil: Female friend	108
WGRB013BR		Rec WGRB013B-missing to No for com denom	68
WGRB015*	15.	[15] Past 12 mos days in compensated NGR	123
WGRB015R*		Recode WGRB015- Collapse into categories	691
WGRB016*	16.	[16] Past 12 mos more/less time away	124
WGRB016R*		Recode WGRB016- Reverse order for tabs	692
WGRB016R2*		Briefing- Collapse time away to 3 levels	693
WGRB017*	17.	[17] Impact of time away on mil career	125
WGRB017R*		Briefing- Collapse time away impact to 3	694
WGRB018*	18.	[18] Are you a mil tech	126
WGRB018R*		Recode WGRB018- Collapse yeses for bar	695
WGRB018SK*		[18] Are you a mil tech	410
WGRB018U*		Uned-[18] Are you a mil tech	411
WGRB019*	19.	[19] Have civilian job	127
WGRB019R*		Recode WGRB019- Collapse yeses for bar	696
WGRB020*	20.	[20] Are you a student	128
WGRB020R*		Recode WGRB020- Collapse yeses for bar	697
WGRB021*	21.	[21] Activated in past 12 mos	129
WGRB021R*		Recode WGRB021- Collapse yeses for bar	698
WGRB022*	22.	[22] Activations longer than 30 days	<b>Error!</b>
			<b>Bookmark</b>
			<b>not</b>
			<b>defined.-</b>
			130
WGRB022SK*		[22] Activations longer than 30 days	412
WGRB022U*		Uned-[22] Activations longer than 30 day	413
WGRB023*	23.	[23] Activations voluntary/invol/both	131
WGRB023SK*		[23] Activations voluntary/invol/both	414
WGRB023U*		Uned-[23] Activations voluntary/invol/bo	415
WGRB024*	24.	[24] Activations result in deployment	132
WGRB024R*		Recode WGRB024- Collapse yeses for bar	699
WGRB024U*		Uned-[24] Activations result in deployme	416
WGRB025*	25.	[25] Deployed CONUS or OCONUS	133
WGRB025SK*		[25] Deployed CONUS or OCONUS	417
WGRB025U*		Uned-[25] Deployed CONUS or OCONUS	418
WGRB026A*	26a.	[26a] Deploy: Op Noble Eagle	134
WGRB026AR*		Rec WGRB026A-missing to No for com denom	700
WGRB026AU*		Uned-[26a] Deploy: Op Noble Eagle	419
WGRB026B*	26b.	[26b] Deploy: Op Enduring Freedom	135
WGRB026BR*		Rec WGRB026B-missing to No for com denom	701
WGRB026BU*		Uned-[26b] Deploy: Op Enduring Freedom	420
WGRB026C*	26c.	[26c] Deploy: Op Iraqi Freedom	136
WGRB026CR*		Rec WGRB026C-missing to No for com denom	702
WGRB026CU*		Uned-[26c] Deploy: Op Iraqi Freedom	421
WGRB026D*	26d.	[26d] Deploy: Other	137
WGRB026DR*		Rec WGRB026D-missing to No for com denom	703
WGRB026DU*		Uned-[26d] Deploy: Other	422
WGRB026R*		Rec WGRB026R-Dichotomous yes for bar	704
WGRB027*	27.	[27] Time in present military unit	138
WGRB027R*		Recode WGRB027- Collapse into categories	705
WGRB028A*	28a.	[28a] Student in RMC	139
WGRB028AR*		Rec WGRB028A-missing to No for com denom	706
WGRB028B*	28b.	[28b] In gendered MOS	140
WGRB028BR*		Rec WGRB028B-missing to No for com denom	707

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB028C*	28c.	[28c] In gendered workplace	141
WGRB028CR*		Rec WGRB028C-missing to No for com denom	708
WGRB029*	29.	[29] Gender of military supervisor	142
WGRB029R*		Recode WGRB029- Male vs Female sup	709
WGRB029R2*		Recode WGRB029- Mil vs Civ Sup	710
WGRB029R3*		Briefing- Supervisor gender	711
WGRB030A*	30a.	[30a] MilSuper: Trust supervisor	143
WGRB030B*	30b.	[30b] MilSuper: Supervisor treats fairly	144
WGRB030C*	30c.	[30c] MilSuper: Little conflict w/ super	145
WGRB030D*	30d.	[30d] MilSuper: Eval work perf fairly	146
WGRB030E*	30e.	[30e] MilSuper: Assigns work fairly	147
WGRB030F*	30f.	[30f] MilSuper: Sat w/ supervision	148
WGRB031*	31.	[31] Gender ratio of mil workgroup	149
WGRB031R*		Briefing- Collapse sup gender to 5 level	712
WGRB032A	32a.	[32a] MilWkPlc: Know what is expected	10
WGRB032AR*		Briefing-Collapse agree/disagree Q32a	713
WGRB032B	32b.	[32b] MilWkPlc: Have right equipment	11
WGRB032BR*		Briefing-Collapse agree/disagree Q32b	714
WGRB032C	32c.	[32c] MilWkPlc: Chance to do best	12
WGRB032CR*		Briefing-Collapse agree/disagree Q32c	715
WGRB032D	32d.	[32d] MilWkPlc: Rec'd praise last 7 days	13
WGRB032DR*		Briefing-Collapse agree/disagree Q32d	716
WGRB032E	32e.	[32e] MilWkPlc: Super cares about me	14
WGRB032ER*		Briefing-Collapse agree/disagree Q32e	717
WGRB032F	32f.	[32f] MilWkPlc: Pple encrge develop	15
WGRB032FR*		Briefing-Collapse agree/disagree Q32f	718
WGRB032G	32g.	[32g] MilWkPlc: Opinions count	16
WGRB032GR*		Briefing-Collapse agree/disagree Q32g	719
WGRB032H	32h.	[32h] MilWkPlc: NGR job important	17
WGRB032HR*		Briefing-Collapse agree/disagree Q32h	720
WGRB032I	32i.	[32i] MilWkPlc: Cowrkrers do quality work	18
WGRB032IR*		Briefing-Collapse agree/disagree Q32i	721
WGRB032J	32j.	[32j] MilWkPlc: Have best friend at wrk	19
WGRB032JR*		Briefing-Collapse agree/disagree Q32j	722
WGRB032K	32k.	[32k] MilWkPlc: Rec'd progress update	20
WGRB032KR*		Briefing-Collapse agree/disagree Q32k	723
WGRB032L	32l.	[32l] MilWkPlc: Chance to learn	21
WGRB032LR*		Briefing-Collapse agree/disagree Q32l	724
WGRB032M	32m.	[32m] MilWkPlc: Opps based on wrk only	22
WGRB032MR*		Briefing-Collapse agree/disagree Q32m	725
WGRB032N	32n.	[32n] MilWkPlc: Super includes everyone	23
WGRB032NR*		Briefing-Collapse agree/disagree Q32n	726
WGRB032O	32o.	[32o] MilWkPlc: Super fair w/ equality	24
WGRB032OR*		Briefing-Collapse agree/disagree Q32o	727
WGRB032P	32p.	[32p] MilWkPlc: Employees kept informed	25
WGRB032PR*		Briefing-Collapse agree/disagree Q32p	728
WGRB033A*	33a.	[33a] MilWkGrp: Make req someone listens	150
WGRB033AR*		Recode WGRB033A- Reverse coded for scale	729
WGRB033B*	33b.	[33b] MilWkGrp: Leaders rather look good	151
WGRB033BR*		Recode WGRB033B- Reverse coded for scale	730
WGRB033C*	33c.	[33c] MilWkGrp: Get help for pers prob	152
WGRB033CR*		Recode WGRB033C- Reverse coded for scale	731
WGRB033D*	33d.	[33d] MilWkGrp: Leaders just get job don	153
WGRB033DR*		Recode WGRB033D- Reverse coded for scale	732
WGRB033E*	33e.	[33e] MilWkGrp: Impressed w/ qual leader	154

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB033F*	33f.	[33f] MilWkGrp: Leaders focus own career	155
WGRB033FR*		Recode WGRB033F- Reverse coded for scale	733
WGRB034A*	34a.	[34a] MilCowrk: Little conflict	156
WGRB034B*	34b.	[34b] MilCowrk: Cowrkrs put in effort	157
WGRB034C*	34c.	[34c] MilCowrk: Workgroup gets along	158
WGRB034D*	34d.	[34d] MilCowrk: Wrkgrp helps each other	159
WGRB034E*	34e.	[34e] MilCowrk: Sat w/ coworker relation	160
WGRB035A*	35a.	[35a] MilWork: Gives u sense of pride	161
WGRB035B*	35b.	[35b] MilWork: Good use of skills	162
WGRB035C*	35c.	[35c] MilWork: Like your mil work	163
WGRB035D*	35d.	[35d] MilWork: Let you gain skills	164
WGRB035E*	35e.	[35e] MilWork: Sat w/ job as a whole	165
WGRB035F*	35f.	[35f] MilWork: Tied to wartime job	166
WGRB036A	36a.	[36a] Wartime prepared: Are you	26
WGRB036AR*		Briefing- Collapse prepared scale Q36a	734
WGRB036B	36b.	[36b] Wartime prepared: Is your unit	27
WGRB036BR*		Briefing- Collapse prepared scale Q36b	735
WGRB037A	37a.	[37a] Morale: Your current level	28
WGRB037AR*		Briefing- Collapse morale level Q37a	736
WGRB037B	37b.	[37b] Morale: Current level in your unit	29
WGRB037BR*		Briefing- Collapse morale level Q37b	737
WGRB038A*	38a.	[38a] Unit: Cares about each other	167
WGRB038B*	38b.	[38b] Unit: Works well as a team	168
WGRB038C*	38c.	[38c] Unit: Pull together to get job don	169
WGRB038D*	38d.	[38d] Unit: Trust each other	170
WGRB039A*	39a.	[39a] Stress: Unexpected happened	171
WGRB039AR*		Recode WGRB039A- Change SAS values	738
WGRB039B*	39b.	[39b] Stress: Lack control	172
WGRB039BR*		Recode WGRB039B- Change SAS values	739
WGRB039C*	39c.	[39c] Stress: Felt nervous	173
WGRB039CR*		Recode WGRB039C- Change SAS values	740
WGRB039D*	39d.	[39d] Stress: Confident handle pers prob	174
WGRB039DR*		Recode WGRB039D- Reverse code	741
WGRB039E*	39e.	[39e] Stress: Things going your way	175
WGRB039ER*		Recode WGRB039E- Reverse code	742
WGRB039F*	39f.	[39f] Stress: Not cope w responsibilitie	176
WGRB039FR*		Recode WGRB039F- Change SAS values	743
WGRB039G*	39g.	[39g] Stress: Control life irritations	177
WGRB039GR*		Recode WGRB039G- Reverse code	744
WGRB039H*	39h.	[39h] Stress: On top of things	178
WGRB039HR*		Recode WGRB039H- Reverse code	745
WGRB039I*	39i.	[39i] Stress: Anger b/c outside of contro	179
WGRB039IR*		Recode WGRB039I- Change SAS values	746
WGRB039J*	39j.	[39j] Stress: Piled high can't overcome	180
WGRB039JR*		Recode WGRB039J- Change SAS values	747
WGRB040A*	40a.	[40a] Health: Healthy as others	181
WGRB040B*	40b.	[40b] Health: Sick easier than others	182
WGRB040BR*		Recode WGRB040B-Reverse code for GENHEAL	748
WGRB040C*	40c.	[40c] Health: Expect health to worsen	183
WGRB040CR*		Recode WGRB040C-Reverse code for GENHEAL	749
WGRB040D*	40d.	[40d] Health: Health is excellent	184
WGRB041A	41a.	[41a] Current level of stress: Work	30
WGRB041AR*		Briefing-Collapse stress lvl in mil life	750
WGRB041B	41b.	[41b] Current level of stress: Personal	31
WGRB041BR*		Briefing-Collapse stress lvl in prs life	751

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB042A*	42a.	[42a] Dsc12mo: Rated lower than deserve	185
WGRB042AR*		Recode WGRB042A- Combine yeses for bar	752
WGRB042AR2*		Recode WGRB042A- Incident rates	765
WGRB042B*	42b.	[42b] Dsc12mo: Unjustified neg comments	186
WGRB042BR*		Recode WGRB042B- Combine yeses for bar	753
WGRB042BR2*		Recode WGRB042B- Incident rates	766
WGRB042C*	42c.	[42c] Dsc12mo: Higher perform standard	187
WGRB042CR*		Recode WGRB042C- Combine yeses for bar	754
WGRB042CR2*		Recode WGRB042C- Incident rates	767
WGRB042D*	42d.	[42d] Dsc12mo: Did not get award	188
WGRB042DR*		Recode WGRB042D- Combine yeses for bar	755
WGRB042DR2*		Recode WGRB042D- Incident rates	768
WGRB042E*	42e.	[42e] Dsc12mo: Assign not use job skill	189
WGRB042ER*		Recode WGRB042E- Combine yeses for bar	756
WGRB042ER2*		Recode WGRB042E- Incident rates	769
WGRB042F*	42f.	[42f] Dsc12mo: Assign no good for career	190
WGRB042FR*		Recode WGRB042F- Combine yeses for bar	757
WGRB042FR2*		Recode WGRB042F- Incident rates	770
WGRB042G*	42g.	[42g] Dsc12mo: No daily short term task	191
WGRB042GR*		Recode WGRB042G- Combine yeses for bar	758
WGRB042GR2*		Recode WGRB042G- Incident rates	771
WGRB042H*	42h.	[42h] Dsc12mo: No mentor for career	192
WGRB042HR*		Recode WGRB042H- Combine yeses for bar	759
WGRB042HR2*		Recode WGRB042H- Incident rates	772
WGRB042I*	42i.	[42i] Dsc12mo: Didn't learn career opps	193
WGRB042IR*		Recode WGRB042I- Combine yeses for bar	760
WGRB042IR2*		Recode WGRB042I- Incident rates	773
WGRB042J*	42j.	[42j] Dsc12mo: No answers for promotion	194
WGRB042JR*		Recode WGRB042J- Combine yeses for bar	761
WGRB042JR2*		Recode WGRB042J- Incident rates	774
WGRB042K*	42k.	[42k] Dsc12mo: Exclude from social event	195
WGRB042KR*		Recode WGRB042K-Combine yeses for bar	762
WGRB042KR2*		Recode WGRB042K- Incident rates	775
WGRB042L*	42l.	[42l] Dsc12mo: Didn't get assgnmnt wante	196
WGRB042LM*		Recode- Combine WGRB042L and WGRB042M	763
WGRB042LMR*		Recode WGRB042LM- Combine yeses for bar	776
WGRB042LMR2*		Recode WGRB042LM-Incident rates	777
WGRB042M*		[42n] Dsc12mo: Assignment open to women	197
WGRB042MSK*		[42n] Dsc12mo: Assignment open to women	423
WGRB042N*	42m.	[42m] Dsc12mo: Other personnel actions	198
WGRB042NR*		Recode WGRB042N-Combine yeses for bar	764
WGRB042NR2*		Recode WGRB042N- Incident rates	778
WGRB042SPSK*		[42spo] Dsc12mo: Specify other actions	424
WGRB043A*	43a.	[43a] Y/N events: Sex discrim	199
WGRB043AU*		Uned-[43a] Y/N events: Sex discrim	425
WGRB043B*	43b.	[43b] Y/N events: Race/ethnic discrim	200
WGRB043BU*		Uned-[43b] Y/N events: Race/ethnic disc	426
WGRB043C*	43c.	[43c] Y/N events: Age discrim	201
WGRB043CU*		Uned-[43c] Y/N events: Age discrim	427
WGRB043D*	43d.	[43d] Y/N events: Religious discrim	202
WGRB043DU*		Uned-[43d] Y/N events: Religious discrim	428
WGRB043E*	43e.	[43e] Y/N events: Other	203
WGRB043EU*		Uned-[43e] Y/N events: Other	429
WGRB043SK*		[43a] Y/N events: Sex discrim	430
WGRB043SPSK*		[43spo] Y/N events: Specify other -Skip	431

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB044A*	44a.	[44a] GenBehave: Offnsv sex story/joke	204
WGRB044AR*		Recode WGRB044A- incident rates	779
WGRB044B*	44b.	[44b] GenBehave: Offensive gender terms	205
WGRB044BR*		Recode WGRB044B- incident rates	780
WGRB044C*	44c.	[44c] GenBehave: Unwelcome sex discuss	206
WGRB044CR*		Recode WGRB044C- incident rates	781
WGRB044D*	44d.	[44d] GenBehave: Treat diffrent b/c of se	207
WGRB044DR*		Recode WGRB044D- incident rates	782
WGRB044E*	44e.	[44e] GenBehave: Remark on appearance	208
WGRB044ER*		Recode WGRB044E- incident rates	783
WGRB044F*	44f.	[44f] GenBehave: Embarrassing gestures	209
WGRB044FR*		Recode WGRB044F- incident rates	784
WGRB044G*	44g.	[44g] GenBehave: Offnsv sexist remarks	210
WGRB044GR*		Recode WGRB044G- incident rates	785
WGRB044H*	44h.	[44h] GenBehave: Romantic/sex relation	211
WGRB044HR*		Recode WGRB044H- incident rates	786
WGRB044I*	44i.	[44i] GenBehave: Put down, gender	212
WGRB044IR*		Recode WGRB044I- incident rates	787
WGRB044J*	44j.	[44j] GenBehave: Ask date after said no	213
WGRB044JR*		Recode WGRB044J- incident rates	788
WGRB044K*	44k.	[44k] GenBehave: Bribed to engage in sex	214
WGRB044KR*		Recode WGRB044K- incident rates	789
WGRB044L*	44l.	[44l] GenBehave: Threat, sex cooperation	215
WGRB044LR*		Recode WGRB044L- incident rates	790
WGRB044M*	44m.	[44m] GenBehave: Touch make uncomfortabl	216
WGRB044MR*		Recode WGRB044M- incident rates	791
WGRB044N*	44n.	[44n] GenBehave: Intentional cornered	217
WGRB044NR*		Recode WGRB044N- incident rates	792
WGRB044O*	44o.	[44o] GenBehave: Treat bad if refuse sex	218
WGRB044OR*		Recode WGRB044O- incident rates	793
WGRB044P*	44p.	[44p] GenBehave: Promo, sex cooperative	219
WGRB044PR*		Recode WGRB044P- incident rates	794
WGRB044Q*	44q.	[44q] GenBehave: Attempt sex, unsuccess	220
WGRB044QR*		Recode WGRB044Q- incident rates	795
WGRB044R*	44r.	[44r] GenBehave: Sex without consent	221
WGRB044RR*		Recode WGRB044R- incident rates	796
WGRB044S*	44s.	[44s] GenBehave: Other unwanted behavior	222
WGRB044SPSK*		[44spo] GenBehave: Specify other unwante	432
WGRB044SR*		Recode WGRB044S- incident rates	797
WGRB045*	45.	[45] Label behavior sex harassmt	223
WGRB045SK*		[45] Label behavior sex harassmt	433
WGRB045U*		Uned-[45] Label behavior sex harassmt	434
WGRB046A*	46a.	[46a] OneSit: Sexist behavior	224
WGRB046AR*		Recode WGRB046A- Common denominator	798
WGRB046AU*		Uned-[46a] OneSit: Sexist behavior	435
WGRB046B*	46b.	[46b] OneSit: Crude/offensive behavior	225
WGRB046BR*		Recode WGRB046B- Common denominator	799
WGRB046BU*		Uned-[46b] OneSit: Crude/offensive behav	436
WGRB046C*	46c.	[46c] OneSit: Unwanted sexual attention	226
WGRB046CR*		Recode WGRB046C- Common denominator	800
WGRB046CU*		Uned-[46c] OneSit: Unwanted sexual atten	437
WGRB046D*	46d.	[46d] OneSit: Sexual coercion	227
WGRB046DR*		Recode WGRB046D- Common denominator	801
WGRB046DU*		Uned-[46d] OneSit: Sexual coercion	438
WGRB046E*	46e.	[46e] OneSit: Other	228

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB046ER*		Recode WGRB046E- Common denominator	802
WGRB046EU*		Uned-[46e] OneSit: Other	439
WGRB046SPSK*		[46spo] OneSit: Specify other	440
WGRB047*	47.	[47] Label behavior sex harassment	229
WGRB047SK*		[47] Label behavior sex harassment	441
WGRB047U*		Uned-[47] Label behavior sex harassment	442
WGRB048*	48.	[48] Place SH situation occur	230
WGRB048U*		Uned-[48] Place SH situation occur	443
WGRB049A*	49a.	[49a] SitOccurOnBse: Mil work	231
WGRB049AR*		Recode WGRB049A- Common denominator	803
WGRB049AU*		Uned-[49a] SitOccurOnBse: Mil work	444
WGRB049B*	49b.	[49b] SitOccurOnBse: Duty hours	232
WGRB049BR*		Recode WGRB049B- Common denominator	804
WGRB049BU*		Uned-[49b] SitOccurOnBse: Duty hours	445
WGRB049C*	49c.	[49c] SitOccurOnBse: Gender uncommon	233
WGRB049CR*		Recode WGRB049C- Common denominator	805
WGRB049CU*		Uned-[49c] SitOccurOnBse: Gender uncommo	446
WGRB049D*	49d.	[49d] SitOccurOnBse: Non-work location	234
WGRB049DR*		Recode WGRB049D- Common denominator	806
WGRB049DU*		Uned-[49d] SitOccurOnBse: Non-work locat	447
WGRB049SK*		[49a] SitOccurOnBse: Mil work	448
WGRB050A*	50a.	[50a] SitOccur: While activated	235
WGRB050AR*		Briefing- Recode SAS values Q50a	807
WGRB050AU*		Uned-[50a] SitOccur: While activated	449
WGRB050B*	50b.	[50b] SitOccur: While deployed	236
WGRB050BR*		Briefing- Recode SAS values Q50b	808
WGRB050BU*		Uned-[50b] SitOccur: While deployed	450
WGRB050C*	50c.	[50c] SitOccur: At civilian job	237
WGRB050CR*		Briefing- Recode SAS values Q50c	809
WGRB050CU*		Uned-[50c] SitOccur: At civilian job	451
WGRB050D*	50d.	[50d] SitOccur: At civilian school	238
WGRB050DR*		Briefing- Recode SAS values Q50d	810
WGRB050DU*		Uned-[50d] SitOccur: At civilian school	452
WGRB050E*	50e.	[50e] SitOccur: Someone's quarters/home	239
WGRB050ER*		Briefing- Recode SAS values Q50e	811
WGRB050EU*		Uned-[50e] SitOccur: Someone's quarters/	453
WGRB050SK*		[50a] SitOccur: While activated	454
WGRB051*	51.	[51] Number and gender of offenders	240
WGRB051R*		Recode WGRB051- Collapse genders	812
WGRB051R2*		Recode WGRB051- Multiple offenders	813
WGRB051R3*		Briefing- Set Not Sure to missing Q51	814
WGRB051U*		Uned-[51] Number and gender of offenders	455
WGRB052A*	52a.	[52a] Offender: Mil chain-of-command	241
WGRB052AR*		Recode WGRB052A- Common denominator	815
WGRB052AU*		Uned-[52a] Offender: Mil chain-of-comman	456
WGRB052B*	52b.	[52b] Offender: Mil, higher rank	242
WGRB052BR*		Recode WGRB052B- Common denominator	816
WGRB052BU*		Uned-[52b] Offender: Mil, higher rank	457
WGRB052C*	52c.	[52c] Offender: Mil coworkers	243
WGRB052CR*		Recode WGRB052C- Common denominator	817
WGRB052CU*		Uned-[52c] Offender: Mil coworkers	458
WGRB052D*	52d.	[52d] Offender: Mil subordinates	244
WGRB052DR*		Recode WGRB052D- Common denominator	818
WGRB052DU*		Uned-[52d] Offender: Mil subordinates	459
WGRB052E*	52e.	[52e] Offender: Other mil person	245

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB052ER*		Recode WGRB052E- Common denominator	819
WGRB052EU*		Uned-[52e] Offender: Other mil person	460
WGRB052F*	52f.	[52f] Offender: Civ employees	246
WGRB052FR*		Recode WGRB052F- Common denominator	820
WGRB052FU*		Uned-[52f] Offender: Civ employees	461
WGRB052G*	52g.	[52g] Offender: Civ contractors	247
WGRB052GR*		Recode WGRB052G- Common denominator	821
WGRB052GU*		Uned-[52g] Offender: Civ contractors	462
WGRB052H*	52h.	[52h] Offender: Local civilian person	248
WGRB052HR*		Recode WGRB052H- Common denominator	822
WGRB052HU*		Uned-[52h] Offender: Local civilian pers	463
WGRB052I*	52i.	[52i] Offender: Unknown person	249
WGRB052IR*		Recode WGRB052I- Common denominator	823
WGRB052IU*		Uned-[52i] Offender: Unknown person	464
WGRB052R*		Tab- Org affiliation of offender	824
WGRB052R2*		Trend- 4 level organization Q52	825
WGRB053*	53.	[53] Frequency of behaviors	250
WGRB053U*		Uned-[53] Frequency of behaviors	465
WGRB054*	54.	[54] Duration of situation	251
WGRB054R*		Briefing-Collapse length of situaton Q54	826
WGRB054U*		Uned-[54] Duration of situation	466
WGRB055A*	55a.	[55a] SitResult: Tried to ignore it	252
WGRB055AR*		Recode WGRB055A- Common denominator	827
WGRB055AU*		Uned-[55a] SitResult: Tried to ignore it	467
WGRB055B*	55b.	[55b] SitResult: Tried to avoid	253
WGRB055BR*		Recode WGRB055B- Common denominator	828
WGRB055BU*		Uned-[55b] SitResult: Tried to avoid	468
WGRB055C*	55c.	[55c] SitResult: Told person to stop	254
WGRB055CR*		Recode WGRB055C- Common denominator	829
WGRB055CU*		Uned-[55c] SitResult: Told person to sto	469
WGRB055D*	55d.	[55d] SitResult: Ask someone to speak up	255
WGRB055DR*		Recode WGRB055D- Common denominator	830
WGRB055DU*		Uned-[55d] SitResult: Ask someone to spe	470
WGRB055E*	55e.	[55e] SitResult: Blame yourself	256
WGRB055ER*		Recode WGRB055E- Common denominator	831
WGRB055EU*		Uned-[55e] SitResult: Blame yourself	471
WGRB055F*	55f.	[55f] SitResult: Act as though no bother	257
WGRB055FR*		Recode WGRB055F- Common denominator	832
WGRB055FU*		Uned-[55f] SitResult: Act as though no b	472
WGRB055G*	55g.	[55g] SitResult: Call a hotline	258
WGRB055GR*		Recode WGRB055G- Common denominator	833
WGRB055GU*		Uned-[55g] SitResult: Call a hotline	473
WGRB055H*	55h.	[55h] SitResult: Request a transfer	259
WGRB055HR*		Recode WGRB055H- Common denominator	834
WGRB055HU*		Uned-[55h] SitResult: Request a transfer	474
WGRB055I*	55i.	[55i] SitResult: Get out of mil	260
WGRB055IR*		Recode WGRB055I- Common denominator	835
WGRB055IU*		Uned-[55i] SitResult: Get out of mil	475
WGRB055J*	55j.	[55j] SitResult: Less productive	261
WGRB055JR*		Recode WGRB055J- Common denominator	836
WGRB055JU*		Uned-[55j] SitResult: Less productive	476
WGRB055K*	55k.	[55k] SitResult: Other	262
WGRB055KR*		Recode WGRB055K- Common denominator	837
WGRB055KU*		Uned-[55k] SitResult: Other	477
WGRB055SPSK*		[55spo] SitResult: Specify other -Skip	478

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB056A*	56a.	[56a] DiscussCiv: Super or other coworke	263
WGRB056AR*		Recode WGRB056A- Common denominator	838
WGRB056AU*		Uned-[56a] DiscussCiv: Super or other co	479
WGRB056B*	56b.	[56b] DiscussCiv: Academic advisor/prof	264
WGRB056BR*		Recode WGRB056B- Common denominator	839
WGRB056BU*		Uned-[56b] DiscussCiv: Academic advisor/	480
WGRB056C*	56c.	[56c] DiscussCiv: Comm official/office	265
WGRB056CR*		Recode WGRB056C- Common denominator	840
WGRB056CU*		Uned-[56c] DiscussCiv: Comm official/off	481
WGRB056R*		Tabs- Percentage who talked to someone	841
WGRB056SK*		[56a] DiscussCiv: Super or other coworke	482
WGRB057A*	57a.	[57a] DiscussMil: Chain-of-command	266
WGRB057AR*		Recode WGRB057A- Common denominator	842
WGRB057AU*		Uned-[57a] DiscussMil: Chain-of-command	483
WGRB057B*	57b.	[57b] DiscussMil: Persons c-of-c	267
WGRB057BR*		Recode WGRB057B- Common denominator	843
WGRB057BU*		Uned-[57b] DiscussMil: Persons c-of-c	484
WGRB057C*	57c.	[57c] DiscussMil: Special mil office	268
WGRB057CR*		Recode WGRB057C- Common denominator	844
WGRB057CU*		Uned-[57c] DiscussMil: Special mil offic	485
WGRB057D*	57d.	[57d] DiscussMil: Other person	269
WGRB057DR*		Recode WGRB057D- Common denominator	845
WGRB057DU*		Uned-[57d] DiscussMil: Other person	486
WGRB057R*		Tabs- Percent talked to military authori	846
WGRB058A*	58a.	[58a] ActTaken: Person talked to	270
WGRB058AU*		Uned-[58a] ActTaken: Person talked to	487
WGRB058B*	58b.	[58b] ActTaken: Cmplnt investigated	271
WGRB058BU*		Uned-[58b] ActTaken: Cmplnt investigated	488
WGRB058C*	58c.	[58c] ActTaken: Informal resolution	272
WGRB058CU*		Uned-[58c] ActTaken: Informal resolution	489
WGRB058D*	58d.	[58d] ActTaken: Encrgd to drop complaint	273
WGRB058DU*		Uned-[58d] ActTaken: Encrgd to drop comp	490
WGRB058E*	58e.	[58e] ActTaken: Complaint discounted	274
WGRB058EU*		Uned-[58e] ActTaken: Complaint discounte	491
WGRB058F*	58f.	[58f] ActTaken: Everyone talked to	275
WGRB058FU*		Uned-[58f] ActTaken: Everyone talked to	492
WGRB058G*	58g.	[58g] ActTaken: Situation corrected	276
WGRB058GU*		Uned-[58g] ActTaken: Situation corrected	493
WGRB058H*	58h.	[58h] ActTaken: Action against offender	277
WGRB058HU*		Uned-[58h] ActTaken: Action against offe	494
WGRB058I*	58i.	[58i] ActTaken: Action against you	278
WGRB058IU*		Uned-[58i] ActTaken: Action against you	495
WGRB058SK*		[58a] ActTaken: Person talked to	496
WGRB059*	59.	[59] Formal report	279
WGRB059R*		Brief- Formally report from Q56, 57, 59	847
WGRB059U*		Uned-[59] Formal report	497
WGRB060*	60.	[60] Was complaint true?	280
WGRB060R*		Recode WGRB060- Set DNA to missing	848
WGRB060R2*		Rec WGRB060-Action still being processed	849
WGRB060SK*		[60] Was complaint true?	498
WGRB060U*		Uned-[60] Was complaint true?	499
WGRB061*	61.	[61] Sat w/ outcome	281
WGRB061R*		Briefing- Collapse satisfaction scale	850
WGRB061SK*		[61] Sat w/ outcome	500
WGRB061U*		Uned-[61] Sat w/ outcome	501

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB062A*	62a.	[62a] SatRpt: Info on how to file	282
WGRB062AR*		Brief- Collapse satisfaction scale Q62a	851
WGRB062AU*		Uned-[62a] SatRpt: Info on how to file	502
WGRB062B*	62b.	[62b] SatRpt: Treatment by pers handling	283
WGRB062BR*		Brief- Collapse satisfaction scale Q62b	852
WGRB062BU*		Uned-[62b] SatRpt: Treatment by pers han	503
WGRB062C*	62c.	[62c] SatRpt: Amount time to resolve	284
WGRB062CR*		Brief- Collapse satisfaction scale Q62c	853
WGRB062CU*		Uned-[62c] SatRpt: Amount time to resolv	504
WGRB062D*	62d.	[62d] SatRpt: How well kept informed	285
WGRB062DR*		Brief- Collapse satisfaction scale Q62d	854
WGRB062DU*		Uned-[62d] SatRpt: How well kept informe	505
WGRB062E*	62e.	[62e] SatRpt: Complaint process	286
WGRB062ER*		Brief- Collapse satisfaction scale Q62e	855
WGRB062EU*		Uned-[62e] SatRpt: Complaint process	506
WGRB064A*	64a.	[64a] NoReport: Not important	289
WGRB064AR*		Recode WGRB064A- Common denominator	856
WGRB064AU*		Uned-[64a] NoReport: Not important	510
WGRB064B*	64b.	[64b] NoReport: Not know how	290
WGRB064BR*		Recode WGRB064B- Common denominator	857
WGRB064BU*		Uned-[64b] NoReport: Not know how	511
WGRB064C*	64c.	[64c] NoReport: Felt uncomfortable	291
WGRB064CR*		Recode WGRB064C- Common denominator	858
WGRB064CU*		Uned-[64c] NoReport: Felt uncomfortable	512
WGRB064D*	64d.	[64d] NoReport: Took care prob by self	292
WGRB064DR*		Recode WGRB064D- Common denominator	859
WGRB064DU*		Uned-[64d] NoReport: Took care prob by s	513
WGRB064E*	64e.	[64e] NoReport: Nothing would be done	293
WGRB064ER*		Recode WGRB064E- Common denominator	860
WGRB064EU*		Uned-[64e] NoReport: Nothing would be do	514
WGRB064F*	64f.	[64f] NoReport: Wouldn't be believed	294
WGRB064FR*		Recode WGRB064F- Common denominator	861
WGRB064FU*		Uned-[64f] NoReport: Wouldn't be believe	515
WGRB064G*	64g.	[64g] NoReport: Too much time/effort	295
WGRB064GR*		Recode WGRB064G- Common denominator	862
WGRB064GU*		Uned-[64g] NoReport: Too much time/effor	516
WGRB064H*	64h.	[64h] NoReport: Fear retal, offender	296
WGRB064HR*		Recode WGRB064H- Common denominator	863
WGRB064HU*		Uned-[64h] NoReport: Fear retal, offende	517
WGRB064I*	64i.	[64i] NoReport: Fear negative wk outcome	297
WGRB064IR*		Recode WGRB064I- Common denominator	864
WGRB064IU*		Uned-[64i] NoReport: Fear negative wk ou	518
WGRB064J*	64j.	[64j] NoReport: Label troublemaker	298
WGRB064JR*		Recode WGRB064J- Common denominator	865
WGRB064JU*		Uned-[64j] NoReport: Label troublemaker	519
WGRB064K*	64k.	[64k] NoReport: Other	299
WGRB064KR*		Recode WGRB064K- Common denominator	866
WGRB064KU*		Uned-[64k] NoReport: Other	520
WGRB064SK*		[64a] NoReport: Not important	521
WGRB064SPSK*		[64spo] NoReport: Specify other	522
WGRB065*	65.	[65] USC core item	300
WGRB066A*	66a.	[66a] USCOneSit: Sexual touch	301
WGRB066AR*		Recode WGRB066A- Common denominator	867
WGRB066AU*		Uned-[66a] USCOneSit: Sexual touch	523
WGRB066B*	66b.	[66b] USCOneSit: Attempted sex	302

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB066BR*		Recode WGRB066B- Common denominator	868
WGRB066BU*		Uned-[66b] USCOneSit: Attempted sex	524
WGRB066C*	66c.	[66c] USCOneSit: Completed sex	303
WGRB066CR*		Recode WGRB066C- Common denominator	869
WGRB066CU*		Uned-[66c] USCOneSit: Completed sex	525
WGRB066D*	66d.	[66d] USCOneSit: Attempted oral	304
WGRB066DR*		Recode WGRB066D- Common denominator	870
WGRB066DU*		Uned-[66d] USCOneSit: Attempted oral	526
WGRB066E*	66e.	[66e] USCOneSit: Completed oral	305
WGRB066ER*		Recode WGRB066E- Common denominator	871
WGRB066EU*		Uned-[66e] USCOneSit: Completed oral	527
WGRB066SK*		[66a] USCOneSit: Sexual touch	528
WGRB067A*	67a.	[67a] USCSitOccur: At a mil installation	306
WGRB067AR*		Recode WGRB067A- Common denominator	872
WGRB067AU*		Uned-[67a] USCSitOccur: At a mil install	529
WGRB067B*	67b.	[67b] USCSitOccur: While activated	307
WGRB067BR*		Recode WGRB067B- Common denominator	873
WGRB067BU*		Uned-[67b] USCSitOccur: While activated	530
WGRB067C*	67c.	[67c] USCSitOccur: While deployed	308
WGRB067CR*		Recode WGRB067C- Common denominator	874
WGRB067CU*		Uned-[67c] USCSitOccur: While deployed	531
WGRB068*	68.	[68] USC sit occur where	309
WGRB068R*		Briefing- Collapse where sit occurred	875
WGRB068SPSK*		[68spo] USC sit occur where-specify othe	532
WGRB068U*		Uned-[68] USC sit occur where	533
WGRB069*	69.	[69] USC Number and gender of offenders	310
WGRB069R*		Recode WGRB069- Collapse genders	876
WGRB069R2*		Recode WGRB069- Multiple offenders	877
WGRB069R3*		Briefing- Set not sure to missing	878
WGRB069SK*		[69] USC Number and gender of offenders	534
WGRB069U*		Uned-[69] USC Number and gender of offen	535
WGRB070A*	70a.	[70a] USCOffender: Chain-of-command	311
WGRB070AR*		Recode WGRB070A- Common denominator	879
WGRB070AU*		Uned-[70a] USCOffender: Chain-of-command	536
WGRB070B*	70b.	[70b] USCOffender: Mil, higher rank	312
WGRB070BR*		Recode WGRB070B- Common denominator	880
WGRB070BU*		Uned-[70b] USCOffender: Mil, higher rank	537
WGRB070C*	70c.	[70c] USCOffender: Mil coworker	313
WGRB070CR*		Recode WGRB070C- Common denominator	881
WGRB070CU*		Uned-[70c] USCOffender: Mil coworker	538
WGRB070D*	70d.	[70d] USCOffender: Mil subordinates	314
WGRB070DR*		Recode WGRB070D- Common denominator	882
WGRB070DU*		Uned-[70d] USCOffender: Mil subordinates	539
WGRB070E*	70e.	[70e] USCOffender: Other mil person	315
WGRB070ER*		Recode WGRB070E- Common denominator	883
WGRB070EU*		Uned-[70e] USCOffender: Other mil person	540
WGRB070F*	70f.	[70f] USCOffender: Civ employees	316
WGRB070FR*		Recode WGRB070F- Common denominator	884
WGRB070FU*		Uned-[70f] USCOffender: Civ employees	541
WGRB070G*	70g.	[70g] USCOffender: Civ contractors	317
WGRB070GR*		Recode WGRB070G- Common denominator	885
WGRB070GU*		Uned-[70g] USCOffender: Civ contractors	542
WGRB070H*	70h.	[70h] USCOffender: Local civilian person	318
WGRB070HR*		Recode WGRB070H- Common denominator	886
WGRB070HU*		Uned-[70h] USCOffender: Local civilian p	543

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB070I*	70i.	[70i] USCOffender: Unknown person	319
WGRB070IR*		Recode WGRB070I- Common denominator	887
WGRB070IU*		Uned-[70i] USCOffender: Unknown person	544
WGRB070R*		Tabs- Org affiliation of offender	888
WGRB070R2*		Trend- 4 level organization Q70	889
WGRB071A*	71a.	[71a] USCDrugUse: U judgement impaired	320
WGRB071AR*		Recode WGRB071A- Common denominator	890
WGRB071AU*		Uned-[71a] USCDrugUse: U judgement impai	545
WGRB071B*	71b.	[71b] USCDrugUse: U totally intoxicated	321
WGRB071BR*		Recode WGRB071B- Common denominator	891
WGRB071BU*		Uned-[71b] USCDrugUse: U totally intoxic	546
WGRB071C*	71c.	[71c] USCDrugUse: Offndr intoxicated	322
WGRB071CR*		Recode WGRB071C- Common denominator	892
WGRB071CU*		Uned-[71c] USCDrugUse: Offndr intoxicate	547
WGRB071D*	71d.	[71d] USCDrugUse: Knock out drugs	323
WGRB071DR*		Recode WGRB071D- Common denominator	893
WGRB071DU*		Uned-[71d] USCDrugUse: Knock out drugs	548
WGRB071R*		Tabs- Percent involving drugs/alcohol	894
WGRB072A*	72a.	[72a] USCOneSit: Threat ruin rep	324
WGRB072AR*		Recode WGRB072A- Common denominator	895
WGRB072AU*		Uned-[72a] USCOneSit: Threat ruin rep	549
WGRB072B*	72b.	[72b] USCOneSit: Threat harm you	325
WGRB072BR*		Recode WGRB072B- Common denominator	896
WGRB072BU*		Uned-[72b] USCOneSit: Threat harm you	550
WGRB072C*	72c.	[72c] USCOneSit: Harm family member	326
WGRB072CR*		Recode WGRB072C- Common denominator	897
WGRB072CU*		Uned-[72c] USCOneSit: Harm family member	551
WGRB072D*	72d.	[72d] USCOneSit: Use force	327
WGRB072DR*		Recode WGRB072D- Common denominator	898
WGRB072DU*		Uned-[72d] USCOneSit: Use force	552
WGRB072E*	72e.	[72e] USCOneSit: Authority for search	328
WGRB072ER*		Recode WGRB072E- Common denominator	899
WGRB072EU*		Uned-[72e] USCOneSit: Authority for sear	553
WGRB072F*	72f.	[72f] USCOneSit: Authority medical	329
WGRB072FR*		Recode WGRB072F- Common denominator	900
WGRB072FU*		Uned-[72f] USCOneSit: Authority medical	554
WGRB072G*	72g.	[72g] USCOneSit: Authority supervisor	330
WGRB072GR*		Recode WGRB072G- Common denominator	901
WGRB072GU*		Uned-[72g] USCOneSit: Authority supervis	555
WGRB072R*		Tabs- Did offender threaten you	902
WGRB072R2*		Tabs- Did offender use force	903
WGRB072R3*		Briefing- Offender used threats/force	904
WGRB073A*	73a.	[73a] PriorSit: Offndr sexually harass u	331
WGRB073AR*		Recode WGRB073A- Common denominator	905
WGRB073AU*		Uned-[73a] PriorSit: Offndr sexually har	556
WGRB073B*	73b.	[73b] PriorSit: Offender stalk u	332
WGRB073BR*		Recode WGRB073B- Common denominator	906
WGRB073BU*		Uned-[73b] PriorSit: Offender stalk u	557
WGRB073R*		Tabs- Percent both harassed/stalked	907
WGRB073R2*		Briefing- Prior to sit offender SH/stalk	908
WGRB074A*	74a.	[74a] USCDiscuss: Spouse/sig other	333
WGRB074AR*		Recode WGRB074A- Common denominator	909
WGRB074AU*		Uned-[74a] USCDiscuss: Spouse/sig other	558
WGRB074B*	74b.	[74b] USCDiscuss: Talk to friend	334
WGRB074BR*		Recode WGRB074B- Common denominator	910

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB074BU*		Uned-[74b] USCDiscuss: Talk to friend	559
WGRB074C*	74c.	[74c] USCDiscuss: Talk to family member	335
WGRB074CR*		Recode WGRB074C- Common denominator	911
WGRB074CU*		Uned-[74c] USCDiscuss: Talk to family me	560
WGRB074D*	74d.	[74d] USCDiscuss: Chaplain/counslr/ombud	336
WGRB074DR*		Recode WGRB074D- Common denominator	912
WGRB074DU*		Uned-[74d] USCDiscuss: Chaplain/counslr/	561
WGRB074E*	74e.	[74e] USCDiscuss: Civ hotline/center	337
WGRB074ER*		Recode WGRB074E- Common denominator	913
WGRB074EU*		Uned-[74e] USCDiscuss: Civ hotline/cente	562
WGRB074F*	74f.	[74f] USCDiscuss: Mil hotline/center	338
WGRB074FR*		Recode WGRB074F- Common denominator	914
WGRB074FU*		Uned-[74f] USCDiscuss: Mil hotline/cente	563
WGRB074R*		Uned-[74f] USCDiscuss: Mil hotline/cente	563
WGRB074R*		Uned-[74f] USCDiscuss: Mil hotline/cente	563
WGRB075*	75.	[75] USC sought professional help	339
WGRB075R*		Recode WGRB075- Collapse yeses for bar	916
WGRB075U*		Uned-[75] USC sought professional help	564
WGRB076*	76.	[76] USC sat with care	340
WGRB076R*		Briefing- Collapse satisfaction scale	917
WGRB076SK*		[76] USC sat with care	565
WGRB076U*		Uned-[76] USC sat with care	566
WGRB077*	77.	[77] Discuss/report USC with anyone	341
WGRB077R*		Recode WGRB077- Collapse yeses for bar	918
WGRB077SK*		[77] Discuss/report USC with anyone	567
WGRB077U*		Uned-[77] Discuss/report USC with anyone	568
WGRB078A*	78a.	[78a] ReportUSC: Immediate supervisor	342
WGRB078AR*		Recode WGRB078A- Common denominator	919
WGRB078AU*		Uned-[78a] ReportUSC: Immediate supervis	569
WGRB078B*	78b.	[78b] ReportUSC: Chain-of-command	343
WGRB078BR*		Recode WGRB078B- Common denominator	920
WGRB078BU*		Uned-[78b] ReportUSC: Chain-of-command	570
WGRB078C*	78c.	[78c] ReportUSC: SARC	344
WGRB078CR*		Recode WGRB078C- Common denominator	921
WGRB078CU*		Uned-[78c] ReportUSC: SARC	571
WGRB078D*	78d.	[78d] ReportUSC: Chaplain or counselor	345
WGRB078DR*		Recode WGRB078D- Common denominator	922
WGRB078DU*		Uned-[78d] ReportUSC: Chaplain or counse	572
WGRB078E*	78e.	[78e] ReportUSC: Health care provider	346
WGRB078ER*		Recode WGRB078E- Common denominator	923
WGRB078EU*		Uned-[78e] ReportUSC: Health care provid	573
WGRB078F*	78f.	[78f] ReportUSC: Legal services	347
WGRB078FR*		Recode WGRB078F- Common denominator	924
WGRB078FU*		Uned-[78f] ReportUSC: Legal services	574
WGRB078G*	78g.	[78g] ReportUSC: Other	348
WGRB078GR*		Recode WGRB078G- Common denominator	925
WGRB078GU*		Uned-[78g] ReportUSC: Other	575
WGRB078SK*		[78a] ReportUSC: Immediate supervisor	576
WGRB078SPSK*		[78spo] ReportUSC: Specify other	577
WGRB079A*	79a.	[79a] USCAct: Report investigated	349
WGRB079AU*		Uned-[79a] USCAct: Report investigated	578
WGRB079B*	79b.	[79b] USCAct: Kept informed	350
WGRB079BU*		Uned-[79b] USCAct: Kept informed	579
WGRB079C*	79c.	[79c] USCAct: Taken against offender	351
WGRB079CU*		Uned-[79c] USCAct: Taken against offende	580
WGRB079D*	79d.	[79d] USCAct: Encouraged to drop complnt	352

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB079DU*		Uned-[79d] USCAct: Encouraged to drop co	581
WGRB079E*	79e.	[79e] USCAct: Action taken against you	353
WGRB079EU*		Uned-[79e] USCAct: Action taken against	582
WGRB079F*	79f.	[79f] USCAct: Other action was taken	354
WGRB079FU*		Uned-[79f] USCAct: Other action was take	583
WGRB079SK*		[79a] USCAct: Report investigated	584
WGRB080A*	80a.	[80a] USCSat: Quality of USC advcacy svc	355
WGRB080AR*		Recode WGRB080A- Set DNA to missing	926
WGRB080AR2*		Brief- Collapse satisfaction scale Q80a	927
WGRB080AU*		Uned-[80a] USCSat: Quality of USC advcac	585
WGRB080B*	80b.	[80b] USCSat: Quality of counseling	356
WGRB080BR*		Recode WGRB080B- Set DNA to missing	928
WGRB080BR2*		Brief- Collapse satisfaction scale Q80b	929
WGRB080BU*		Uned-[80b] USCSat: Quality of counseling	586
WGRB080C*	80c.	[80c] USCSat: Quality of med care	357
WGRB080CR*		Recode WGRB080C- Set DNA to missing	930
WGRB080CR2*		Brief- Collapse satisfaction scale Q80c	931
WGRB080CU*		Uned-[80c] USCSat: Quality of med care	587
WGRB080D*	80d.	[80d] USCSat: Treatment by SA VA	358
WGRB080DR*		Recode WGRB080D- Set DNA to missing	932
WGRB080DR2*		Brief- Collapse satisfaction scale Q80d	933
WGRB080DU*		Uned-[80d] USCSat: Treatment by SA VA	588
WGRB080E*	80e.	[80e] USCSat: Treatment by SARC	359
WGRB080ER*		Recode WGRB080E- Set DNA to missing	934
WGRB080ER2*		Brief- Collapse satisfaction scale Q80e	935
WGRB080EU*		Uned-[80e] USCSat: Treatment by SARC	589
WGRB080F*	80f.	[80f] USCSat: Commander	360
WGRB080FR*		Recode WGRB080F- Set DNA to missing	936
WGRB080FR2*		Brief- Collapse satisfaction scale Q80f	937
WGRB080FU*		Uned-[80f] USCSat: Commander	590
WGRB080G*	80g.	[80g] USCSat: Criminal investigator	361
WGRB080GR*		Recode WGRB080G- Set DNA to missing	938
WGRB080GR2*		Brief- Collapse satisfaction scale Q80g	939
WGRB080GU*		Uned-[80g] USCSat: Criminal investigator	591
WGRB080H*	80h.	[80h] USCSat: Treatment by TDO personnel	362
WGRB080HR*		Recode WGRB080H- Set DNA to missing	940
WGRB080HR2*		Brief- Collapse satisfaction scale Q80h	941
WGRB080HU*		Uned-[80h] USCSat: Treatment by TDO pers	592
WGRB080I*	80i.	[80i] USCSat: Legal Office personnel	363
WGRB080IR*		Recode WGRB080I- Set DNA to missing	942
WGRB080IR2*		Brief- Collapse satisfaction scale Q80i	943
WGRB080IU*		Uned-[80i] USCSat: Legal Office persone	593
WGRB080J*	80j.	[80j] USCSat: Investigation process	364
WGRB080JR*		Recode WGRB080J- Set DNA to missing	944
WGRB080JR2*		Brief- Collapse satisfaction scale Q80j	945
WGRB080JU*		Uned-[80j] USCSat: Investigation process	594
WGRB080K*	80k.	[80k] USCSat: Being kept informed	365
WGRB080KR*		Recode WGRB080K- Set DNA to missing	946
WGRB080KR2*		Brief- Collapse satisfaction scale Q80k	947
WGRB080KU*		Uned-[80k] USCSat: Being kept informed	595
WGRB080L*	80l.	[80l] USCSat: Info on restricted report	366
WGRB080LR*		Recode WGRB080L- Set DNA to missing	948
WGRB080LR2*		Brief- Collapse satisfaction scale Q80l	949
WGRB080LU*		Uned-[80l] USCSat: Info on restricted re	596
WGRB080M*	80m.	[80m] USCSat: Info on unrestricted repor	367

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB080MR*		Recode WGRB080M- Set DNA to missing	950
WGRB080MR2*		Brief- Collapse satisfaction scale Q80m	951
WGRB080MU*		Uned-[80m] USCSat: Info on unrestricted	597
WGRB080N*	80n.	[80n] USCSat: Reporting process	368
WGRB080NR*		Recode WGRB080N- Set DNA to missing	952
WGRB080NR2*		Brief- Collapse satisfaction scale Q80n	953
WGRB080NU*		Uned-[80n] USCSat: Reporting process	598
WGRB081A*	81a.	[81a] USCExp: Professional retaliation	369
WGRB081AU*		Uned-[81a] USCExp: Professional retaliat	599
WGRB081B*	81b.	[81b] USCExp: Social retaliation	370
WGRB081BU*		Uned-[81b] USCExp: Social retaliation	600
WGRB081C*	81c.	[81c] USCExp: On medical hold	371
WGRB081CU*		Uned-[81c] USCExp: On medical hold	601
WGRB081D*	81d.	[81d] USCExp: On legal hold	372
WGRB081DU*		Uned-[81d] USCExp: On legal hold	602
WGRB081E*	81e.	[81e] USCExp: Involuntary transfer	373
WGRB081EU*		Uned-[81e] USCExp: Involuntary transfer	603
WGRB081F*	81f.	[81f] USCExp: Request transfer	374
WGRB081FU*		Uned-[81f] USCExp: Request transfer	604
WGRB081G*	81g.	[81g] USCExp: Overprotected	375
WGRB081GU*		Uned-[81g] USCExp: Overprotected	605
WGRB081R*		Tabs- Types of retaliation	954
WGRB082A*	82a.	[82a] Offered: SA advocacy services	376
WGRB082AR*		Recode WGRB082A- Recode SAS values	955
WGRB082AR2*		Recode WGRB082A- Combine yeses for bar	956
WGRB082AU*		Uned-[82a] Offered: SA advocacy services	606
WGRB082B*	82b.	[82b] Offered: USC counseling services	377
WGRB082BR*		Recode WGRB082B- Recode SAS values	957
WGRB082BR2*		Recode WGRB082B- Combine yeses for bar	958
WGRB082BU*		Uned-[82b] Offered: USC counseling servi	607
WGRB082C*	82c.	[82c] Offered: Medical services	378
WGRB082CR*		Recode WGRB082C- Recode SAS values	959
WGRB082CR2*		Recode WGRB082C- Combine yeses for bar	960
WGRB082CU*		Uned-[82c] Offered: Medical services	608
WGRB082D*	82d.	[82d] Offered: Legal services	379
WGRB082DR*		Recode WGRB082D- Recode SAS values	961
WGRB082DR2*		Recode WGRB082D- Combine yeses for bar	962
WGRB082DU*		Uned-[82d] Offered: Legal services	609
WGRB082SK*		[82a] Offered: SA advocacy services	610
WGRB083*	83.	[83] How soon did U report USC to auth	380
WGRB083U*		Uned-[83] How soon did U report USC to a	611
WGRB084A*	84a.	[84a] USCNoReport: Not important	381
WGRB084AR*		Recode WGRB084A- Common denominator	963
WGRB084AU*		Uned-[84a] USCNoReport: Not important	612
WGRB084B*	84b.	[84b] USCNoReport: Not know how	382
WGRB084BR*		Recode WGRB084B- Common denominator	964
WGRB084BU*		Uned-[84b] USCNoReport: Not know how	613
WGRB084C*	84c.	[84c] USCNoReport: Felt uncomfortable	383
WGRB084CR*		Recode WGRB084C- Common denominator	965
WGRB084CU*		Uned-[84c] USCNoReport: Felt uncomfortab	614
WGRB084D*	84d.	[84d] USCNoReport: Nothing would be done	384
WGRB084DR*		Recode WGRB084D- Common denominator	966
WGRB084DU*		Uned-[84d] USCNoReport: Nothing would be	615
WGRB084E*	84e.	[84e] USCNoReport: Wouldn't be believed	385
WGRB084ER*		Recode WGRB084E- Common denominator	967

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB084EU*		Uned-[84e] USCNoReport: Wouldn't be beli	616
WGRB084F*	84f.	[84f] USCNoReport: Too much time/effort	386
WGRB084FR*		Recode WGRB084F- Common denominator	968
WGRB084FU*		Uned-[84f] USCNoReport: Too much time/ef	617
WGRB084G*	84g.	[84g] USCNoReport: Fear retal, offender	387
WGRB084GR*		Recode WGRB084G- Common denominator	969
WGRB084GU*		Uned-[84g] USCNoReport: Fear retal, offe	618
WGRB084H*	84h.	[84h] USCNoReport: Fear bad perform eval	388
WGRB084HR*		Recode WGRB084H- Common denominator	970
WGRB084HU*		Uned-[84h] USCNoReport: Fear bad perform	619
WGRB084I*	84i.	[84i] USCNoReport: Label troublemaker	389
WGRB084IR*		Recode WGRB084I- Common denominator	971
WGRB084IU*		Uned-[84i] USCNoReport: Label troublemak	620
WGRB084J*	84j.	[84j] USCNoReport: No want ppl to know	390
WGRB084JR*		Recode WGRB084J- Common denominator	972
WGRB084JU*		Uned-[84j] USCNoReport: No want ppl to k	621
WGRB084K*	84k.	[84k] USCNoReport: Fear pnish 4 othr stu	391
WGRB084KR*		Recode WGRB084K- Common denominator	973
WGRB084KU*		Uned-[84k] USCNoReport: Fear pnish 4 oth	622
WGRB084L*	84l.	[84l] USCNoReport: Other	392
WGRB084LR*		Recode WGRB084L- Common denominator	974
WGRB084LU*		Uned-[84l] USCNoReport: Other	623
WGRB084SK*		[84a] USCNoReport: Not important	624
WGRB084SPSK*		[84spo] USCNoReport: Specify other -Skip	625
WGRB085A	85a.	[85a] Effort to stop: Senior leader NGR	32
WGRB085B	85b.	[85b] Effort to stop: Instal/ship leader	33
WGRB085C	85c.	[85c] Effort to stop: Immediate supervis	34
WGRB086A	86a.	[86a] Wkgrp: Report SH without fear	35
WGRB086AR*		Briefing- Collapse extent scale Q86a	975
WGRB086B	86b.	[86b] Wkgrp: Report SA without fear	36
WGRB086BR*		Briefing- Collapse extent scale Q86b	976
WGRB086C	86c.	[86c] Wkgrp: SH complnts taken serious	37
WGRB086CR*		Briefing- Collapse extent scale Q86c	977
WGRB086D	86d.	[86d] Wkgrp: Getting away w/ SH	38
WGRB086DR*		Briefing- Collapse extent scale Q86d	978
WGRB086E	86e.	[86e] Wkgrp: Getting away w/ SA	39
WGRB086ER*		Briefing- Collapse extent scale Q86e	979
WGRB087A*	87a.	[87a] Install: SH policies publicized	393
WGRB087AR*		Briefing- Collapse extent scale Q87a	980
WGRB087B*	87b.	[87b] Install: SH complaint procedure pu	394
WGRB087BR*		Briefing- Collapse extent scale Q87b	981
WGRB087C	87c.	[87c] Install: SH reports taken serious	40
WGRB087CR*		Briefing- Collapse extent scale Q87c	982
WGRB087D*	87d.	[87d] Install: SA report procedures pub	395
WGRB087DR*		Briefing- Collapse extent scale Q87d	983
WGRB087E	87e.	[87e] Install: SA report taken seriously	41
WGRB087ER*		Briefing- Collapse extent scale Q87e	984
WGRB088	88.	[88] Pst 12 mo had SH training	42
WGRB089*	89.	[89] Pst 12 mo amount SH training	396
WGRB089R*		Recode WGRB089- Times trained on SH	985
WGRB089SK*		[88] Pst 12 mo had SH training	626
WGRB089U*		Uned-[89] Pst 12 mo amount SH training	627
WGRB090A	90a.	[90a] SHTrain: Undrstnd whch wrd/act bad	43
WGRB090AR*		Briefing- Collapse agreement scale Q90a	986
WGRB090AU*		Uned-[90a] SHTrain: Undrstnd whch wrd/ac	628

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2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB090B	90b.	[90b] SHTrain: Reduce cohesion in RC	44
WGRB090BR*		Briefing- Collapse agreement scale Q90b	987
WGRB090BU*		Uned-[90b] SHTrain: Reduce cohesion in R	629
WGRB090C	90c.	[90c] SHTrain: Identify offensv behavior	45
WGRB090CR*		Briefing- Collapse agreement scale Q90c	988
WGRB090CU*		Uned-[90c] SHTrain: Identify offensv beh	630
WGRB090D	90d.	[90d] SHTrain: Tool for dealing w/ SH	46
WGRB090DR*		Briefing- Collapse agreement scale Q90d	989
WGRB090DU*		Uned-[90d] SHTrain: Tool for dealing w/	631
WGRB090E	90e.	[90e] SHTrain: Explains how to report	47
WGRB090ER*		Briefing- Collapse agreement scale Q90e	990
WGRB090EU*		Uned-[90e] SHTrain: Explains how to repo	632
WGRB090F	90f.	[90f] SHTrain: Feel safe to complain	48
WGRB090FR*		Briefing- Collapse agreement scale Q90f	991
WGRB090FU*		Uned-[90f] SHTrain: Feel safe to complai	633
WGRB090G	90g.	[90g] SHTrain: Gives info on SH	49
WGRB090GR*		Briefing- Collapse agreement scale Q90g	992
WGRB090GU*		Uned-[90g] SHTrain: Gives info on SH	634
WGRB091	91.	[91] How effective SH training	50
WGRB091R*		Briefing- Reverse SAS values	993
WGRB091U*		Uned-[91] How effective SH training	635
WGRB092	92.	[92] Pst 12 mo had SA training	51
WGRB093*	93.	[93] Pst 12 mo amount SA training	397
WGRB093R*		Recode WGRB093- Times trained on SA	994
WGRB093SK*		[93] Pst 12 mo amount SA training	636
WGRB093U*		Uned-[93] Pst 12 mo amount SA training	637
WGRB094A	94a.	[94a] SATrain: Undrstnd whch wrd/act bad	52
WGRB094AR*		Briefing- Collapse agreement scale Q94a	995
WGRB094AU*		Uned-[94a] SATrain: Undrstnd whch wrd/ac	638
WGRB094B	94b.	[94b] SATrain: Teach how avoid SA risk	53
WGRB094BR*		Briefing- Collapse agreement scale Q94b	996
WGRB094BU*		Uned-[94b] SATrain: Teach how avoid SA r	639
WGRB094C	94c.	[94c] SATrain: Teach how to get med care	54
WGRB094CR*		Briefing- Collapse agreement scale Q94c	997
WGRB094CU*		Uned-[94c] SATrain: Teach how to get med	640
WGRB094D	94d.	[94d] SATrain: Xpln role of CoC in SA	55
WGRB094DR*		Briefing- Collapse agreement scale Q94d	998
WGRB094DU*		Uned-[94d] SATrain: Xpln role of CoC in	641
WGRB094E	94e.	[94e] SATrain: Xpln reporting options	56
WGRB094ER*		Briefing- Collapse agreement scale Q94e	999
WGRB094EU*		Uned-[94e] SATrain: Xpln reporting optio	642
WGRB094F	94f.	[94f] SATrain: POC's for reporting SA	57
WGRB094FR*		Briefing- Collapse agreement scale Q94f	1000
WGRB094FU*		Uned-[94f] SATrain: POC's for reporting	643
WGRB094G	94g.	[94g] SATrain: SA mission readiness prob	58
WGRB094GR*		Briefing- Collapse agreement scale Q94g	1001
WGRB094GU*		Uned-[94g] SATrain: SA mission readiness	644
WGRB095A	95a.	[95a] Effective: Reduce/prevent SA	59
WGRB095AR*		Briefing- Reverse SAS values Q95a	1002
WGRB095AU*		Uned-[95a] Effective: Reduce/prevent SA	645
WGRB095B	95b.	[95b] Effective: Diff btw restrict/unres	60
WGRB095BR*		Briefing- Reverse SAS values Q95b	1003
WGRB095BU*		Uned-[95b] Effective: Diff btw restrict/	646
WGRB096A*	96a.	[96a] Install: Has SH office	398
WGRB096AR*		Trend- Set DK to missing Q96a	1004

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2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB096B*	96b.	[96b] Install: Has SARC	399
WGRB096C*	96c.	[96c] Install: Has SA VA	400
WGRB097A*	97a.	[97a] PriorExp: Sexually harassed	401
WGRB097AR*		Recode WGRB097A- Common denominator	1005
WGRB097B*	97b.	[97b] PriorExp: Sexually assaulted	402
WGRB097BR*		Recode WGRB097B- Common denominator	1006
WGRB098	98.	[98] SH in nation more/less prob	61
WGRB099	99.	[99] SA in nation more/less prob	62
WGRB100	100.	[100] SH in military more/less prob	63
WGRB100SK*		[100] SH in military more/less prob	647
WGRB100U*		Uned-[100] SH in military more/less prob	648
WGRB101	101.	[101] SA in military more/less problem	64
WGRB101U*		Uned-[101] SA in military more/less prob	649
WGRB102	102.	[102] Freq of SH in military now	65
WGRB102R*		Briefing- Collapse frequency scale	1007
WGRB102U*		Uned-[102] Freq of SH in military now	650
WGRB103	103.	[103] Freq of SA in military now	66
WGRB103R*		Briefing- Collapse frequency scale	1008
WGRB103U*		Uned-[103] Freq of SA in military now	651
WGRR0801ID		Unique Identifier for the population	93
WORKASGN*		Briefing- Workplace Assignment Inc Rate	1009
WORKCAR*		Briefing- Workplace Career Incident Rate	1010
WORKCOMBO*		Briefing- Combo of Work Disc Behaviors	1011
WORKEVAL*		Briefing- Workplace Evaluation Incident	1012
WORKSAT		Tab- Work Satisfaction Scale- Q35	76
XACT*		Crossing: DoD activated past 12 mos	1014
XBVPAY*		Crossing- Briefing 4 level pay	1015
XBVPAY2*		Briefing Crossing- Total 2 level pay	1016
XCGGENPAY*		Crossing: CG Gender by 2 level paygrade	1017
XCGPAY2*		Crossing: CG 2 level paygrade	1018
XCGPAY5*		Crossing: CG 5 level paygrade	1019
XCGSEX*		Crossing: CG Gender	1020
XCGSEXF*		XCGSEX: Imputation flag for XCGSEX	1021
XCON*		Confidentiality Analysis Crossing	1022
XDEPLOC*		Crossing- Briefing Deployed OIF/OEF	1023
XDEPLOY*		Crossing: DoD deployed past 12 mos	1024
XDOD*		Crossing: Total DoD and Coast Guard	1025
XDODSVC*		Crossing: DoD only service	1026
XGENPAY2*		Crossing: DoD gender by 2 level paygrade	1027
XGENPAY5*		Crossing: DoD gender by 5 level paygrade	1028
XGENPROG*		Crossing: DoD gender by program	1029
XGENRETH*		Crossing: DoD gender by race/ethnicity	1030
XGENSVC*		Crossing: DoD gender by service	1031
XPAY*		XPAY: Imputed pay grade	1032
XPAY2*		Crossing: DoD 2 level paygrade	1033
XPAY5*		Crossing: DoD 5 level paygrade	1034
XPAYENL*		Crossing: DoD 4 level enlisted paygrade	1035
XPAYF*		XPAYF: Imputation Flag for XPAY	1036
XPROG*		Crossing: DoD program	1037
XRETH2*		Crossing: 2 level minority vs. non-minor	1038
XRETH3*		Crossing: 3 level total minority	1039
XRETH7*		7 level race variable	1040
XSEX*		Crossing: DoD Gender	1041
XSEXF*		XSEXF: Imputation flag for XSEX	1042
XSH*		Crossing- Briefing Experienced SH	1043

\* Confidential Variable

2008 Workplace and Gender Relations Survey of Reserve Component Members

Alphabetical Table of Contents

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
X SVC		Crossing: Service including CG	90
X SVCF*		X SVCF: Imputation Flag for X SVC	1044
X SVCPAY*		Crossing: DoD gender by service by pay	1045
X TOTPAY2		Crossing: Total 2 level paygrade	92
X TOTSEX		Crossing: Total Gender	91
X TOTSEXF*		ImpFlag: Total Gender	1046
X USC*		Crossing- Briefing Experienced USC	1047
Y OS*		Military Longevity Pay Service Yr Quant.	1195
Y OSC*	7.	[7] Years military service	106
Y OSCR*		Recode Y OSC- Collapse into categories	1013
_TOTAL_*		Taylor Series Variance Estimation Strat	1196

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**Appendix G**  
**Positional Variable List for the Survey Analysis Files**



2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
RETINT1	8.	[8] Likely you would stay on AD	1
WGRB009	9.	[9] Quality of life in NG/R	2
WGRB010	10.	[10] Quality of work life in NG/R	3
WGRB011A	11a.	[11a] Sat w/ compensation	4
WGRB011B	11b.	[11b] Sat w/ type of work	5
WGRB011C	11c.	[11c] Sat w/ promotion opps	6
WGRB011D	11d.	[11d] Sat w/ quality of coworkers	7
WGRB011E	11e.	[11e] Sat w/ quality of supervisor	8
WGRB012	12.	[12] Sat w/ mil way of life	9
WGRB032A	32a.	[32a] MilWkPlc: Know what is expected	10
WGRB032B	32b.	[32b] MilWkPlc: Have right equipment	11
WGRB032C	32c.	[32c] MilWkPlc: Chance to do best	12
WGRB032D	32d.	[32d] MilWkPlc: Rec'd praise last 7 days	13
WGRB032E	32e.	[32e] MilWkPlc: Super cares about me	14
WGRB032F	32f.	[32f] MilWkPlc: Pple encrge develop	15
WGRB032G	32g.	[32g] MilWkPlc: Opinions count	16
WGRB032H	32h.	[32h] MilWkPlc: NGR job important	17
WGRB032I	32i.	[32i] MilWkPlc: Cowrkrers do quality work	18
WGRB032J	32j.	[32j] MilWkPlc: Have best friend at wrk	19
WGRB032K	32k.	[32k] MilWkPlc: Rec'd progress update	20
WGRB032L	32l.	[32l] MilWkPlc: Chance to learn	21
WGRB032M	32m.	[32m] MilWkPlc: Opps based on wrk only	22
WGRB032N	32n.	[32n] MilWkPlc: Super includes everyone	23
WGRB032O	32o.	[32o] MilWkPlc: Super fair w/ equality	24
WGRB032P	32p.	[32p] MilWkPlc: Employees kept informed	25
WGRB036A	36a.	[36a] Wartime prepared: Are you	26
WGRB036B	36b.	[36b] Wartime prepared: Is your unit	27
WGRB037A	37a.	[37a] Morale: Your current level	28
WGRB037B	37b.	[37b] Morale: Current level in your unit	29
WGRB041A	41a.	[41a] Current level of stress: Work	30
WGRB041B	41b.	[41b] Current level of stress: Personal	31
WGRB085A	85a.	[85a] Effort to stop: Senior leader NGR	32
WGRB085B	85b.	[85b] Effort to stop: Instal/ship leader	33
WGRB085C	85c.	[85c] Effort to stop: Immediate supervis	34
WGRB086A	86a.	[86a] Wkgrp: Report SH without fear	35
WGRB086B	86b.	[86b] Wkgrp: Report SA without fear	36
WGRB086C	86c.	[86c] Wkgrp: SH complnts taken serious	37
WGRB086D	86d.	[86d] Wkgrp: Getting away w/ SH	38
WGRB086E	86e.	[86e] Wkgrp: Getting away w/ SA	39
WGRB087C	87c.	[87c] Install: SH reports taken serious	40
WGRB087E	87e.	[87e] Install: SA report taken seriously	41
WGRB088	88.	[88] Pst 12 mo had SH training	42
WGRB090A	90a.	[90a] SHTrain: Undrstnd which wrd/act bad	43
WGRB090B	90b.	[90b] SHTrain: Reduce cohesion in RC	44
WGRB090C	90c.	[90c] SHTrain: Identify offensv behavior	45
WGRB090D	90d.	[90d] SHTrain: Tool for dealing w/ SH	46
WGRB090E	90e.	[90e] SHTrain: Explains how to report	47
WGRB090F	90f.	[90f] SHTrain: Feel safe to complain	48
WGRB090G	90g.	[90g] SHTrain: Gives info on SH	49
WGRB091	91.	[91] How effective SH training	50
WGRB092	92.	[92] Pst 12 mo had SA training	51
WGRB094A	94a.	[94a] SATrain: Undrstnd which wrd/act bad	52
WGRB094B	94b.	[94b] SATrain: Teach how avoid SA risk	53
WGRB094C	94c.	[94c] SATrain: Teach how to get med care	54
WGRB094D	94d.	[94d] SATrain: Xpln role of CoC in SA	55

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB094E	94e.	[94e] SATrain: Xpln reporting options	56
WGRB094F	94f.	[94f] SATrain: POC's for reporting SA	57
WGRB094G	94g.	[94g] SATrain: SA mission readiness prob	58
WGRB095A	95a.	[95a] Effective: Reduce/prevent SA	59
WGRB095B	95b.	[95b] Effective: Diff btw restrict/unres	60
WGRB098	98.	[98] SH in nation more/less prob	61
WGRB099	99.	[99] SA in nation more/less prob	62
WGRB100	100.	[100] SH in military more/less prob	63
WGRB101	101.	[101] SA in military more/less problem	64
WGRB102	102.	[102] Freq of SH in military now	65
WGRB103	103.	[103] Freq of SA in military now	66

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB013AR		Rec WGRB013A-missing to No for com denom	67
WGRB013BR		Rec WGRB013B-missing to No for com denom	68
COMMITA		Recode Q14- Affective Commitment scale	69
COMMITC		Recode Q14- Continuance Commitment scale	70
COMMITN		Recode Q14- Normative Commitment scale	71
SUPSAT		Tabs- Supervisor Satisfaction Scale- Q30	72
LEADERSAT		Tabs- Leadership Sat Scale-Q33b-d, f	73
CAREERSAT		Tabs- Careerism Scale- Q33a-d,f	74
CWORKSAT		Tabs- Coworker Satisfaction Scale- Q34	75
WORKSAT		Tabs- Work Satisfaction Scale- Q35	76
COHESION		Recode- Unit Cohesion Scale Q38a-d	77
STRESS		Recode- Perceived Stress Scale Q39a-j	78
GENHEAL		Recode- General Health Scale Q40a-d	79
EVAL		Recode- Evaluation Incident Rate Q42	80
ASGN		Recode- Assignment Incident Rate Q42	81
CAR		Recode- Career Incident Rate Q42	82
SEXDISC		Recode- Sex Discrimination incident rate	83
CRDBVR		Tabs- Crude/Offensive Behavior incident	84
SEXATTN		Tabs- Unwanted Sexual Attention rate	85
SEXCOER		Tabs- Sexual Coercion incident rate	86
SEXBEH		Tabs- Sexist Behavior incident rate	87
SEXHAR		Tabs- Sexual Harassment incident rate	88
USCRATE		Recode WGRB065- USC incident rate	89
XSVC		Crossing: Service including CG	90
XTOTSEX		Crossing: Total Gender	91
XTOTPAY2		Crossing: Total 2 level paygrade	92

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Operations

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRR0801ID		Unique Identifier for the population	93

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Weighting

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ELIGFLGW		Eligibility Flag	94
FINALWGT		Full Sample Raked Weight	95

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
SRSVC1	1.	[1] Reserve component on 2/11/08	96
SRSEX	2.	[2] Gender	97
SRGRADE	3.	[3] Paygrade	98
SRHISPA1	4.	[4] Are U Spanish Hispanic Latino	99
SRRACEA	5a.	215107: White	100
SRRACEB	5b.	215107: Black or African American	101
SRRACEC	5c.	215107: American Indian or Alaska Nati	102
SRRACED	5d.	215107: Asian (e.g., Asian Indian, Chi	103
SRRACEE	5e.	215107: Native Hawaiian or other Pacif	104
WGRB006	6.	[6] Served active duty 24+ months	105
YOSC	7.	[7] Years military service	106
WGRB013A	13a.	[13a] JoinMil: Male friend	107
WGRB013B	13b.	[13b] JoinMil: Female friend	108
ORGCOMA	14a.	[14a] MilCommit: Enjoy serving	109
ORGCOMB	14b.	[14b] MilCommit: Consistent w/ per goals	110
ORGCOMC	14c.	[14c] MilCommit: Feel guilty if leave	111
ORGCOMD	14d.	[14d] MilCommit: Happy w/ NGR life	112
ORGCOME	14e.	[14e] MilCommit: Leaving give up benefit	113
ORGCOMF	14f.	[14f] MilCommit: Obligation to people	114
ORGCOMG	14g.	[14g] MilCommit: Values are my own	115
ORGCOMH	14h.	[14h] MilCommit: Proud to be in NGR	116
ORGCOMI	14i.	[14i] MilCommit: Leave let country down	117
ORGCOMJ	14j.	[14j] MilCommit: Considerable sacrifice	118
ORGCOMK	14k.	[14k] MilCommit: Achieve life wants	119
ORGCOML	14l.	[14l] MilCommit: Intend to leave	120
ORGCOMM	14m.	[14m] MilCommit: Effective in promoting	121
ORGCOMN	14n.	[14n] MilCommit: Proud to tell others	122
WGRB015	15.	[15] Past 12 mos days in compensated NGR	123
WGRB016	16.	[16] Past 12 mos more/less time away	124
WGRB017	17.	[17] Impact of time away on mil career	125
WGRB018	18.	[18] Are you a mil tech	126
WGRB019	19.	[19] Have civilian job	127
WGRB020	20.	[20] Are you a student	128
WGRB021	21.	[21] Activated in past 12 mos	129
WGRB022	22.	[22] Activations longer than 30 days	<b>Error!</b> <b>Bookmark</b> <b>not</b> <b>defined.-</b> 130
WGRB023	23.	[23] Activations voluntary/invol/both	131
WGRB024	24.	[24] Activations result in deployment	132
WGRB025	25.	[25] Deployed CONUS or OCONUS	133
WGRB026A	26a.	[26a] Deploy: Op Noble Eagle	134
WGRB026B	26b.	[26b] Deploy: Op Enduring Freedom	135
WGRB026C	26c.	[26c] Deploy: Op Iraqi Freedom	136
WGRB026D	26d.	[26d] Deploy: Other	137
WGRB027	27.	[27] Time in present military unit	138
WGRB028A	28a.	[28a] Student in RMC	139
WGRB028B	28b.	[28b] In gendered MOS	140
WGRB028C	28c.	[28c] In gendered workplace	141
WGRB029	29.	[29] Gender of military supervisor	142
WGRB030A	30a.	[30a] MilSuper: Trust supervisor	143
WGRB030B	30b.	[30b] MilSuper: Supervisor treats fairly	144
WGRB030C	30c.	[30c] MilSuper: Little conflict w/ super	145
WGRB030D	30d.	[30d] MilSuper: Eval work perf fairly	146

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB030E	30e.	[30e] MilSuper: Assigns work fairly	147
WGRB030F	30f.	[30f] MilSuper: Sat w/ supervision	148
WGRB031	31.	[31] Gender ratio of mil workgroup	149
WGRB033A	33a.	[33a] MilWkGrp: Make req someone listens	150
WGRB033B	33b.	[33b] MilWkGrp: Leaders rather look good	151
WGRB033C	33c.	[33c] MilWkGrp: Get help for pers prob	152
WGRB033D	33d.	[33d] MilWkGrp: Leaders just get job don	153
WGRB033E	33e.	[33e] MilWkGrp: Impressed w/ qual leader	154
WGRB033F	33f.	[33f] MilWkGrp: Leaders focus own career	155
WGRB034A	34a.	[34a] MilCowrk: Little conflict	156
WGRB034B	34b.	[34b] MilCowrk: Cowrks put in effort	157
WGRB034C	34c.	[34c] MilCowrk: Workgroup gets along	158
WGRB034D	34d.	[34d] MilCowrk: Wrkgrp helps each other	159
WGRB034E	34e.	[34e] MilCowrk: Sat w/ coworker relation	160
WGRB035A	35a.	[35a] MilWork: Gives u sense of pride	161
WGRB035B	35b.	[35b] MilWork: Good use of skills	162
WGRB035C	35c.	[35c] MilWork: Like your mil work	163
WGRB035D	35d.	[35d] MilWork: Let you gain skills	164
WGRB035E	35e.	[35e] MilWork: Sat w/ job as a whole	165
WGRB035F	35f.	[35f] MilWork: Tied to wartime job	166
WGRB038A	38a.	[38a] Unit: Cares about each other	167
WGRB038B	38b.	[38b] Unit: Works well as a team	168
WGRB038C	38c.	[38c] Unit: Pull together to get job don	169
WGRB038D	38d.	[38d] Unit: Trust each other	170
WGRB039A	39a.	[39a] Stress: Unexpected happened	171
WGRB039B	39b.	[39b] Stress: Lack control	172
WGRB039C	39c.	[39c] Stress: Felt nervous	173
WGRB039D	39d.	[39d] Stress: Confident handle pers prob	174
WGRB039E	39e.	[39e] Stress: Things going your way	175
WGRB039F	39f.	[39f] Stress: Not cope w responsibilitie	176
WGRB039G	39g.	[39g] Stress: Control life irritations	177
WGRB039H	39h.	[39h] Stress: On top of things	178
WGRB039I	39i.	[39i] Stress: Anger b/c outside of contro	179
WGRB039J	39j.	[39j] Stress: Piled high can't overcome	180
WGRB040A	40a.	[40a] Health: Healthy as others	181
WGRB040B	40b.	[40b] Health: Sick easier than others	182
WGRB040C	40c.	[40c] Health: Expect health to worsen	183
WGRB040D	40d.	[40d] Health: Health is excellent	184
WGRB042A	42a.	[42a] Dsc12mo: Rated lower than deserve	185
WGRB042B	42b.	[42b] Dsc12mo: Unjustified neg comments	186
WGRB042C	42c.	[42c] Dsc12mo: Higher perform standard	187
WGRB042D	42d.	[42d] Dsc12mo: Did not get award	188
WGRB042E	42e.	[42e] Dsc12mo: Assign not use job skill	189
WGRB042F	42f.	[42f] Dsc12mo: Assign no good for career	190
WGRB042G	42g.	[42g] Dsc12mo: No daily short term task	191
WGRB042H	42h.	[42h] Dsc12mo: No mentor for career	192
WGRB042I	42i.	[42i] Dsc12mo: Didn't learn career opps	193
WGRB042J	42j.	[42j] Dsc12mo: No answers for promotion	194
WGRB042K	42k.	[42k] Dsc12mo: Exclude from social event	195
WGRB042L	42l.	[42l] Dsc12mo: Didn't get assgnmnt wante	196
WGRB042M		[42n] Dsc12mo: Assignment open to women	197
WGRB042N	42m.	[42m] Dsc12mo: Other personnel actions	198
WGRB043A	43a.	[43a] Y/N events: Sex discrim	199
WGRB043B	43b.	[43b] Y/N events: Race/ethnic discrim	200
WGRB043C	43c.	[43c] Y/N events: Age discrim	201

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB043D	43d.	[43d] Y/N events: Religious discrim	202
WGRB043E	43e.	[43e] Y/N events: Other	203
WGRB044A	44a.	[44a] GenBehave: Offnsv sex story/joke	204
WGRB044B	44b.	[44b] GenBehave: Offensive gender terms	205
WGRB044C	44c.	[44c] GenBehave: Unwelcome sex discuss	206
WGRB044D	44d.	[44d] GenBehave: Treat diffrent b/c of se	207
WGRB044E	44e.	[44e] GenBehave: Remark on appearance	208
WGRB044F	44f.	[44f] GenBehave: Embarrassing gestures	209
WGRB044G	44g.	[44g] GenBehave: Offnsv sexist remarks	210
WGRB044H	44h.	[44h] GenBehave: Romantic/sex relation	211
WGRB044I	44i.	[44i] GenBehave: Put down, gender	212
WGRB044J	44j.	[44j] GenBehave: Ask date after said no	213
WGRB044K	44k.	[44k] GenBehave: Bribed to engage in sex	214
WGRB044L	44l.	[44l] GenBehave: Threat, sex cooperation	215
WGRB044M	44m.	[44m] GenBehave: Touch make uncomfortabl	216
WGRB044N	44n.	[44n] GenBehave: Intentional cornered	217
WGRB044O	44o.	[44o] GenBehave: Treat bad if refuse sex	218
WGRB044P	44p.	[44p] GenBehave: Promo, sex cooperative	219
WGRB044Q	44q.	[44q] GenBehave: Attempt sex, unsuccess	220
WGRB044R	44r.	[44r] GenBehave: Sex without consent	221
WGRB044S	44s.	[44s] GenBehave: Other unwanted behavior	222
WGRB045	45.	[45] Label behavior sex harassment	223
WGRB046A	46a.	[46a] OneSit: Sexist behavior	224
WGRB046B	46b.	[46b] OneSit: Crude/offensive behavior	225
WGRB046C	46c.	[46c] OneSit: Unwanted sexual attention	226
WGRB046D	46d.	[46d] OneSit: Sexual coercion	227
WGRB046E	46e.	[46e] OneSit: Other	228
WGRB047	47.	[47] Label behavior sex harassment	229
WGRB048	48.	[48] Place SH situation occur	230
WGRB049A	49a.	[49a] SitOccurOnBse: Mil work	231
WGRB049B	49b.	[49b] SitOccurOnBse: Duty hours	232
WGRB049C	49c.	[49c] SitOccurOnBse: Gender uncommon	233
WGRB049D	49d.	[49d] SitOccurOnBse: Non-work location	234
WGRB050A	50a.	[50a] SitOccur: While activated	235
WGRB050B	50b.	[50b] SitOccur: While deployed	236
WGRB050C	50c.	[50c] SitOccur: At civilian job	237
WGRB050D	50d.	[50d] SitOccur: At civilian school	238
WGRB050E	50e.	[50e] SitOccur: Someone's quarters/home	239
WGRB051	51.	[51] Number and gender of offenders	240
WGRB052A	52a.	[52a] Offender: Mil chain-of-command	241
WGRB052B	52b.	[52b] Offender: Mil, higher rank	242
WGRB052C	52c.	[52c] Offender: Mil coworkers	243
WGRB052D	52d.	[52d] Offender: Mil subordinates	244
WGRB052E	52e.	[52e] Offender: Other mil person	245
WGRB052F	52f.	[52f] Offender: Civ employees	246
WGRB052G	52g.	[52g] Offender: Civ contractors	247
WGRB052H	52h.	[52h] Offender: Local civilian person	248
WGRB052I	52i.	[52i] Offender: Unknown person	249
WGRB053	53.	[53] Frequency of behaviors	250
WGRB054	54.	[54] Duration of situation	251
WGRB055A	55a.	[55a] SitResult: Tried to ignore it	252
WGRB055B	55b.	[55b] SitResult: Tried to avoid	253
WGRB055C	55c.	[55c] SitResult: Told person to stop	254
WGRB055D	55d.	[55d] SitResult: Ask someone to speak up	255
WGRB055E	55e.	[55e] SitResult: Blame yourself	256

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB055F	55f.	[55f] SitResult: Act as though no bother	257
WGRB055G	55g.	[55g] SitResult: Call a hotline	258
WGRB055H	55h.	[55h] SitResult: Request a transfer	259
WGRB055I	55i.	[55i] SitResult: Get out of mil	260
WGRB055J	55j.	[55j] SitResult: Less productive	261
WGRB055K	55k.	[55k] SitResult: Other	262
WGRB056A	56a.	[56a] DiscussCiv: Super or other coworker	263
WGRB056B	56b.	[56b] DiscussCiv: Academic advisor/prof	264
WGRB056C	56c.	[56c] DiscussCiv: Comm official/office	265
WGRB057A	57a.	[57a] DiscussMil: Chain-of-command	266
WGRB057B	57b.	[57b] DiscussMil: Persons c-of-c	267
WGRB057C	57c.	[57c] DiscussMil: Special mil office	268
WGRB057D	57d.	[57d] DiscussMil: Other person	269
WGRB058A	58a.	[58a] ActTaken: Person talked to	270
WGRB058B	58b.	[58b] ActTaken: Cmplnt investigated	271
WGRB058C	58c.	[58c] ActTaken: Informal resolution	272
WGRB058D	58d.	[58d] ActTaken: Encrgd to drop complaint	273
WGRB058E	58e.	[58e] ActTaken: Complaint discounted	274
WGRB058F	58f.	[58f] ActTaken: Everyone talked to	275
WGRB058G	58g.	[58g] ActTaken: Situation corrected	276
WGRB058H	58h.	[58h] ActTaken: Action against offender	277
WGRB058I	58i.	[58i] ActTaken: Action against you	278
WGRB059	59.	[59] Formal report	279
WGRB060	60.	[60] Was complaint true?	280
WGRB061	61.	[61] Sat w/ outcome	281
WGRB062A	62a.	[62a] SatRpt: Info on how to file	282
WGRB062B	62b.	[62b] SatRpt: Treatment by pers handlng	283
WGRB062C	62c.	[62c] SatRpt: Amount time to resolve	284
WGRB062D	62d.	[62d] SatRpt: How well kept informed	285
WGRB062E	62e.	[62e] SatRpt: Complaint process	286
RETALA	63a.	[63a] Exp professional retaliation	287
RETALB	63b.	[63b] Exp social retaliation	288
WGRB064A	64a.	[64a] NoReport: Not important	289
WGRB064B	64b.	[64b] NoReport: Not know how	290
WGRB064C	64c.	[64c] NoReport: Felt uncomfortable	291
WGRB064D	64d.	[64d] NoReport: Took care prob by self	292
WGRB064E	64e.	[64e] NoReport: Nothing would be done	293
WGRB064F	64f.	[64f] NoReport: Wouldn't be believed	294
WGRB064G	64g.	[64g] NoReport: Too much time/effort	295
WGRB064H	64h.	[64h] NoReport: Fear retal, offender	296
WGRB064I	64i.	[64i] NoReport: Fear negative wk outcome	297
WGRB064J	64j.	[64j] NoReport: Label troublemaker	298
WGRB064K	64k.	[64k] NoReport: Other	299
WGRB065	65.	[65] USC core item	300
WGRB066A	66a.	[66a] USCOneSit: Sexual touch	301
WGRB066B	66b.	[66b] USCOneSit: Attempted sex	302
WGRB066C	66c.	[66c] USCOneSit: Completed sex	303
WGRB066D	66d.	[66d] USCOneSit: Attempted oral	304
WGRB066E	66e.	[66e] USCOneSit: Completed oral	305
WGRB067A	67a.	[67a] USCSitOccur: At a mil installation	306
WGRB067B	67b.	[67b] USCSitOccur: While activated	307
WGRB067C	67c.	[67c] USCSitOccur: While deployed	308
WGRB068	68.	[68] USC sit occur where	309
WGRB069	69.	[69] USC Number and gender of offenders	310
WGRB070A	70a.	[70a] USCOffender: Chain-of-command	311

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB070B	70b.	[70b] USCOffender: Mil, higher rank	312
WGRB070C	70c.	[70c] USCOffender: Mil coworker	313
WGRB070D	70d.	[70d] USCOffender: Mil subordinates	314
WGRB070E	70e.	[70e] USCOffender: Other mil person	315
WGRB070F	70f.	[70f] USCOffender: Civ employees	316
WGRB070G	70g.	[70g] USCOffender: Civ contractors	317
WGRB070H	70h.	[70h] USCOffender: Local civilian person	318
WGRB070I	70i.	[70i] USCOffender: Unknown person	319
WGRB071A	71a.	[71a] USCDrugUse: U judgement impaired	320
WGRB071B	71b.	[71b] USCDrugUse: U totally intoxicated	321
WGRB071C	71c.	[71c] USCDrugUse: Offndr intoxicated	322
WGRB071D	71d.	[71d] USCDrugUse: Knock out drugs	323
WGRB072A	72a.	[72a] USCOneSit: Threat ruin rep	324
WGRB072B	72b.	[72b] USCOneSit: Threat harm you	325
WGRB072C	72c.	[72c] USCOneSit: Harm family member	326
WGRB072D	72d.	[72d] USCOneSit: Use force	327
WGRB072E	72e.	[72e] USCOneSit: Authority for search	328
WGRB072F	72f.	[72f] USCOneSit: Authority medical	329
WGRB072G	72g.	[72g] USCOneSit: Authority supervisor	330
WGRB073A	73a.	[73a] PriorSit: Offndr sexually harass u	331
WGRB073B	73b.	[73b] PriorSit: Offender stalk u	332
WGRB074A	74a.	[74a] USCDiscuss: Spouse/sig other	333
WGRB074B	74b.	[74b] USCDiscuss: Talk to friend	334
WGRB074C	74c.	[74c] USCDiscuss: Talk to family member	335
WGRB074D	74d.	[74d] USCDiscuss: Chaplain/counslr/ombud	336
WGRB074E	74e.	[74e] USCDiscuss: Civ hotline/center	337
WGRB074F	74f.	[74f] USCDiscuss: Mil hotline/center	338
WGRB075	75.	[75] USC sought professional help	339
WGRB076	76.	[76] USC sat with care	340
WGRB077	77.	[77] Discuss/report USC with anyone	341
WGRB078A	78a.	[78a] ReportUSC: Immediate supervisor	342
WGRB078B	78b.	[78b] ReportUSC: Chain-of-command	343
WGRB078C	78c.	[78c] ReportUSC: SARC	344
WGRB078D	78d.	[78d] ReportUSC: Chaplain or counselor	345
WGRB078E	78e.	[78e] ReportUSC: Health care provider	346
WGRB078F	78f.	[78f] ReportUSC: Legal services	347
WGRB078G	78g.	[78g] ReportUSC: Other	348
WGRB079A	79a.	[79a] USCAct: Report investigated	349
WGRB079B	79b.	[79b] USCAct: Kept informed	350
WGRB079C	79c.	[79c] USCAct: Taken against offender	351
WGRB079D	79d.	[79d] USCAct: Encouraged to drop complnt	352
WGRB079E	79e.	[79e] USCAct: Action taken against you	353
WGRB079F	79f.	[79f] USCAct: Other action was taken	354
WGRB080A	80a.	[80a] USCSat: Quality of USC advcacy svc	355
WGRB080B	80b.	[80b] USCSat: Quality of counseling	356
WGRB080C	80c.	[80c] USCSat: Quality of med care	357
WGRB080D	80d.	[80d] USCSat: Treatment by SA VA	358
WGRB080E	80e.	[80e] USCSat: Treatment by SARC	359
WGRB080F	80f.	[80f] USCSat: Commander	360
WGRB080G	80g.	[80g] USCSat: Criminal investigator	361
WGRB080H	80h.	[80h] USCSat: Treatment by TDO personnel	362
WGRB080I	80i.	[80i] USCSat: Legal Office personnel	363
WGRB080J	80j.	[80j] USCSat: Investigation process	364
WGRB080K	80k.	[80k] USCSat: Being kept informed	365
WGRB080L	80l.	[80l] USCSat: Info on restricted report	366

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB080M	80m.	[80m] USCSat: Info on unrestricted repor	367
WGRB080N	80n.	[80n] USCSat: Reporting process	368
WGRB081A	81a.	[81a] USCExp: Professional retaliation	369
WGRB081B	81b.	[81b] USCExp: Social retaliation	370
WGRB081C	81c.	[81c] USCExp: On medical hold	371
WGRB081D	81d.	[81d] USCExp: On legal hold	372
WGRB081E	81e.	[81e] USCExp: Involuntary transfer	373
WGRB081F	81f.	[81f] USCExp: Request transfer	374
WGRB081G	81g.	[81g] USCExp: Overprotected	375
WGRB082A	82a.	[82a] Offered: SA advocacy services	376
WGRB082B	82b.	[82b] Offered: USC counseling services	377
WGRB082C	82c.	[82c] Offered: Medical services	378
WGRB082D	82d.	[82d] Offered: Legal services	379
WGRB083	83.	[83] How soon did U report USC to auth	380
WGRB084A	84a.	[84a] USCNoReport: Not important	381
WGRB084B	84b.	[84b] USCNoReport: Not know how	382
WGRB084C	84c.	[84c] USCNoReport: Felt uncomfortable	383
WGRB084D	84d.	[84d] USCNoReport: Nothing would be done	384
WGRB084E	84e.	[84e] USCNoReport: Wouldn't be believed	385
WGRB084F	84f.	[84f] USCNoReport: Too much time/effort	386
WGRB084G	84g.	[84g] USCNoReport: Fear retal, offender	387
WGRB084H	84h.	[84h] USCNoReport: Fear bad perform eval	388
WGRB084I	84i.	[84i] USCNoReport: Label troublemaker	389
WGRB084J	84j.	[84j] USCNoReport: No want ppl to know	390
WGRB084K	84k.	[84k] USCNoReport: Fear pnish 4 othr stu	391
WGRB084L	84l.	[84l] USCNoReport: Other	392
WGRB087A	87a.	[87a] Install: SH policies publicized	393
WGRB087B	87b.	[87b] Install: SH complaint procedure pu	394
WGRB087D	87d.	[87d] Install: SA report procedures pub	395
WGRB089	89.	[89] Pst 12 mo amount SH training	396
WGRB093	93.	[93] Pst 12 mo amount SA training	397
WGRB096A	96a.	[96a] Install: Has SH office	398
WGRB096B	96b.	[96b] Install: Has SARC	399
WGRB096C	96c.	[96c] Install: Has SA VA	400
WGRB097A	97a.	[97a] PriorExp: Sexually harassed	401
WGRB097B	97b.	[97b] PriorExp: Sexually assaulted	402
CMTFLAG		Additional Comment Flag	403
SRSVC1SK		[2] Gender	404
SRRACEAU		Uned-SRRACEAU	405
SRRACEBU		Uned-SRRACEBU	406
SRRACECU		Uned-SRRACECU	407
SRRACEDU		Uned-SRRACEDU	408
SRRACEEU		Uned-SRRACEEU	409
WGRB018SK		[18] Are you a mil tech	410
WGRB018U		Uned-[18] Are you a mil tech	411
WGRB022SK		[22] Activations longer than 30 days	412
WGRB022U		Uned-[22] Activations longer than 30 day	413
WGRB023SK		[23] Activations voluntary/invol/both	414
WGRB023U		Uned-[23] Activations voluntary/invol/bo	415
WGRB024U		Uned-[24] Activations result in deployme	416
WGRB025SK		[25] Deployed CONUS or OCONUS	417
WGRB025U		Uned-[25] Deployed CONUS or OCONUS	418
WGRB026AU		Uned-[26a] Deploy: Op Noble Eagle	419
WGRB026BU		Uned-[26b] Deploy: Op Enduring Freedom	420
WGRB026CU		Uned-[26c] Deploy: Op Iraqi Freedom	421

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB026DU		Uned-[26d] Deply: Other	422
WGRB042MSK		[42n] Dsc12mo: Assignment open to women	423
WGRB042SPSK		[42spo] Dsc12mo: Specify other actions	424
WGRB043AU		Uned-[43a] Y/N events: Sex discrim	425
WGRB043BU		Uned-[43b] Y/N events: Race/ethnic disc	426
WGRB043CU		Uned-[43c] Y/N events: Age discrim	427
WGRB043DU		Uned-[43d] Y/N events: Religious discrim	428
WGRB043EU		Uned-[43e] Y/N events: Other	429
WGRB043SK		[43a] Y/N events: Sex discrim	430
WGRB043SPSK		[43spo] Y/N events: Specify other -Skip	431
WGRB044SPSK		[44spo] GenBehave: Specify other unwante	432
WGRB045SK		[45] Label behavior sex harassment	433
WGRB045U		Uned-[45] Label behavior sex harassment	434
WGRB046AU		Uned-[46a] OneSit: Sexist behavior	435
WGRB046BU		Uned-[46b] OneSit: Crude/offensive behav	436
WGRB046CU		Uned-[46c] OneSit: Unwanted sexual atten	437
WGRB046DU		Uned-[46d] OneSit: Sexual coercion	438
WGRB046EU		Uned-[46e] OneSit: Other	439
WGRB046SPSK		[46spo] OneSit: Specify other	440
WGRB047SK		[47] Label behavior sex harassment	441
WGRB047U		Uned-[47] Label behavior sex harassment	442
WGRB048U		Uned-[48] Place SH situation occur	443
WGRB049AU		Uned-[49a] SitOccurOnBse: Mil work	444
WGRB049BU		Uned-[49b] SitOccurOnBse: Duty hours	445
WGRB049CU		Uned-[49c] SitOccurOnBse: Gender uncommo	446
WGRB049DU		Uned-[49d] SitOccurOnBse: Non-work locat	447
WGRB049SK		[49a] SitOccurOnBse: Mil work	448
WGRB050AU		Uned-[50a] SitOccur: While activated	449
WGRB050BU		Uned-[50b] SitOccur: While deployed	450
WGRB050CU		Uned-[50c] SitOccur: At civilian job	451
WGRB050DU		Uned-[50d] SitOccur: At civilian school	452
WGRB050EU		Uned-[50e] SitOccur: Someone's quarters/	453
WGRB050SK		[50a] SitOccur: While activated	454
WGRB051U		Uned-[51] Number and gender of offenders	455
WGRB052AU		Uned-[52a] Offender: Mil chain-of-comman	456
WGRB052BU		Uned-[52b] Offender: Mil, higher rank	457
WGRB052CU		Uned-[52c] Offender: Mil coworkers	458
WGRB052DU		Uned-[52d] Offender: Mil subordinates	459
WGRB052EU		Uned-[52e] Offender: Other mil person	460
WGRB052FU		Uned-[52f] Offender: Civ employees	461
WGRB052GU		Uned-[52g] Offender: Civ contractors	462
WGRB052HU		Uned-[52h] Offender: Local civilian pers	463
WGRB052IU		Uned-[52i] Offender: Unknown person	464
WGRB053U		Uned-[53] Frequency of behaviors	465
WGRB054U		Uned-[54] Duration of situation	466
WGRB055AU		Uned-[55a] SitResult: Tried to ignore it	467
WGRB055BU		Uned-[55b] SitResult: Tried to avoid	468
WGRB055CU		Uned-[55c] SitResult: Told person to sto	469
WGRB055DU		Uned-[55d] SitResult: Ask someone to spe	470
WGRB055EU		Uned-[55e] SitResult: Blame yourself	471
WGRB055FU		Uned-[55f] SitResult: Act as though no b	472
WGRB055GU		Uned-[55g] SitResult: Call a hotline	473
WGRB055HU		Uned-[55h] SitResult: Request a transfer	474
WGRB055IU		Uned-[55i] SitResult: Get out of mil	475
WGRB055JU		Uned-[55j] SitResult: Less productive	476

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB055KU		Uned-[55k] SitResult: Other	477
WGRB055SPSK		[55spo] SitResult: Specify other -Skip	478
WGRB056AU		Uned-[56a] DiscussCiv: Super or other co	479
WGRB056BU		Uned-[56b] DiscussCiv: Academic advisor/	480
WGRB056CU		Uned-[56c] DiscussCiv: Comm official/off	481
WGRB056SK		[56a] DiscussCiv: Super or other coworke	482
WGRB057AU		Uned-[57a] DiscussMil: Chain-of-command	483
WGRB057BU		Uned-[57b] DiscussMil: Persons c-of-c	484
WGRB057CU		Uned-[57c] DiscussMil: Special mil offic	485
WGRB057DU		Uned-[57d] DiscussMil: Other person	486
WGRB058AU		Uned-[58a] ActTaken: Person talked to	487
WGRB058BU		Uned-[58b] ActTaken: Cmplnt investigated	488
WGRB058CU		Uned-[58c] ActTaken: Informal resolution	489
WGRB058DU		Uned-[58d] ActTaken: Encrgd to drop comp	490
WGRB058EU		Uned-[58e] ActTaken: Complaint discounte	491
WGRB058FU		Uned-[58f] ActTaken: Everyone talked to	492
WGRB058GU		Uned-[58g] ActTaken: Situation corrected	493
WGRB058HU		Uned-[58h] ActTaken: Action against offe	494
WGRB058IU		Uned-[58i] ActTaken: Action against you	495
WGRB058SK		[58a] ActTaken: Person talked to	496
WGRB059U		Uned-[59] Formal report	497
WGRB060SK		[60] Was complaint true?	498
WGRB060U		Uned-[60] Was complaint true?	499
WGRB061SK		[61] Sat w/ outcome	500
WGRB061U		Uned-[61] Sat w/ outcome	501
WGRB062AU		Uned-[62a] SatRpt: Info on how to file	502
WGRB062BU		Uned-[62b] SatRpt: Treatment by pers han	503
WGRB062CU		Uned-[62c] SatRpt: Amount time to resol	504
WGRB062DU		Uned-[62d] SatRpt: How well kept informe	505
WGRB062EU		Uned-[62e] SatRpt: Complaint process	506
RETALAU		Uned-[63a] Exp professional retaliation	507
RETALBU		Uned-[63b] Exp social retaliation	508
RETALSK		[63a] Exp professional retaliation	509
WGRB064AU		Uned-[64a] NoReport: Not important	510
WGRB064BU		Uned-[64b] NoReport: Not know how	511
WGRB064CU		Uned-[64c] NoReport: Felt uncomfortable	512
WGRB064DU		Uned-[64d] NoReport: Took care prob by s	513
WGRB064EU		Uned-[64e] NoReport: Nothing would be do	514
WGRB064FU		Uned-[64f] NoReport: Wouldn't be believe	515
WGRB064GU		Uned-[64g] NoReport: Too much time/effor	516
WGRB064HU		Uned-[64h] NoReport: Fear retal, offende	517
WGRB064IU		Uned-[64i] NoReport: Fear negative wk ou	518
WGRB064JU		Uned-[64j] NoReport: Label troublemaker	519
WGRB064KU		Uned-[64k] NoReport: Other	520
WGRB064SK		[64a] NoReport: Not important	521
WGRB064SPSK		[64spo] NoReport: Specify other	522
WGRB066AU		Uned-[66a] USCSit: Sexual touch	523
WGRB066BU		Uned-[66b] USCSit: Attempted sex	524
WGRB066CU		Uned-[66c] USCSit: Completed sex	525
WGRB066DU		Uned-[66d] USCSit: Attempted oral	526
WGRB066EU		Uned-[66e] USCSit: Completed oral	527
WGRB066SK		[66a] USCSit: Sexual touch	528
WGRB067AU		Uned-[67a] USCSitOccur: At a mil install	529
WGRB067BU		Uned-[67b] USCSitOccur: While activated	530
WGRB067CU		Uned-[67c] USCSitOccur: While deployed	531

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB068SPSK		[68spo] USC sit occur where-specify othe	532
WGRB068U		Uned-[68] USC sit occur where	533
WGRB069SK		[69] USC Number and gender of offenders	534
WGRB069U		Uned-[69] USC Number and gender of offen	535
WGRB070AU		Uned-[70a] USCOffender: Chain-of-command	536
WGRB070BU		Uned-[70b] USCOffender: Mil, higher rank	537
WGRB070CU		Uned-[70c] USCOffender: Mil coworker	538
WGRB070DU		Uned-[70d] USCOffender: Mil subordinates	539
WGRB070EU		Uned-[70e] USCOffender: Other mil person	540
WGRB070FU		Uned-[70f] USCOffender: Civ employees	541
WGRB070GU		Uned-[70g] USCOffender: Civ contractors	542
WGRB070HU		Uned-[70h] USCOffender: Local civilian p	543
WGRB070IU		Uned-[70i] USCOffender: Unknown person	544
WGRB071AU		Uned-[71a] USCDrugUse: U judgement impai	545
WGRB071BU		Uned-[71b] USCDrugUse: U totally intoxic	546
WGRB071CU		Uned-[71c] USCDrugUse: Offndr intoxicate	547
WGRB071DU		Uned-[71d] USCDrugUse: Knock out drugs	548
WGRB072AU		Uned-[72a] USCOneSit: Threat ruin rep	549
WGRB072BU		Uned-[72b] USCOneSit: Threat harm you	550
WGRB072CU		Uned-[72c] USCOneSit: Harm family member	551
WGRB072DU		Uned-[72d] USCOneSit: Use force	552
WGRB072EU		Uned-[72e] USCOneSit: Authority for sear	553
WGRB072FU		Uned-[72f] USCOneSit: Authority medical	554
WGRB072GU		Uned-[72g] USCOneSit: Authority supervis	555
WGRB073AU		Uned-[73a] PriorSit: Offndr sexually har	556
WGRB073BU		Uned-[73b] PriorSit: Offender stalk u	557
WGRB074AU		Uned-[74a] USCDiscuss: Spouse/sig other	558
WGRB074BU		Uned-[74b] USCDiscuss: Talk to friend	559
WGRB074CU		Uned-[74c] USCDiscuss: Talk to family me	560
WGRB074DU		Uned-[74d] USCDiscuss: Chaplain/counslr/	561
WGRB074EU		Uned-[74e] USCDiscuss: Civ hotline/cente	562
WGRB074FU		Uned-[74f] USCDiscuss: Mil hotline/cente	563
WGRB075U		Uned-[75] USC sought professional help	564
WGRB076SK		[76] USC sat with care	565
WGRB076U		Uned-[76] USC sat with care	566
WGRB077SK		[77] Discuss/report USC with anyone	567
WGRB077U		Uned-[77] Discuss/report USC with anyone	568
WGRB078AU		Uned-[78a] ReportUSC: Immediate supervis	569
WGRB078BU		Uned-[78b] ReportUSC: Chain-of-command	570
WGRB078CU		Uned-[78c] ReportUSC: SARC	571
WGRB078DU		Uned-[78d] ReportUSC: Chaplain or counse	572
WGRB078EU		Uned-[78e] ReportUSC: Health care provid	573
WGRB078FU		Uned-[78f] ReportUSC: Legal services	574
WGRB078GU		Uned-[78g] ReportUSC: Other	575
WGRB078SK		[78a] ReportUSC: Immediate supervisor	576
WGRB078SPSK		[78spo] ReportUSC: Specify other	577
WGRB079AU		Uned-[79a] USCAct: Report investigated	578
WGRB079BU		Uned-[79b] USCAct: Kept informed	579
WGRB079CU		Uned-[79c] USCAct: Taken against offende	580
WGRB079DU		Uned-[79d] USCAct: Encouraged to drop co	581
WGRB079EU		Uned-[79e] USCAct: Action taken against	582
WGRB079FU		Uned-[79f] USCAct: Other action was take	583
WGRB079SK		[79a] USCAct: Report investigated	584
WGRB080AU		Uned-[80a] USCSat: Quality of USC advcac	585
WGRB080BU		Uned-[80b] USCSat: Quality of counseling	586

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB080CU		Uned-[80c] USCSat: Quality of med care	587
WGRB080DU		Uned-[80d] USCSat: Treatment by SA VA	588
WGRB080EU		Uned-[80e] USCSat: Treatment by SARC	589
WGRB080FU		Uned-[80f] USCSat: Commander	590
WGRB080GU		Uned-[80g] USCSat: Criminal investigator	591
WGRB080HU		Uned-[80h] USCSat: Treatment by TDO pers	592
WGRB080IU		Uned-[80i] USCSat: Legal Office personne	593
WGRB080JU		Uned-[80j] USCSat: Investigation process	594
WGRB080KU		Uned-[80k] USCSat: Being kept informed	595
WGRB080LU		Uned-[80l] USCSat: Info on restricted re	596
WGRB080MU		Uned-[80m] USCSat: Info on unrestricted	597
WGRB080NU		Uned-[80n] USCSat: Reporting process	598
WGRB081AU		Uned-[81a] USCExp: Professional retaliat	599
WGRB081BU		Uned-[81b] USCExp: Social retaliation	600
WGRB081CU		Uned-[81c] USCExp: On medical hold	601
WGRB081DU		Uned-[81d] USCExp: On legal hold	602
WGRB081EU		Uned-[81e] USCExp: Involuntary transfer	603
WGRB081FU		Uned-[81f] USCExp: Request transfer	604
WGRB081GU		Uned-[81g] USCExp: Overprotected	605
WGRB082AU		Uned-[82a] Offered: SA advocacy services	606
WGRB082BU		Uned-[82b] Offered: USC counseling servi	607
WGRB082CU		Uned-[82c] Offered: Medical services	608
WGRB082DU		Uned-[82d] Offered: Legal services	609
WGRB082SK		[82a] Offered: SA advocacy services	610
WGRB083U		Uned-[83] How soon did U report USC to a	611
WGRB084AU		Uned-[84a] USCNoReport: Not important	612
WGRB084BU		Uned-[84b] USCNoReport: Not know how	613
WGRB084CU		Uned-[84c] USCNoReport: Felt uncomfortab	614
WGRB084DU		Uned-[84d] USCNoReport: Nothing would be	615
WGRB084EU		Uned-[84e] USCNoReport: Wouldn't be beli	616
WGRB084FU		Uned-[84f] USCNoReport: Too much time/ef	617
WGRB084GU		Uned-[84g] USCNoReport: Fear retal, offe	618
WGRB084HU		Uned-[84h] USCNoReport: Fear bad perform	619
WGRB084IU		Uned-[84i] USCNoReport: Label troublemak	620
WGRB084JU		Uned-[84j] USCNoReport: No want ppl to k	621
WGRB084KU		Uned-[84k] USCNoReport: Fear pnish 4 oth	622
WGRB084LU		Uned-[84l] USCNoReport: Other	623
WGRB084SK		[84a] USCNoReport: Not important	624
WGRB084SPSK		[84spo] USCNoReport: Specify other -Skip	625
WGRB089SK		[88] Pst 12 mo had SH training	626
WGRB089U		Uned-[89] Pst 12 mo amount SH training	627
WGRB090AU		Uned-[90a] SHTrain: Undrstnd whch wrd/ac	628
WGRB090BU		Uned-[90b] SHTrain: Reduce cohesion in R	629
WGRB090CU		Uned-[90c] SHTrain: Identify offensv beh	630
WGRB090DU		Uned-[90d] SHTrain: Tool for dealing w/	631
WGRB090EU		Uned-[90e] SHTrain: Explains how to repo	632
WGRB090FU		Uned-[90f] SHTrain: Feel safe to complai	633
WGRB090GU		Uned-[90g] SHTrain: Gives info on SH	634
WGRB091U		Uned-[91] How effective SH training	635
WGRB093SK		[93] Pst 12 mo amount SA training	636
WGRB093U		Uned-[93] Pst 12 mo amount SA training	637
WGRB094AU		Uned-[94a] SATrain: Undrstnd whch wrd/ac	638
WGRB094BU		Uned-[94b] SATrain: Teach how avoid SA r	639
WGRB094CU		Uned-[94c] SATrain: Teach how to get med	640
WGRB094DU		Uned-[94d] SATrain: Xpln role of CoC in	641

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information Gathered on the Survey-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB094EU		Uned-[94e] SATrain: Xpln reporting optio	642
WGRB094FU		Uned-[94f] SATrain: POC's for reporting	643
WGRB094GU		Uned-[94g] SATrain: SA mission readiness	644
WGRB095AU		Uned-[95a] Effective: Reduce/prevent SA	645
WGRB095BU		Uned-[95b] Effective: Diff btw restrict/	646
WGRB100SK		[100] SH in military more/less prob	647
WGRB100U		Uned-[100] SH in military more/less prob	648
WGRB101U		Uned-[101] SA in military more/less prob	649
WGRB102U		Uned-[102] Freq of SH in military now	650
WGRB103U		Uned-[103] Freq of SA in military now	651

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ACTUAL		Tabs- Experienced completed sex	652
ATTEMPT		Tabs- Experienced attempted sex	653
AUTHORITY		Briefing- Used Authority- Q72e-g	654
ECGFEM		Briefing- Eligibility for USCGR Females	655
ECGFLG		Briefing- Eligibility for USCGR	656
ECGMALE		Briefing- Eligibility for USCGR Males	657
EDODFEM		Briefing- Eligibility for DoD Females	658
EDODFLG		Briefing- Eligibility for DoD	659
EDODMALE		Briefing- Eligibility for DoD Males	660
GRCOMBO		Briefing-Combination of GR behaviors Q42	661
HISP_IM		Ethnicity from self-report and record da	662
HISP_IMF		HISP_IMF: Imputation flag for HISP_IM	663
IMPPAY		IMPPAY: Imputation variable for py grade	664
IMPTEMPO		Briefing-Time away decrse desire to stay	665
OPSBCR		Briefing- Deploy to Iraq/Afghanistan	666
RACE_IM		Race from self-report and record data	667
RACE_IMF		RACE_IMF: Imputation flag for RACE_IM	668
RACE_NI		5-digit non-imputed race for SRRACE1	669
REPORTSIT		Brief-Disc/report situation from Q56/57	670
RETALABR		Tabs- Types of retaliation experienced	671
RETINT1R		Briefing-Collapse likelihood to 3 levels	672
SAMPLE		Crossing: Total	673
SHCOMBO		Tabs- Combinations of Behaviors Q44	674
SHCOMBOR		Recode SHCOMBO- Experienced combination	675
SHCOMBOR2		Briefing- Combo of unwanted GR behaviors	676
SRGRADER		Recode- Collapse paygrade to 5 levels	677
SRRACE1		Self-reported race made from RACE_NI	678
SRRACEAR		Rec SRRACEA- Missing to No for com denom	679
SRRACEBR		Rec SRRACEB- Missing to No for com denom	680
SRRACECR		Rec SRRACEC- Missing to No for com denom	681
SRRACEDR		Rec SRRACED- Missing to No for com denom	682
SRRACEER		Rec SRRACEE- Missing to No for com denom	683
SRRACEM		Recode- Selected more than one race	684
SRRACEMR		Rec SRRACEM- Missing to No for com denom	685
SRRETH1		Member: Racial/Ethnic Category	686
THRTS_FRC		Tabs- Did offender use threats and force	687
THRTS_FRC2		BV- Did offender use threats or force	688
TOUCHED		Tabs- Experienced unwanted touching	689
USCCOMBO		Tabs- Combinations of USC	690
WGRB015R		Recode WGRB015- Collapse into categories	691
WGRB016R		Recode WGRB016- Reverse order for tabs	692
WGRB016R2		Briefing- Collapse time away to 3 levels	693
WGRB017R		Briefing- Collapse time away impact to 3	694
WGRB018R		Recode WGRB018- Collapse yeses for bar	695
WGRB019R		Recode WGRB019- Collapse yeses for bar	696
WGRB020R		Recode WGRB020- Collapse yeses for bar	697
WGRB021R		Recode WGRB021- Collapse yeses for bar	698
WGRB024R		Recode WGRB024- Collapse yeses for bar	699
WGRB026AR		Rec WGRB026A-missing to No for com denom	700
WGRB026BR		Rec WGRB026B-missing to No for com denom	701
WGRB026CR		Rec WGRB026C-missing to No for com denom	702
WGRB026DR		Rec WGRB026D-missing to No for com denom	703
WGRB026R		Rec WGRB026R-Dichotomous yes for bar	704
WGRB027R		Recode WGRB027- Collapse into categories	705
WGRB028AR		Rec WGRB028A-missing to No for com denom	706

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB028BR		Rec WGRB028B-missing to No for com denom	707
WGRB028CR		Rec WGRB028C-missing to No for com denom	708
WGRB029R		Recode WGRB029- Male vs Female sup	709
WGRB029R2		Recode WGRB029- Mil vs Civ Sup	710
WGRB029R3		Briefing- Supervisor gender	711
WGRB031R		Briefing- Collapse sup gender to 5 level	712
WGRB032AR		Briefing-Collapse agree/disagree Q32a	713
WGRB032BR		Briefing-Collapse agree/disagree Q32b	714
WGRB032CR		Briefing-Collapse agree/disagree Q32c	715
WGRB032DR		Briefing-Collapse agree/disagree Q32d	716
WGRB032ER		Briefing-Collapse agree/disagree Q32e	717
WGRB032FR		Briefing-Collapse agree/disagree Q32f	718
WGRB032GR		Briefing-Collapse agree/disagree Q32g	719
WGRB032HR		Briefing-Collapse agree/disagree Q32h	720
WGRB032IR		Briefing-Collapse agree/disagree Q32i	721
WGRB032JR		Briefing-Collapse agree/disagree Q32j	722
WGRB032KR		Briefing-Collapse agree/disagree Q32k	723
WGRB032LR		Briefing-Collapse agree/disagree Q32l	724
WGRB032MR		Briefing-Collapse agree/disagree Q32m	725
WGRB032NR		Briefing-Collapse agree/disagree Q32n	726
WGRB032OR		Briefing-Collapse agree/disagree Q32o	727
WGRB032PR		Briefing-Collapse agree/disagree Q32p	728
WGRB033AR		Recode WGRB033A- Reverse coded for scale	729
WGRB033BR		Recode WGRB033B- Reverse coded for scale	730
WGRB033CR		Recode WGRB033C- Reverse coded for scale	731
WGRB033DR		Recode WGRB033D- Reverse coded for scale	732
WGRB033FR		Recode WGRB033F- Reverse coded for scale	733
WGRB036AR		Briefing- Collapse prepared scale Q36a	734
WGRB036BR		Briefing- Collapse prepared scale Q36b	735
WGRB037AR		Briefing- Collapse morale level Q37a	736
WGRB037BR		Briefing- Collapse morale level Q37b	737
WGRB039AR		Recode WGRB039A- Change SAS values	738
WGRB039BR		Recode WGRB039B- Change SAS values	739
WGRB039CR		Recode WGRB039C- Change SAS values	740
WGRB039DR		Recode WGRB039D- Reverse code	741
WGRB039ER		Recode WGRB039E- Reverse code	742
WGRB039FR		Recode WGRB039F- Change SAS values	743
WGRB039GR		Recode WGRB039G- Reverse code	744
WGRB039HR		Recode WGRB039H- Reverse code	745
WGRB039IR		Recode WGRB039I- Change SAS values	746
WGRB039JR		Recode WGRB039J- Change SAS values	747
WGRB040BR		Recode WGRB040B-Reverse code for GENHEAL	748
WGRB040CR		Recode WGRB040C-Reverse code for GENHEAL	749
WGRB041AR		Briefing-Collapse stress lvl in mil life	750
WGRB041BR		Briefing-Collapse stress lvl in prs life	751
WGRB042AR		Recode WGRB042A- Combine yeses for bar	752
WGRB042BR		Recode WGRB042B- Combine yeses for bar	753
WGRB042CR		Recode WGRB042C- Combine yeses for bar	754
WGRB042DR		Recode WGRB042D- Combine yeses for bar	755
WGRB042ER		Recode WGRB042E- Combine yeses for bar	756
WGRB042FR		Recode WGRB042F- Combine yeses for bar	757
WGRB042GR		Recode WGRB042G- Combine yeses for bar	758
WGRB042HR		Recode WGRB042H- Combine yeses for bar	759
WGRB042IR		Recode WGRB042I- Combine yeses for bar	760
WGRB042JR		Recode WGRB042J- Combine yeses for bar	761

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB042KR		Recode WGRB042K-Combine yeses for bar	762
WGRB042LM		Recode- Combine WGRB042L and WGRB042M	763
WGRB042NR		Recode WGRB042N-Combine yeses for bar	764
WGRB042AR2		Recode WGRB042A- Incident rates	765
WGRB042BR2		Recode WGRB042B- Incident rates	766
WGRB042CR2		Recode WGRB042C- Incident rates	767
WGRB042DR2		Recode WGRB042D- Incident rates	768
WGRB042ER2		Recode WGRB042E- Incident rates	769
WGRB042FR2		Recode WGRB042F- Incident rates	770
WGRB042GR2		Recode WGRB042G- Incident rates	771
WGRB042HR2		Recode WGRB042H- Incident rates	772
WGRB042IR2		Recode WGRB042I- Incident rates	773
WGRB042JR2		Recode WGRB042J- Incident rates	774
WGRB042KR2		Recode WGRB042K- Incident rates	775
WGRB042LMR		Recode WGRB042LM- Combine yeses for bar	776
WGRB042LMR2		Recode WGRB042LM-Incident rates	777
WGRB042NR2		Recode WGRB042N- Incident rates	778
WGRB044AR		Recode WGRB044A- incident rates	779
WGRB044BR		Recode WGRB044B- incident rates	780
WGRB044CR		Recode WGRB044C- incident rates	781
WGRB044DR		Recode WGRB044D- incident rates	782
WGRB044ER		Recode WGRB044E- incident rates	783
WGRB044FR		Recode WGRB044F- incident rates	784
WGRB044GR		Recode WGRB044G- incident rates	785
WGRB044HR		Recode WGRB044H- incident rates	786
WGRB044IR		Recode WGRB044I- incident rates	787
WGRB044JR		Recode WGRB044J- incident rates	788
WGRB044KR		Recode WGRB044K- incident rates	789
WGRB044LR		Recode WGRB044L- incident rates	790
WGRB044MR		Recode WGRB044M- incident rates	791
WGRB044NR		Recode WGRB044N- incident rates	792
WGRB044OR		Recode WGRB044O- incident rates	793
WGRB044PR		Recode WGRB044P- incident rates	794
WGRB044QR		Recode WGRB044Q- incident rates	795
WGRB044RR		Recode WGRB044R- incident rates	796
WGRB044SR		Recode WGRB044S- incident rates	797
WGRB046AR		Recode WGRB046A- Common denominator	798
WGRB046BR		Recode WGRB046B- Common denominator	799
WGRB046CR		Recode WGRB046C- Common denominator	800
WGRB046DR		Recode WGRB046D- Common denominator	801
WGRB046ER		Recode WGRB046E- Common denominator	802
WGRB049AR		Recode WGRB049A- Common denominator	803
WGRB049BR		Recode WGRB049B- Common denominator	804
WGRB049CR		Recode WGRB049C- Common denominator	805
WGRB049DR		Recode WGRB049D- Common denominator	806
WGRB050AR		Briefing- Recode SAS values Q50a	807
WGRB050BR		Briefing- Recode SAS values Q50b	808
WGRB050CR		Briefing- Recode SAS values Q50c	809
WGRB050DR		Briefing- Recode SAS values Q50d	810
WGRB050ER		Briefing- Recode SAS values Q50e	811
WGRB051R		Recode WGRB051- Collapse genders	812
WGRB051R2		Recode WGRB051- Multiple offenders	813
WGRB051R3		Briefing- Set Not Sure to missing Q51	814
WGRB052AR		Recode WGRB052A- Common denominator	815
WGRB052BR		Recode WGRB052B- Common denominator	816

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB052CR		Recode WGRB052C- Common denominator	817
WGRB052DR		Recode WGRB052D- Common denominator	818
WGRB052ER		Recode WGRB052E- Common denominator	819
WGRB052FR		Recode WGRB052F- Common denominator	820
WGRB052GR		Recode WGRB052G- Common denominator	821
WGRB052HR		Recode WGRB052H- Common denominator	822
WGRB052IR		Recode WGRB052I- Common denominator	823
WGRB052R		Tabs- Org affiliation of offender	824
WGRB052R2		Trend- 4 level organization Q52	825
WGRB054R		Briefing-Collapse length of situaton Q54	826
WGRB055AR		Recode WGRB055A- Common denominator	827
WGRB055BR		Recode WGRB055B- Common denominator	828
WGRB055CR		Recode WGRB055C- Common denominator	829
WGRB055DR		Recode WGRB055D- Common denominator	830
WGRB055ER		Recode WGRB055E- Common denominator	831
WGRB055FR		Recode WGRB055F- Common denominator	832
WGRB055GR		Recode WGRB055G- Common denominator	833
WGRB055HR		Recode WGRB055H- Common denominator	834
WGRB055IR		Recode WGRB055I- Common denominator	835
WGRB055JR		Recode WGRB055J- Common denominator	836
WGRB055KR		Recode WGRB055K- Common denominator	837
WGRB056AR		Recode WGRB056A- Common denominator	838
WGRB056BR		Recode WGRB056B- Common denominator	839
WGRB056CR		Recode WGRB056C- Common denominator	840
WGRB056R		Tabs- Percentage who talked to someone	841
WGRB057AR		Recode WGRB057A- Common denominator	842
WGRB057BR		Recode WGRB057B- Common denominator	843
WGRB057CR		Recode WGRB057C- Common denominator	844
WGRB057DR		Recode WGRB057D- Common denominator	845
WGRB057R		Tabs- Percent talked to military authori	846
WGRB059R		Brief- Formally report from Q56, 57, 59	847
WGRB060R		Recode WGRB060- Set DNA to missing	848
WGRB060R2		Rec WGRB060-Action still being processed	849
WGRB061R		Briefing- Collapse satisfaction scale	850
WGRB062AR		Brief- Collapse satisfaction scale Q62a	851
WGRB062BR		Brief- Collapse satisfaction scale Q62b	852
WGRB062CR		Brief- Collapse satisfaction scale Q62c	853
WGRB062DR		Brief- Collapse satisfaction scale Q62d	854
WGRB062ER		Brief- Collapse satisfaction scale Q62e	855
WGRB064AR		Recode WGRB064A- Common denominator	856
WGRB064BR		Recode WGRB064B- Common denominator	857
WGRB064CR		Recode WGRB064C- Common denominator	858
WGRB064DR		Recode WGRB064D- Common denominator	859
WGRB064ER		Recode WGRB064E- Common denominator	860
WGRB064FR		Recode WGRB064F- Common denominator	861
WGRB064GR		Recode WGRB064G- Common denominator	862
WGRB064HR		Recode WGRB064H- Common denominator	863
WGRB064IR		Recode WGRB064I- Common denominator	864
WGRB064JR		Recode WGRB064J- Common denominator	865
WGRB064KR		Recode WGRB064K- Common denominator	866
WGRB066AR		Recode WGRB066A- Common denominator	867
WGRB066BR		Recode WGRB066B- Common denominator	868
WGRB066CR		Recode WGRB066C- Common denominator	869
WGRB066DR		Recode WGRB066D- Common denominator	870
WGRB066ER		Recode WGRB066E- Common denominator	871

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB067AR		Recode WGRB067A- Common denominator	872
WGRB067BR		Recode WGRB067B- Common denominator	873
WGRB067CR		Recode WGRB067C- Common denominator	874
WGRB068R		Briefing- Collapse where sit occurred	875
WGRB069R		Recode WGRB069- Collapse genders	876
WGRB069R2		Recode WGRB069- Multiple offenders	877
WGRB069R3		Briefing- Set not sure to missing	878
WGRB070AR		Recode WGRB070A- Common denominator	879
WGRB070BR		Recode WGRB070B- Common denominator	880
WGRB070CR		Recode WGRB070C- Common denominator	881
WGRB070DR		Recode WGRB070D- Common denominator	882
WGRB070ER		Recode WGRB070E- Common denominator	883
WGRB070FR		Recode WGRB070F- Common denominator	884
WGRB070GR		Recode WGRB070G- Common denominator	885
WGRB070HR		Recode WGRB070H- Common denominator	886
WGRB070IR		Recode WGRB070I- Common denominator	887
WGRB070R		Tabs- Org affiliation of offender	888
WGRB070R2		Trend- 4 level organization Q70	889
WGRB071AR		Recode WGRB071A- Common denominator	890
WGRB071BR		Recode WGRB071B- Common denominator	891
WGRB071CR		Recode WGRB071C- Common denominator	892
WGRB071DR		Recode WGRB071D- Common denominator	893
WGRB071R		Tabs- Percent involving drugs/alcohol	894
WGRB072AR		Recode WGRB072A- Common denominator	895
WGRB072BR		Recode WGRB072B- Common denominator	896
WGRB072CR		Recode WGRB072C- Common denominator	897
WGRB072DR		Recode WGRB072D- Common denominator	898
WGRB072ER		Recode WGRB072E- Common denominator	899
WGRB072FR		Recode WGRB072F- Common denominator	900
WGRB072GR		Recode WGRB072G- Common denominator	901
WGRB072R		Tabs- Did offender threaten you	902
WGRB072R2		Tabs- Did offender use force	903
WGRB072R3		Briefing- Offender used threats/force	904
WGRB073AR		Recode WGRB073A- Common denominator	905
WGRB073BR		Recode WGRB073B- Common denominator	906
WGRB073R		Tabs- Percent both harassed/stalked	907
WGRB073R2		Briefing- Prior to sit offender SH/stalk	908
WGRB074AR		Recode WGRB074A- Common denominator	909
WGRB074BR		Recode WGRB074B- Common denominator	910
WGRB074CR		Recode WGRB074C- Common denominator	911
WGRB074DR		Recode WGRB074D- Common denominator	912
WGRB074ER		Recode WGRB074E- Common denominator	913
WGRB074FR		Recode WGRB074F- Common denominator	914
WGRB074R		Tabs- Percent who talked to someone	915
WGRB075R		Recode WGRB075- Collapse yeses for bar	916
WGRB076R		Briefing- Collapse satisfaction scale	917
WGRB077R		Recode WGRB077- Collapse yeses for bar	918
WGRB078AR		Recode WGRB078A- Common denominator	919
WGRB078BR		Recode WGRB078B- Common denominator	920
WGRB078CR		Recode WGRB078C- Common denominator	921
WGRB078DR		Recode WGRB078D- Common denominator	922
WGRB078ER		Recode WGRB078E- Common denominator	923
WGRB078FR		Recode WGRB078F- Common denominator	924
WGRB078GR		Recode WGRB078G- Common denominator	925
WGRB080AR		Recode WGRB080A- Set DNA to missing	926

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB080AR2		Brief- Collapse satisfaction scale Q80a	927
WGRB080BR		Recode WGRB080B- Set DNA to missing	928
WGRB080BR2		Brief- Collapse satisfaction scale Q80b	929
WGRB080CR		Recode WGRB080C- Set DNA to missing	930
WGRB080CR2		Brief- Collapse satisfaction scale Q80c	931
WGRB080DR		Recode WGRB080D- Set DNA to missing	932
WGRB080DR2		Brief- Collapse satisfaction scale Q80d	933
WGRB080ER		Recode WGRB080E- Set DNA to missing	934
WGRB080ER2		Brief- Collapse satisfaction scale Q80e	935
WGRB080FR		Recode WGRB080F- Set DNA to missing	936
WGRB080FR2		Brief- Collapse satisfaction scale Q80f	937
WGRB080GR		Recode WGRB080G- Set DNA to missing	938
WGRB080GR2		Brief- Collapse satisfaction scale Q80g	939
WGRB080HR		Recode WGRB080H- Set DNA to missing	940
WGRB080HR2		Brief- Collapse satisfaction scale Q80h	941
WGRB080IR		Recode WGRB080I- Set DNA to missing	942
WGRB080IR2		Brief- Collapse satisfaction scale Q80i	943
WGRB080JR		Recode WGRB080J- Set DNA to missing	944
WGRB080JR2		Brief- Collapse satisfaction scale Q80j	945
WGRB080KR		Recode WGRB080K- Set DNA to missing	946
WGRB080KR2		Brief- Collapse satisfaction scale Q80k	947
WGRB080LR		Recode WGRB080L- Set DNA to missing	948
WGRB080LR2		Brief- Collapse satisfaction scale Q80l	949
WGRB080MR		Recode WGRB080M- Set DNA to missing	950
WGRB080MR2		Brief- Collapse satisfaction scale Q80m	951
WGRB080NR		Recode WGRB080N- Set DNA to missing	952
WGRB080NR2		Brief- Collapse satisfaction scale Q80n	953
WGRB081R		Tab- Types of retaliation	954
WGRB082AR		Recode WGRB082A- Recode SAS values	955
WGRB082AR2		Recode WGRB082A- Combine yeses for bar	956
WGRB082BR		Recode WGRB082B- Recode SAS values	957
WGRB082BR2		Recode WGRB082B- Combine yeses for bar	958
WGRB082CR		Recode WGRB082C- Recode SAS values	959
WGRB082CR2		Recode WGRB082C- Combine yeses for bar	960
WGRB082DR		Recode WGRB082D- Recode SAS values	961
WGRB082DR2		Recode WGRB082D- Combine yeses for bar	962
WGRB084AR		Recode WGRB084A- Common denominator	963
WGRB084BR		Recode WGRB084B- Common denominator	964
WGRB084CR		Recode WGRB084C- Common denominator	965
WGRB084DR		Recode WGRB084D- Common denominator	966
WGRB084ER		Recode WGRB084E- Common denominator	967
WGRB084FR		Recode WGRB084F- Common denominator	968
WGRB084GR		Recode WGRB084G- Common denominator	969
WGRB084HR		Recode WGRB084H- Common denominator	970
WGRB084IR		Recode WGRB084I- Common denominator	971
WGRB084JR		Recode WGRB084J- Common denominator	972
WGRB084KR		Recode WGRB084K- Common denominator	973
WGRB084LR		Recode WGRB084L- Common denominator	974
WGRB086AR		Briefing- Collapse extent scale Q86a	975
WGRB086BR		Briefing- Collapse extent scale Q86b	976
WGRB086CR		Briefing- Collapse extent scale Q86c	977
WGRB086DR		Briefing- Collapse extent scale Q86d	978
WGRB086ER		Briefing- Collapse extent scale Q86e	979
WGRB087AR		Briefing- Collapse extent scale Q87a	980
WGRB087BR		Briefing- Collapse extent scale Q87b	981

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis—Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WGRB087CR		Briefing- Collapse extent scale Q87c	982
WGRB087DR		Briefing- Collapse extent scale Q87d	983
WGRB087ER		Briefing- Collapse extent scale Q87e	984
WGRB089R		Recode WGRB089- Times trained on SH	985
WGRB090AR		Briefing- Collapse agreement scale Q90a	986
WGRB090BR		Briefing- Collapse agreement scale Q90b	987
WGRB090CR		Briefing- Collapse agreement scale Q90c	988
WGRB090DR		Briefing- Collapse agreement scale Q90d	989
WGRB090ER		Briefing- Collapse agreement scale Q90e	990
WGRB090FR		Briefing- Collapse agreement scale Q90f	991
WGRB090GR		Briefing- Collapse agreement scale Q90g	992
WGRB091R		Briefing- Reverse SAS values	993
WGRB093R		Recode WGRB093- Times trained on SA	994
WGRB094AR		Briefing- Collapse agreement scale Q94a	995
WGRB094BR		Briefing- Collapse agreement scale Q94b	996
WGRB094CR		Briefing- Collapse agreement scale Q94c	997
WGRB094DR		Briefing- Collapse agreement scale Q94d	998
WGRB094ER		Briefing- Collapse agreement scale Q94e	999
WGRB094FR		Briefing- Collapse agreement scale Q94f	1000
WGRB094GR		Briefing- Collapse agreement scale Q94g	1001
WGRB095AR		Briefing- Reverse SAS values Q95a	1002
WGRB095BR		Briefing- Reverse SAS values Q95b	1003
WGRB096AR		Trend- Set DK to missing Q96a	1004
WGRB097AR		Recode WGRB097A- Common denominator	1005
WGRB097BR		Recode WGRB097B- Common denominator	1006
WGRB102R		Briefing- Collapse frequency scale	1007
WGRB103R		Briefing- Collapse frequency scale	1008
WORKASGN		Briefing- Workplace Assignment Inc Rate	1009
WORKCAR		Briefing- Workplace Career Incident Rate	1010
WORKCOMBO		Briefing- Combo of Work Disc Behaviors	1011
WORKEVAL		Briefing- Workplace Evaluation Incident	1012
YOSCR		Recode YOSC- Collapse into categories	1013
XACT		Crossing: DoD activated past 12 mos	1014
XBVPAY		Crossing- Briefing 4 level pay	1015
XBVPAY2		Briefing Crossing- Total 2 level pay	1016
XCGGENPAY		Crossing: CG Gender by 2 level paygrade	1017
XCGPAY2		Crossing: CG 2 level paygrade	1018
XCGPAY5		Crossing: CG 5 level paygrade	1019
XCGSEX		Crossing: CG Gender	1020
XCGSEXF		XCGSEX: Imputation flag for XCGSEX	1021
XCON		Confidentiality Analysis Crossing	1022
XDEPLOC		Crossing- Briefing Deployed OIF/OEF	1023
XDEPLOY		Crossing: DoD deployed past 12 mos	1024
XDOD		Crossing: Total DoD and Coast Guard	1025
XDODSVC		Crossing: DoD only service	1026
XGENPAY2		Crossing: DoD gender by 2 level paygrade	1027
XGENPAY5		Crossing: DoD gender by 5 level paygrade	1028
XGENPROG		Crossing: DoD gender by program	1029
XGENRETH		Crossing: DoD gender by race/ethnicity	1030
XGENSVC		Crossing: DoD gender by service	1031
XPAY		XPAY: Imputed pay grade	1032
XPAY2		Crossing: DoD 2 level paygrade	1033
XPAY5		Crossing: DoD 5 level paygrade	1034
XPAYENL		Crossing: DoD 4 level enlisted paygrade	1035
XPAYF		XPAYF: Imputation Flag for XPAY	1036

2008 Workplace and Gender Relations Survey of Reserve Component Members

Variables for Analysis-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
XPROG		Crossing: DoD program	1037
XRETH2		Crossing: 2 level minority vs. non-minor	1038
XRETH3		Crossing: 3 level total minority	1039
XRETH7		7 level race variable	1040
XSEX		Crossing: DoD Gender	1041
XSEXF		XSEXF: Imputation flag for XSEX	1042
XSH		Crossing- Briefing Experienced SH	1043
XSVCF		XSVCF: Imputation Flag for XSVC	1044
XSVCPAY		Crossing: DoD gender by service by pay	1045
XTOTSEXF		ImpFlag: Total Gender	1046
XUSC		Crossing- Briefing Experienced USC	1047

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Operations-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
BATCH		DRC Batch Number applied	1048
BLKREAS		Reason Survey Returned Blank	1049
CENSUSCTRY		Census Country Code	1050
CENSUSST		Census State Code	1051-1052
COMMSUB1		Comment Code 1	1053
COMMSUB2		Comment Code 2	1054
COMMSUB3		Comment Code 3	1055
COMPFLAG		Questionnaire Complete Flag	1056
CRITFLAG		Critical Questions Complete Flag	1057
DARVDATE		Date Survey Arrived	1058
DENTDATE		Date Survey Processed	1059
DUPRET		Multiple Returns Flag - Excludes Blanks	1060
DUPRET2		Multiple Returns Flag - Includes Blanks	1061
INCWEB		Incomplete Web Flag	1062
INRECNO		Master SCS ID number	1063
LITHO		Litho code	1064
MAILTYP		Mail Type	1065
SERIAL		DRC Serial Number applied	1066
SURVFORM		Survey form type	1067
SURVMAIL		Mailing Number	1068
WBTICKNO		Web Survey Access Code	1069
WEBSTAT		Web Survey Status Code	1070

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ACTVD		Active Duty Date Group	1071
ACTVGRP		Active DEERS & RCCPDS	1072
ACTVSOC		DEERS End Condition & Date Activated	1073
AD_DATE		Active Duty Date Status	1074
AD_STR		Active Duty Strength Accounting Code	1075
ADALE12		Active SOC during prior 12 months	1076
ADALE24		Active/deactive SOC pr. 24 mo.	1077
ADASLE24		Active/deactive Southern SOC pr. 24 mo.	1078
ADGT911		Active Duty Date post 20010911 status	1079
AGE		Member's Age	1080
AGER		Age	1081
AGR_SVC		AGR Service Legal Authority Code	1082
ASLT_GRP		Assault Level	1083
ASLT_RATE		Assault Rate	1084
CENREGN		Census Region	1085
CRACE_CD		Constructed Race Code (CRACE)	1086
CYOS		Constructed years of service	1087
CYOS3		Constructed years of service 3	1088
CYOSL		Constructed Years of Service - Longevity	1089
CYOSL3		Constructed years of service L3	1090
DALE23		Deactive SOC pr. 23 mo.	1091
DASLE23		Deactive sou. cmd. SOC pr. 23 mo.	1092
DEPS		Dependents Quantity	1093
DR200710		Match to DEERS October 2007	1094
DR200711		Match to DEERS November 2007	1095
DRS_SEX		DEERS Sex	1096
DRSEMLFLG		DEERS Email Flag	1097
EDC_LVL		Education Level Code	1098
EMAILGRP		Email Group Flag	1099
ETHNIC		Ethnic Affinity Code	1100
FEMAREGN		FEMA Regional Offices	1101
GOPHACELL		Gen-Org-Pay-Har Cell	1102
HANODE		Harrassment Node	1103
HAR_GRP		Harrassment Level	1104
HAR_RATE		Harrassment Rate	1105
MAILGRP		Mail Group Flag	1106
MARITAL		Marital Status Code	1107
NSAMP		Stratum Sample Count	1108
NSTRAT		Stratum Population Count	1109
ORG_CD		Reserve Organization Code	1110
PCATCD		Personnel Category Code	1111
PDODOCC		Primary DoD Occupation Code	1112
PNDTHCD		Person Death Code	1113
PNLECBGN		Personnel Entitlement Cond Begin Calendr	1114
PNLECEND		Personnel Entitlement Cond End Calendar	1115
PNLECTYP		Personnel Entitlement Condition Type Cde	1116
PNLENDT		Personnel End Calendar Date	1117
PNLERSN		Personnel End Reason Code	1118
POPSAMP		Sample Flag	1119
PPLN_GRD		Pay Plan Grade	1120
PROGRAM		Reserve Program	1121
PROGRAM1		Reserve Program 1	1122
PUBGROUP		Public Use File Group 1	1123
PUBGRP2		Public Use File Group 2	1124
QOPCELL		Gen-Org-Pay Cell	1125

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
R_EDUC2		Education	1126
RACE		Race Code (RACE)	1127
RACE_ETH		Constructed Race Ethnic (RACE_ETH)	1128
RANDOM		Random Number	1129
RCOMPNN		Military Component	1130
RELIG0711		0711 Eligibility Flag	1131
RESFLAG		Reserve file Match Flag (RCCPDS Nov 07)	1132
RETHC2		Race Ethnic Category 2	1133
RETHC3		Race Ethnic Category 3	1134
RETHC4		Race Ethnic Category 4	1135
RMARITAL		Marital Status	1136
RORG_CD		Reserve Component	1137
RPAYGRP1		Pay Group	1138
RPAYGRP1R		Pay Grade Group 1 Recoded	1139
RPAYGRP2		Pay Grade Group 2	1140
RPAYGRP3		Pay Grade Group 3	1141
RPAYGRP4		Pay Grade Group 4	1142
RPAYGRP5		Pay Grade Group 5	1143
RPAYGRP6		Pay Grade Group 6	1144
RPAYGRP7		Pay Grade Group 7	1145
RPROG1		Reserve Program 1	1146
RSERVICE		Service	1147
RSEX		Gender	1148
RSEX2		Constructed Gender Code	1149
RSV_CATG		Reserve Category Group Code	1150
RSV_SCAT		Reserve Subcategory Code (RSV_SCAT)	1151
RSVCAT		Reserve category code	1152
RSVCCCD		Reserve Component Category Code	1153
RTITLE		Technician/AGR ID	1154
SAMP_WGT		Full Sample Base Weight	1155
SOC		Special Operations Code 0407	1156
SOC0510		Special Operation Code 0510 (SOC0510)	1157
SOC0511		Special Operation Code 0511 (SOC0511)	1158
SOC0512		Special Operation Code 0512 (SOC0512)	1159
SOC0601		Special Operation Code 0601 (SOC0601)	1160
SOC0602		Special Operation Code 0602 (SOC0602)	1161
SOC0603		Special Operation Code 0603 (SOC0603)	1162
SOC0604		Special Operation Code 0604 (SOC0604)	1163
SOC0605		Special Operation Code 0605 (SOC0605)	1164
SOC0606		Special Operation Code 0606 (SOC0606)	1165
SOC0607		Special Operation Code 0607 (SOC0607)	1166
SOC0608		Special Operation Code 0608 (SOC0608)	1167
SOC0609		Special Operation Code 0609 (SOC0609)	1168
SOC0610		Special Operation Code 0610 (SOC0610)	1169
SOC0611		Special Operation Code 0611 (SOC0611)	1170
SOC0612		Special Operation Code 0612 (SOC0612)	1171
SOC0701		Special Operation Code 0701 (SOC0701)	1172
SOC0702		Special Operation Code 0702 (SOC0702)	1173
SOC0703		Special Operation Code 0703 (SOC0703)	1174
SOC0704		Special Operation Code 0704 (SOC0704)	1175
SOC0705		Special Operation Code 0705 (SOC0705)	1176
SOC0706		Special Operation Code 0706 (SOC0706)	1177
SOC0707		Special Operation Code 0707 (SOC0707)	1178
SOC0708		Special Operation Code 0708 (SOC0708)	1179
SOC0709		Special Operation Code 0709 (SOC0709)	1180

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
SOC0710		Special Operation Code 0710 (SOC0710)	1181
SOC0711		Special Operation Code 0711 (SOC0711)	1182
SOC0712		Special Operation Code 0712 (SOC0712)	1183
SOC0801		Special Operation Code 0801 (SOC0801)	1184
SOC1324		Most recent Active SOC on 13 to 24 month	1185
SOC1324F		Most recent Active SOC on 13 to 24 month	1186
SOCLE12		Most recent Active SOC on 1 to 12 months	1187
SOCLE12F		Most recent Active SOC on 1 to 12 months	1188
SOCLE24		Most recent Active SOC on 1 to 24 months	1189
SOCLE24F		Most recent Active SOC on 1- 24 months	1190
SOCLE24N		Most recent Active SOC on 1 to 24 months	1191
SOFRCCELL		Stratification Cell	1192
STRAT		Stratum Level	1193
WEBFLAG		Web/Paper Survey Flag	1194
YOS		Military Longevity Pay Service Yr Quant.	1195

2008 Workplace and Gender Relations Survey of Reserve Component Members

Information on Weighting-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
_TOTAL_		Taylor Series Variance Estimation Strat	1196
DISP_FIN		Final Disposition	1197
FLAG_FIN		Final Disposition	1198
FPC		Finite Population Correction Factor	1199
NRFACTNR0		Full Sample Nonresponse Adjustment Facto	1200
NRFACTNR00		Full Sample Nonresponse Adjustment Facto	1201
NRWGTNR0		Full Sample Nonresponse Adjusted Weight	1202
NRWGTNR00		Full Sample Nonresponse Adjusted Weight	1203
QCOMPN		Questions completed count	1204
QCOMPNF		Questionnaire Complete Number Flag	1205
QCOMP		Questions Completed Proportion	1206
R_STRAT		Final Nonresponse Adjustment Cell	1207
REC_INEL		Record Ineligible Flag	1208
REFUSE		Refused	1209
RKFACT00		Full Sample Raking Adjustment Factor	1210
SAMP_DC		Sample Disposition Code	1211
SCSINEL		SCSINEL - Reason reported for ineligibil	1212
SPREFUSE		Self/Proxy-report Refuse	1213
SPRINEL		Self/Proxy-report Ineligible	1214
SSRINEL		Survey Self-Report Ineligible	1215
STATUS		Final Weighting Status Code	1216
TVSTR		Final Nonresponse Adjustment Cell	1217-1219
V_STRAT		Taylor Series Variance Estimation Stratu	1220



# **Appendix H\***

## **Frequency and Percentage Distributions for Variables in the Survey Analysis Files**

\*Appendix H, because of its size, is in a separate file



# **Appendix I**

## **Flat File Layout for the Public-Release Data File**



Variable	Type	Start	Stop	Length	Label
RETINT1	Num	0001	0002	002	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?
WGRB009	Num	0003	0004	002	In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?
WGRB010	Num	0005	0006	002	In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?
WGRB011A	Num	0007	0008	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item. Your total compensation (i.e., base pay, allowances, and bonuses)
WGRB011B	Num	0009	0010	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item. The type of work you do in your military job
WGRB011C	Num	0011	0012	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item. Your opportunities for promotion in your unit
WGRB011D	Num	0013	0014	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item. The quality of your coworkers in your unit
WGRB011E	Num	0015	0016	002	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item. The quality of your supervisor in your unit
WGRB012	Num	0017	0018	002	Overall, how satisfied are you with the military way of life?
WGRB032A	Num	0019	0020	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. I know what is expected of me at work.
WGRB032B	Num	0021	0022	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. I have the materials and equipment I need to do my work right.
WGRB032C	Num	0023	0024	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. At work, I have the opportunity to do what I do best every day.
WGRB032D	Num	0025	0026	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. In the last 7 duty days, I have received recognition or praise for doing good work.
WGRB032E	Num	0027	0028	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. My supervisor, or someone at work, seems to care about me as a person.

Variable	Type	Start	Stop	Length	Label
WGRB032F	Num	0029	0030	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. There is someone at work who encourages my development.
WGRB032G	Num	0031	0032	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. At work, my opinions seem to count.
WGRB032H	Num	0033	0034	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. The mission/purpose of my Reserve component makes me feel my job is important.
WGRB032I	Num	0035	0036	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. My coworkers are committed to doing quality work.
WGRB032J	Num	0037	0038	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. I have a best friend at work.
WGRB032K	Num	0039	0040	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. In the last 6 months, someone at work has talked to me about my progress.
WGRB032L	Num	0041	0042	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. This last year, I have had opportunities at work to learn and to grow.
WGRB032M	Num	0043	0044	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.
WGRB032N	Num	0045	0046	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. My supervisor helps everyone in my work group feel included.
WGRB032O	Num	0047	0048	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.
WGRB032P	Num	0049	0050	002	How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement. At my workplace, all employees are kept well informed about issues and decisions that affect them.
WGRB036A	Num	0051	0052	002	Overall, how well prepared . . . Mark one answer for each item. Are you to perform your wartime job?

Variable	Type	Start	Stop	Length	Label
WGRB036B	Num	0053	0054	002	Overall, how well prepared . . . Mark one answer for each item. Is your unit to perform its wartime mission?
WGRB037A	Num	0055	0056	002	Overall, how would you rate . . . Mark one answer for each item. Your current level of morale?
WGRB037B	Num	0057	0058	002	Overall, how would you rate . . . Mark one answer for each item. Your unit's current level of morale?
WGRB041A	Num	0059	0060	002	Overall, how would you rate the current level of stress in your . . . Mark one answer for each item. Military life?
WGRB041B	Num	0061	0062	002	Overall, how would you rate the current level of stress in your . . . Mark one answer for each item. Personal life?
WGRB085A	Num	0063	0064	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item. Senior leadership of your Reserve component
WGRB085B	Num	0065	0066	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item. Senior leadership of your installation/ship
WGRB085C	Num	0067	0068	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item. Your immediate military supervisor
WGRB086A	Num	0069	0070	002	In your military work group, to what extent . . . Mark one answer for each item. Would members of your work group feel free to report sexual harassment without fear of reprisals?
WGRB086B	Num	0071	0072	002	In your military work group, to what extent . . . Mark one answer for each item. Would members of your work group feel free to report sexual assault without fear of reprisals?
WGRB086C	Num	0073	0074	002	In your military work group, to what extent . . . Mark one answer for each item. Would complaints about sexual harassment be taken seriously no matter who files them?
WGRB086D	Num	0075	0076	002	In your military work group, to what extent . . . Mark one answer for each item. Would people be able to get away with sexual harassment if it was reported?
WGRB086E	Num	0077	0078	002	In your military work group, to what extent . . . Mark one answer for each item. Would people be able to get away with sexual assault if it was reported?
WGRB087C	Num	0079	0080	002	At your installation/ship, to what extent are . . . Mark one answer for each item. Reports of sexual harassment taken seriously?
WGRB087E	Num	0081	0082	002	At your installation/ship, to what extent are . . . Mark one answer for each item. Reports of sexual assault taken seriously?

Variable	Type	Start	Stop	Length	Label
WGRB088	Num	0083	0084	002	Have you had any military training during the past 12 months on topics related to sexual harassment?
WGRB090A	Num	0085	0086	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Provides a good understanding of what words and actions are considered sexual harassment.
WGRB090B	Num	0087	0088	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole.
WGRB090C	Num	0089	0090	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Identifies behaviors that are offensive to others and should not be tolerated.
WGRB090D	Num	0091	0092	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Gives useful tools for dealing with sexual harassment.
WGRB090E	Num	0093	0094	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Explains the process for reporting sexual harassment.
WGRB090F	Num	0095	0096	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Makes me feel it is safe to complain about unwanted sex-related attention.
WGRB090G	Num	0097	0098	002	My National Guard/Reserve component's sexual harassment training . . . Mark one answer for each item. Provides information about policies, procedures, and consequences of sexual harassment.
WGRB091	Num	0099	0100	002	In your opinion, how effective was the training you received in actually reducing/preventing behaviors that might be seen as sexual harassment?
WGRB092	Num	0101	0102	002	Have you had any military training during the past 12 months on topics related to sexual assault?
WGRB094A	Num	0103	0104	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Provides a good understanding of what actions are considered sexual assault.
WGRB094B	Num	0105	0106	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Teaches how to avoid situations that might increase the risk of sexual assault.
WGRB094C	Num	0107	0108	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Teaches how to obtain medical care following a sexual assault.
WGRB094D	Num	0109	0110	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Explains the role of the chain-of-command in handling sexual assaults.
WGRB094E	Num	0111	0112	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Explains the reporting options available if a sexual assault occurs.

Variable	Type	Start	Stop	Length	Label
WGRB094F	Num	0113	0114	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate).
WGRB094G	Num	0115	0116	002	My National Guard/Reserve component's sexual assault training . . . Mark one answer for each item. Explains how sexual assault is a mission readiness problem.
WGRB095A	Num	0117	0118	002	In your opinion, how effective was the training you received in . . . Mark one answer for each item. Actually reducing/preventing sexual assault or behaviors related to sexual assault?
WGRB095B	Num	0119	0120	002	In your opinion, how effective was the training you received in . . . Mark one answer for each item. Explaining the difference between restricted and unrestricted reporting of sexual assault?
WGRB098	Num	0121	0122	002	In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?
WGRB099	Num	0123	0124	002	In your opinion, has sexual assault in our nation become more or less of a problem over the last 4 years?
WGRB100	Num	0125	0126	002	In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?
WGRB101	Num	0127	0128	002	In your opinion, has sexual assault in the military become more or less of a problem over the last 4 years?
WGRB102	Num	0129	0130	002	In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?
WGRB103	Num	0131	0132	002	In your opinion, how often does sexual assault occur in the military now, as compared with a few years ago?
WGRB013AR	Num	0133	0134	002	Recode WGRB013A- Set missing to No for common denom
WGRB013BR	Num	0135	0136	002	Recode WGRB013B- Set missing to No for common denom
COMMITA	Num	0137	0138	002	Recode Q14- Affective Commitment scale
COMMITC	Num	0139	0140	002	Recode Q14- Continuance Commitment scale
COMMITN	Num	0141	0142	002	Recode Q14- Normative Commitment scale
SUPSAT	Num	0143	0144	002	Tabs- Supervisor Satisfaction Scale- Q30
LEADERSAT	Num	0145	0146	002	Tabs- Leadership Satisfaction Scale- Q33b-d,f
CAREERSAT	Num	0147	0148	002	Tabs- Careerism Scale- Q33a-d,f
CWORKSAT	Num	0149	0150	002	Tabs- Coworker Satisfaction Scale- Q34
WORKSAT	Num	0151	0152	002	Tabs- Work Satisfaction Scale- Q35
COHESION	Num	0153	0154	002	Recode- Unit Cohesion Scale Q38a-d

Variable	Type	Start	Stop	Length	Label
STRESS	Num	0155	0156	002	Recode- Perceived Stress Scale Q39a-j
GENHEAL	Num	0157	0158	002	Recode- General Health Scale Q40a-d
EVAL	Num	0159	0160	002	Recode- Evaluation Incident Rate Q42
ASGN	Num	0161	0162	002	Recode- Assignment Incident Rate Q42
CAR	Num	0163	0164	002	Recode- Career Incident Rate Q42
SEXDISC	Num	0165	0166	002	Recode- Sex Discrimination incident rate Q42-43
CRDBVR	Num	0167	0168	002	Tabs- Crude/Offensive Behavior incident rate
SEXATTN	Num	0169	0170	002	Tabs- Unwanted Sexual Attention incident rate
SEXCOER	Num	0171	0172	002	Tabs- Sexual Coercion incident rate
SEXBEH	Num	0173	0174	002	Tabs- Sexist Behavior incident rate
SEXHAR	Num	0175	0176	002	Tabs- Sexual Harassment incident rate
USCRATE	Num	0177	0178	002	Recode WGRB065- USC incident rate
XSVC	Num	0179	0180	002	Crossing: Service including CG
XTOTSEX	Num	0181	0182	002	Crossing: Total Gender
XTOTPAY2	Num	0183	0184	002	Crossing: Total 2 level paygrade
WGRR0801ID	Num	0185	0190	006	Unique Identifier for the population
ELIGFLGW	Num	0191	0192	002	Eligibility Flag
FINALWGT	Num	0193	0212	020	Full Sample Raked Weight

# **Appendix J**

## **Notes on Analysis**



```

/** Coding for SAMPLE **/

SAMPLE = 1; /**All**/

/** Coding for XSVC and XSVCF **/
/** XSVC: Take self-report answers first. If missing, impute from
record data RORG_CD.
**/

If SRSVC1 = 1 then XSVC = 2; /**Army Reserve**/
else if SRSVC1 = 2 then XSVC = 1; /**Army National Guard**/
else if SRSVC1 = 3 then XSVC = 3; /**Naval Reserve**/
else if SRSVC1 = 4 then XSVC = 4; /**Marine Corps Reserve**/
else if SRSVC1 = 5 then XSVC = 6; /**Air Force Reserve**/
else if SRSVC1 = 6 then XSVC = 5; /**Air National Guard**/
else if SRSVC1 = 7 then XSVC = 7; /**Coast Guard Reserve**/
else XSVC = .;
XSVCF = 1;

If SRSVC1 = . then do;
    XSVC = RORG_CD;
    XSVCF = 2;
end;

If INCWEB = .B then XSVC = .B;
If INCWEB = .B then XSVCF = .B;

/** Coding for XDOD **/
/** Create a two level crossing variable where all DoD = 1 and Coast
Guard = 2 due to the break out of CG as separate in tabs**/

XDOD=XSVC;
If XSVC in (1 2 3 4 5 6) then XDOD = 1; /**DoD Only**/
Else if XSVC = 7 then XDOD = 2; /**Coast Guard Only**/

/** Coding for XDODSVC **/
/** Create service crossing for DoD only, setting Coast Guard to missing
**/

if XDOD = 1 then do;
    XDODSVC = XSVC;
    if XSVC = 7 then XDODSVC = .;
end;

if INCWEB = .B then XDODSVC = .B;

```

```
/** Coding for IMPPAY **/  
/** IMPPAY: created as a numeric version of the record variable PPLN_GRD  
which is a character variable. IMPPAY will be used to impute missing  
self-report data**/
```

```
If PPLN_GRD in ('E00' 'O00') then IMPPAY = 0;  
else if PPLN_GRD = 'E01' then IMPPAY = 1;  
else if PPLN_GRD = 'E02' then IMPPAY = 2;  
else if PPLN_GRD = 'E03' then IMPPAY = 3;  
else if PPLN_GRD = 'E04' then IMPPAY = 4;  
else if PPLN_GRD = 'E05' then IMPPAY = 5;  
else if PPLN_GRD = 'E06' then IMPPAY = 6;  
else if PPLN_GRD = 'E07' then IMPPAY = 7;  
else if PPLN_GRD = 'E08' then IMPPAY = 8;  
else if PPLN_GRD = 'E09' then IMPPAY = 9;  
else if PPLN_GRD = 'W01' then IMPPAY = 11;  
else if PPLN_GRD = 'W02' then IMPPAY = 12;  
else if PPLN_GRD = 'W03' then IMPPAY = 13;  
else if PPLN_GRD = 'W04' then IMPPAY = 14;  
else if PPLN_GRD = 'W05' then IMPPAY = 15;  
else if PPLN_GRD = 'O01' then IMPPAY = 21;  
else if PPLN_GRD = 'O02' then IMPPAY = 22;  
else if PPLN_GRD = 'O03' then IMPPAY = 23;  
else if PPLN_GRD = 'O04' then IMPPAY = 24;  
else if PPLN_GRD = 'O05' then IMPPAY = 25;  
else if PPLN_GRD = 'O06' then IMPPAY = 26;
```

```
/** Coding for XPAY and XPAYF **/  
/**Impute from IMPPAY if self-report data is missing. Use this variable  
to make the remaining pay grade crossings**/
```

```
If SRGRADE > .Z then do;  
    XPAY = SRGRADE;  
    XPAYF = 1;  
end;
```

```
If SRGRADE = . then do;  
    XPAY = IMPPAY;  
    XPAYF = 2;  
end;
```

```
if INCWEB = .B then XPAY = .B;  
if INCWEB = .B then XPAYF = .B;
```

```

/** Coding for XPAY5 **/
/** 5 level break out of paygrade **/

If XDOD = 1 then do;
  If XPAY in (1 2 3 4) then XPAY5 = 1;
  else if XPAY in (5 6 7 8 9) then XPAY5 = 2;
  else if XPAY in (11 12 13 14 15) then XPAY5 = 3;
  else if XPAY in (21 22 23) then XPAY5 = 4;
  else if XPAY in (24 25 26) then XPAY5 = 5;
  else XPAY5=XPAY;
end;

if INCWEB = .B then XPAY5 = .B;

/** Coding for XPAY2 **/
/** 2 level break out of paygrade **/

XPAY2=XPAY5;
If XPAY5 in (1 2) then XPAY2 = 1; /**Enlisted**/
else if XPAY5 in (3 4 5) then XPAY2 = 2; /**Officers**/

if INCWEB = .B then XPAY2 = .B;

/** Coding for XPAYENL **/

If XDOD = 1 then do;
  If XPAY in (1 2 3) then XPAYENL = 1;
  else if XPAY = 4 then XPAYENL = 2;
  else if XPAY in (5 6 7) then XPAYENL = 3;
  else if XPAY in (8 9) then XPAYENL = 4;
  else if XPAY in (11 12 13 14 15 21 22 23 24 25 26) then XPAYENL = 5;
  else XPAYENL=XPAY;
end;

If INCWEB = .B then XPAYENL = .B;

/** Coding for XSEX and XSEXF **/
/** XSEX: Record data (RSEX) is used to impute for missing self-report
data. This crossing variable is for DoD only **/

If XDOD = 1 and SRSEX > .Z then do;
  XSEX = SRSEX;
  XSEXF = 1;
end;

If XDOD = 1 and SRSEX = . then do;
  XSEX = RSEX;
  XSEXF = 2;
end;

if INCWEB = .B then XSEX = .B;
if INCWEB = .B then XSEXF = .B;

```

```

/** Coding for XGENPAY2 **/
/** XGENPAY2: Gender by 2 level paygrade for DoD only **/

If XDOD = 1 then do;
  XGENPAY2 = .;
  If XSEX = 2 and XPAY2 = 1 then XGENPAY2 = 1; /**Female Enlisted**/
  else if XSEX = 2 and XPAY2 = 2 then XGENPAY2 = 2; /**Female Officer**/
  else if XSEX = 1 and XPAY2 = 1 then XGENPAY2 = 3; /**Male Enlisted**/
  else if XSEX = 1 and XPAY2 = 2 then XGENPAY2 = 4; /**Male Officers**/
END;

if INCWEB = .B then XGENPAY2 = .B;

/** Coding for XGENPAY5 **/
/** XGENPAY5: Gender by 5 level paygrade for DoD only. Warrant Officers
levels made but not presented in tabs **/

If XDOD = 1 then do;
  XGENPAY5 = .;
  if XSEX = 2 and XPAY5 = 1 then XGENPAY5 = 1; /**Female E1-E4**/
  else if XSEX = 2 and XPAY5 = 2 then XGENPAY5 = 2; /**Female E5-E9**/
  else if XSEX = 2 and XPAY5 = 3 then XGENPAY5 = 3; /**Female W1-W5**/
  else if XSEX = 2 and XPAY5 = 4 then XGENPAY5 = 4; /**Female O1-O3**/
  else if XSEX = 2 and XPAY5 = 5 then XGENPAY5 = 5; /**Female O4-O6**/
  else if XSEX = 1 and XPAY5 = 1 then XGENPAY5 = 6; /**Male E1-E4**/
  else if XSEX = 1 and XPAY5 = 2 then XGENPAY5 = 7; /**Male E5-E9**/
  else if XSEX = 1 and XPAY5 = 3 then XGENPAY5 = 8; /**Male W1-W5**/
  else if XSEX = 1 and XPAY5 = 4 then XGENPAY5 = 9; /**Male O1-O3**/
  else if XSEX = 1 and XPAY5 = 5 then XGENPAY5 = 10; /**Male O4-O6**/
end;

if INCWEB = .B then XGENPAY5 = .B;

/** Coding for XGENSVC **/
/** XGENSVC: Gender by service for DoD only **/

If XDOD = 1 then do;
  XGENSVC = .;
  If XSEX = 2 and XSVC = 1 then XGENSVC = 1; /**Female ARNG**/
  else if XSEX = 2 and XSVC = 2 then XGENSVC = 2; /**Female USAR**/
  else if XSEX = 2 and XSVC = 3 then XGENSVC = 3; /**Female USNR**/
  else if XSEX = 2 and XSVC = 4 then XGENSVC = 4; /**Female USMCR**/
  else if XSEX = 2 and XSVC = 5 then XGENSVC = 5; /**Female ANG**/
  else if XSEX = 2 and XSVC = 6 then XGENSVC = 6; /**Female USAFR**/
  else if XSEX = 1 and XSVC = 1 then XGENSVC = 7; /**Male ARNG**/
  else if XSEX = 1 and XSVC = 2 then XGENSVC = 8; /**Male USAR**/
  else if XSEX = 1 and XSVC = 3 then XGENSVC = 9; /**Male USNR**/
  else if XSEX = 1 and XSVC = 4 then XGENSVC = 10; /**Male USMCR**/
  else if XSEX = 1 and XSVC = 5 then XGENSVC = 11; /**Male ANG**/
  else if XSEX = 1 and XSVC = 6 then XGENSVC = 12; /**Male USAFR**/
end;

if INCWEB = .B then XGENSVC = .B;

```

```

/** Coding for XSVCPAY **/
/** XSVCPAY: Gender by service by 2 level paygrade for DoD Only **/

If XDOD = 1 and XSEX = 2 then do;
  XSVCPAY = .;
  If XSVC = 1 and XPAY2 = 1 then XSVCPAY = 1;
  else if XSVC = 1 and XPAY2 = 2 then XSVCPAY = 2;
  else if XSVC = 2 and XPAY2 = 1 then XSVCPAY = 3;
  else if XSVC = 2 and XPAY2 = 2 then XSVCPAY = 4;
  else if XSVC = 3 and XPAY2 = 1 then XSVCPAY = 5;
  else if XSVC = 3 and XPAY2 = 2 then XSVCPAY = 6;
  else if XSVC = 4 and XPAY2 = 1 then XSVCPAY = 7;
  else if XSVC = 4 and XPAY2 = 2 then XSVCPAY = 8;
  else if XSVC = 5 and XPAY2 = 1 then XSVCPAY = 9;
  else if XSVC = 5 and XPAY2 = 2 then XSVCPAY = 10;
  else if XSVC = 6 and XPAY2 = 1 then XSVCPAY = 11;
  else if XSVC = 6 and XPAY2 = 2 then XSVCPAY = 12;
end;

if XDOD = 1 and XSEX = 1 then do;
  XSVCPAY = .;
  If XSVC = 1 and XPAY2 = 1 then XSVCPAY = 13;
  else if XSVC = 1 and XPAY2 = 2 then XSVCPAY = 14;
  else if XSVC = 2 and XPAY2 = 1 then XSVCPAY = 15;
  else if XSVC = 2 and XPAY2 = 2 then XSVCPAY = 16;
  else if XSVC = 3 and XPAY2 = 1 then XSVCPAY = 17;
  else if XSVC = 3 and XPAY2 = 2 then XSVCPAY = 18;
  else if XSVC = 4 and XPAY2 = 1 then XSVCPAY = 19;
  else if XSVC = 4 and XPAY2 = 2 then XSVCPAY = 20;
  else if XSVC = 5 and XPAY2 = 1 then XSVCPAY = 21;
  else if XSVC = 5 and XPAY2 = 2 then XSVCPAY = 22;
  else if XSVC = 6 and XPAY2 = 1 then XSVCPAY = 23;
  else if XSVC = 6 and XPAY2 = 2 then XSVCPAY = 24;
end;

if INCWEB = .B then XSVCPAY = .B;

/** Coding for HISP_IM and HISP_IMF **/
/** HISP_IM: Create ethnicity from self-report and imputations
(ETHNIC) **/

HISP_IMF = 1;
HISP_IM = SRHISP1;

IF HISP_IM = . AND ETHNIC IN ('AK' 'AL' 'AM' 'AN' 'AO')
THEN DO;
  HISP_IM = 2;
  HISP_IMF = 2;
END;

IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B THEN HISP_IMF = .B;

```

```

/** Coding for RACE_NI **/
/** RACE_NI: Create 5 digit non-imputed race variable used in creation
of SRRACE1 **/

```

```

RACE_NI = .;
RACE_NI = (10000*SRRACEA) /*White*/
          + ( 1000*SRRACEB) /*Black*/
          + ( 100*SRRACEC) /*American Indian or Alaskan Native*/
          + ( 10*SRRACED) /*Asian*/
          + ( 1*SRRACEE); /*Hawaiian*/
if SRRACEA = .B then RACE_NI = .B;
if SRRACEA = .N then RACE_NI = .N;

```

```

/** Coding for SRRACE1 **/
/** SRRACE1: Self-reported race non-imputed. Made from RACE_NI **/

```

```

If RACE_NI = . then SRRACE1 = .;
Else if RACE_NI = 11211 then SRRACE1 = 1; /*AIAN*/
Else if RACE_NI = 11121 then SRRACE1 = 2; /*Asian*/
Else if RACE_NI = 12111 then SRRACE1 = 3; /*Black*/
Else if RACE_NI = 11112 then SRRACE1 = 4; /*NHPI*/
Else if RACE_NI = 21111 then SRRACE1 = 5; /*White*/
Else if RACE_NI = 11221 then SRRACE1 = 100; /*AIAN A*/
Else if RACE_NI = 12221 then SRRACE1 = 101; /*AIAN A B*/
Else if RACE_NI = 12222 then SRRACE1 = 102; /*AIAN A B NHPI*/
Else if RACE_NI = 22222 then SRRACE1 = 103; /*AIAN A B NHPI W*/
Else if RACE_NI = 22221 then SRRACE1 = 104; /*AIAN A B W*/
Else if RACE_NI = 11222 then SRRACE1 = 105; /*AIAN A NHPI*/
Else if RACE_NI = 21222 then SRRACE1 = 106; /*AIAN A NHPI W*/
Else if RACE_NI = 21221 then SRRACE1 = 107; /*AIAN A W*/
Else if RACE_NI = 12211 then SRRACE1 = 108; /*AIAN B*/
Else if RACE_NI = 12212 then SRRACE1 = 109; /*AIAN B NHPI*/
Else if RACE_NI = 22212 then SRRACE1 = 110; /*AIAN B NHPI W*/
Else if RACE_NI = 22211 then SRRACE1 = 111; /*AIAN B W*/
Else if RACE_NI = 11212 then SRRACE1 = 112; /*AIAN NHPI*/
Else if RACE_NI = 21212 then SRRACE1 = 113; /*AIAN NHPI W*/
Else if RACE_NI = 21211 then SRRACE1 = 114; /*AIAN W*/
Else if RACE_NI = 12121 then SRRACE1 = 115; /*A B*/
Else if RACE_NI = 12122 then SRRACE1 = 116; /*A B NHPI*/
Else if RACE_NI = 22122 then SRRACE1 = 117; /*A B NHPI W*/
Else if RACE_NI = 22121 then SRRACE1 = 118; /*A B W*/
Else if RACE_NI = 11122 then SRRACE1 = 119; /*A NHPI*/
Else if RACE_NI = 21122 then SRRACE1 = 120; /*A NHPI W*/
Else if RACE_NI = 21121 then SRRACE1 = 121; /*A W*/
Else if RACE_NI = 12112 then SRRACE1 = 122; /*B NHPI*/
Else if RACE_NI = 22112 then SRRACE1 = 123; /*B NHPIW*/
Else if RACE_NI = 22111 then SRRACE1 = 124; /*B W*/
Else if RACE_NI = 21112 then SRRACE1 = 125; /*NHPI W*/
If RACE_NI = .B then SRRACE1 = .B;
If RACE_NI = .N then SRRACE1 = .N;

```

```

/** Coding for RACE_IM and RACE_IMF **/
/** RACE_IM: Create race from self-report and imputations (RACE) **/

RACE_IM = SRRACE1;
If RACE_IM NE . then RACE_IMF = 1; /*Not imputed*/
If SRRACE1 = . and 1<=RACE<=125 then do;
    RACE_IM = RACE;
    RACE_IMF = 2; /*Imputed*/
END;

if INCWEB = .B then RACE_IM = .B;
if INCWEB = .B then RACE_IMF = .B;

/** Coding for XRETH7 **/
/** XRETH7: Total 7 level race made for use in 2 and 3 level race
crossings **/

If HISP_IM = 2 then XRETH7 = 1; /**Hispanic**/
    else if RACE_IM = 5 then XRETH7 = 2; /**White**/
    else if RACE_IM = 3 then XRETH7 = 3; /**Black**/
    else if RACE_IM = 1 then XRETH7 = 4; /**AIAN**/
    else if RACE_IM = 2 then XRETH7 = 5; /**Asian**/
    else if RACE_IM = 4 then XRETH7 = 6; /**NHPI**/
    else if RACE_IM >= 100 then XRETH7 = 7; /**Two or more races**/

if INCWEB = .B then XRETH7 = .B;

/** Coding for XRETH2 **/
/** XRETH2: 2 level minority vs. non-minority for DoD only **/

if XDOD = 1 then do;
    XRETH2 = XRETH7;
    if XRETH7 = 2 then XRETH2 = 1; /**Non-Hispanic White**/
    else if XRETH7 in (1 3 4 5 6 7) then XRETH2 = 2; /**Total Minority**/
end;

if INCWEB = .B then XRETH2 = .B;

/** Coding for XRETH3 **/
/** XRETH3: 3 level breakout of total minority for DoD only **/

if XDOD = 1 and XRETH2 = 2 then do;
    if XRETH7 = 3 then XRETH3 = 1; /**Non-Hispanic Black**/
    else if XRETH7 = 1 then XRETH3 = 2; /**Hispanic**/
    else if XRETH7 in (4 5 6 7) then XRETH3 = 3; /**Other Race/Ethnicity**/
end;

if INCWEB = .B then XRETH3 = .B;

```

```

/** Coding for XCGPAY5 **/
/** XCGPAY5: 5 level breakout of paygrade for Coast Guard only **/

if XDOD = 2 then do;
  if XPAY in (1 2 3 4) then XCGPAY5 = 1; /**E1-E4**/
  else if XPAY in (5 6 7 8 9) then XCGPAY5 = 2; /**E5-E9**/
  else if XPAY in (11 12 13 14 15) then XCGPAY5 = 3; /**W1-W5**/
  else if XPAY in (21 22 23) then XCGPAY5 = 4; /**O1-O3**/
  else if XPAY in (24 25 26) then XCGPAY5 = 5; /**O4-O6**/
end;

if XDOD = 1 then XCGPAY5 = 6; /**DoD**/

if INCWEB = .B then XCGPAY5 = .B;

/** Coding for XCGPAY2 **/
/** XCGPAY2: 2 level breakout of paygrade for Coast Guard only **/

if XDOD = 2 then do;
  if XCGPAY5 in (1 2) then XCGPAY2 = 1; /**Enlisted**/
  else if XCGPAY5 in (3 4 5) then XCGPAY2 = 2; /**Officers**/
end;

if XDOD = 1 then XCGPAY2 = 3; /**DoD**/
if INCWEB = .B then XCGPAY2 = .B;

/** Coding for XCGSEX and XCGSEXF **/
/** XCGSEX: Record data (RSEX) is used to impute for missing self-report
data. This crossing variable is for Coast Guard only **/

If XDOD = 2 and SRSEX > .Z then do;

XCGSEX = SRSEX;
  XCGSEXF = 1;
end;

If XDOD = 2 and SRSEX = . then do;
  XCGSEX = RSEX;
  XCGSEXF = 2;
end;

if XDOD = 1 then XCGSEX = 3; /**DoD**/

if INCWEB = .B then XCGSEX = .B;
if INCWEB = .B then XCGSEXF = .B;

```

```

/** Coding for XCGGENPAY **/
/** XCGGENPAY: Gender by 2 level paygrade for Coast Guard only **/

if XDOD = 2 then do;
  if XCGSEX = 2 and XCGPAY2 = 1 then XCGGENPAY = 1; /**Female enlisted**/
  else if XCGSEX = 2 and XCGPAY2 = 2 then XCGGENPAY = 2; /**Female
officers**/
  else if XCGSEX = 1 and XCGPAY2 = 1 then XCGGENPAY = 3; /**Male
enlisted**/
  else if XCGSEX = 1 and XCGPAY2 = 2 then XCGGENPAY = 4; /**Male
officers**/
end;

if XDOD = 1 then XCGGENPAY = 5; /**DoD**/

if INCWEB = .B then XCGGENPAY = .B;

/** Coding for XGENRETH **/
/** XGENRETH: Crossing of gender and race/ethnicity for DoD only **/

if XDOD = 1 then do;
  if XSEX = 2 and XRETH2 = 1 then XGENRETH = 1; /**Female white**/
  else if XSEX = 2 and XRETH2 = 2 then XGENRETH = 2; /**Female
minority**/
  else if XSEX = 1 and XRETH2 = 1 then XGENRETH = 3; /**Male white**/
  else if XSEX = 1 and XRETH2 = 2 then XGENRETH = 4; /**Male minority**/
end;

if INCWEB = .B then XGENRETH = .B;

/** Coding for XPROG **/
/** Tabs: Crossing for DoD only program (Reserve Unit, AGR/FTS/AR, or
IMA). Used code from WEOR briefing which is the same breakout **/

if XDOD = 1 then do;
  XPROG = 1; /**Assume Reserve Unit**/
  if RSV_SCAT = 'G' then XPROG = 2; /**AGR/FTS/AR**/
  else if RSV_SCAT = 'B' and XDODSVC in (2 3 4 6) then XPROG = 3;
/**IMA**/
  else if RSV_SCAT = 'B' and XDODSVC in (1 5) then XPROG = 1; /**Reserve
Unit**/
end;

if INCWEB = .B then XPROG = .B;

```

```

/** Coding for XGENPROG **/
/** Tabs: Crossing of DoD only gender by program **/

if XDOD = 1 then do;
  if XSEX = 2 and XPROG = 1 then XGENPROG = 1; /**Female TPU**/
  else if XSEX = 2 and XPROG = 2 then XGENPROG = 2; /**Female AGR**/
  else if XSEX = 2 and XPROG = 3 then XGENPROG = 3; /**Female IMA**/
  else if XSEX = 1 and XPROG = 1 then XGENPROG = 4; /**Male TPU**/
  else if XSEX = 1 and XPROG = 2 then XGENPROG = 5; /**Male AGR**/
  else if XSEX = 1 and XPROG = 3 then XGENPROG = 6; /**Male IMA**/
end;

if INCWEB = .B then XGENPROG = .B;

/** Coding for XACT **/
/** Tabs: Crossing of DoD only activation status in past 12 months **/

if XDOD = 1 then do;
  if WGRB021 in (1 2) then XACT = 2; /**Activated past 12 mos**/
  else if WGRB021 = 3 then XACT = 1; /**Not activated past 12 mos**/
end;

if INCWEB = .B then XACT = .B;

/** Coding for XDEPLOY **/
/** Tabs: Crossing for DoD only deployment status in past 12 months.
Followed code used for SOFR **/

if XDOD = 1 then do;
  if WGRB021 = 3 or WGRB022 = 1 or WGRB024 = 3 then XDEPLOY = 1; /**Not
deployed past 12 mos**/
  else if WGRB024 in (1 2) then XDEPLOY = 2; /**Deployed past 12 mos**/
end;

if INCWEB = .B then XDEPLOY = .B;

/** Coding for SRGRADER **/
/** Tabs: Collapse paygrade into 5 levels for tabs **/

SRGRADER=SRGRADE;
if SRGRADE in (1 2 3 4) then SRGRADER = 1;
else if SRGRADE in (5 6 7 8 9) then SRGRADER = 2;
else if SRGRADE in (11 12 13 14 15) then SRGRADER = 3;
else if SRGRADE in (21 22 23) then SRGRADER = 4;
else if SRGRADE in (24 25 26) then SRGRADER = 5;

if INCWEB = .B then SRGRADER = .B;

```

```

/** Coding for SRRACEM **/
/** Tabs: Additional variable that shows whether or not someone selected
more than one race **/

If sum (of SRRACEA SRRACEB SRRACEC SRRACED SRRACEE) > 6 then SRRACEM = 2;
/**Selected more than one race**/
else SRRACEM = 1 ;
if SRRACEA = .B then SRRACEM = .B;
if SRRACEA = .N then SRRACEM = .N;
if SRRACEA = . then SRRACEM = .;

/** Coding for SRRACEAR-SRRACEMR **/
/** Tabs: Set missings to No for common denominator for group
presentation **/

array Q5REC SRRACEAR SRRACEBR SRRACECR SRRACEDR SRRACEER SRRACEMR;
SRRACEAR = SRRACEA;
SRRACEBR = SRRACEB;
SRRACECR = SRRACEC;
SRRACEDR = SRRACED;
SRRACEER = SRRACEE;
SRRACEMR = SRRACEM;

if n (of SRRACEA SRRACEB SRRACEC SRRACED SRRACEE SRRACEM)>0 then do;
  do over Q5REC;
    if Q5REC = . then Q5REC = 1; /**No, if missing**/
  end;
  if INCWEB = .B then Q5REC = .B;
end;

/* coding for YOSCR variable */

YOSCR=YOSC;
if YOSC GE 0 and YOSC LE 5 then YOSCR = 1;
else if YOSC GE 6 and YOSC LE 8 then YOSCR = 2;
else if YOSC GE 9 and YOSC LE 11 then YOSCR = 3;
else if YOSC GE 12 and YOSC LE 16 then YOSCR = 4;
else if YOSC GE 17 and YOSC LE 19 then YOSCR = 5;
else if YOSC GE 20 then YOSCR = 6;

if INCWEB = .B then YOSCR = .B;

```

```

/** Coding for WGRB013AR-WGRB013BR **/
/** Tabs: Set missings to No for common denominator for group
presentation **/

ARRAY Q13REC WGRB013AR WGRB013BR;

WGRB013AR=WGRB013A;
WGRB013BR=WGRB013B;

if N(of WGRB013A WGRB013B)>0 then do;
  do over Q13REC;
    if Q13REC in (. .A) then Q13REC = 1;
  end;
end;

/** Coding for COMMITA **/
/** Tabs: Creation of affective commitment scale mean. Constructed from
ORGCOMA, ORGCOMB, ORGCOMD, ORGCOMG, ORGCOMH, and ORGCOMK **/

AFFCOM = .;
AFFCOM=(ORGCOMA IN (1 2 3 4 5)) + (ORGCOMB IN (1 2 3 4 5)) + (ORGCOMD IN
(1 2 3 4 5)) + (ORGCOMG IN (1 2 3 4 5)) + (ORGCOMH IN (1 2 3 4 5)) +
(ORGCOMK IN (1 2 3 4 5));
IF INCWEB = .B THEN AFFCOM = .B;

COMMITA = .;
IF AFFCOM/6 > .9 THEN COMMITA = MEAN(ORGCOMA, ORGCOMB, ORGCOMD, ORGCOMG,
ORGCOMH, ORGCOMK);
IF INCWEB = .B THEN COMMITA = .B;

/** Coding for COMMITC **/
/** Tabs: Creation of continuance commitment scale mean. Constructed from
ORGCOME and ORGCOMJ **/

CONCOM = .;
CONCOM = (ORGCOME IN (1 2 3 4 5)) + (ORGCOMJ IN (1 2 3 4 5));
IF INCWEB = .B THEN CONCOM = .B;

COMMITC = .;
IF CONCOM/2 > .9 THEN COMMITC= MEAN(ORGCOME, ORGCOMJ);
IF INCWEB = .B THEN COMMITC = .B;

/** Coding for COMMITN **/
/** Tabs: Creation of normative commitment scale mean. Constructed from
ORGCOCM, ORGCOMF, and ORGCOMI **/

NORCOM = .;
NORCOM = (ORGCOCM IN (1 2 3 4 5)) + (ORGCOMF IN (1 2 3 4 5)) + (ORGCOMI
IN (1 2 3 4 5));
IF INCWEB=.B THEN NORCOM=.B;

COMMITN = .;
IF NORCOM/3 > .9 THEN COMMITN = MEAN(ORGCOCM, ORGCOMF, ORGCOMI);
IF INCWEB=.B THEN COMMITN=.B;

```

```

/** Coding for WGRB015R **/
/** Tabs: Collapse continuous variable WGRB015 into categories for tabs
**/

WGRB015R = WGRB015;
IF WGRB015 = 0 THEN WGRB015R = 0; /*0 DAYS*/
ELSE IF WGRB015 GE 1 AND WGRB015 LE 24 THEN WGRB015R = 1; /*1-24 DAYS*/
ELSE IF WGRB015 GE 25 AND WGRB015 LE 47 THEN WGRB015R = 2; /*25-47 DAYS*/
ELSE IF WGRB015 GE 48 AND WGRB015 LE 180 THEN WGRB015R = 3; /*48-180
DAYS*/
ELSE IF WGRB015 GE 181 THEN WGRB015R = 4; /*181 DAYS OR MORE*/

If INCWEB = .B then WGRB015R = .B;

/** Coding for WGRB016R **/
/** Tabs: Reverse order of response set for tabs **/

WGRB016R=WGRB016;
if WGRB016 = 5 then WGRB016R = 1; /**Much less than expected**/
else if WGRB016 = 4 then WGRB016R = 2; /**Less than expected**/
else if WGRB016 = 3 then WGRB016R = 3; /**Neither more nor less than
expected**/
else if WGRB016 = 2 then WGRB016R = 4; /**More than expected**/
else if WGRB016 = 1 then WGRB016R = 5; /**Much more than expected**/

if INCWEB = .B then WGRB016R = .B;

/** Coding for WGRB018R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB018R=WGRB018;
if WGRB018 in (1 2) then WGRB018R = 2; /**Yes**/
else if WGRB018 = 3 then WGRB018R = 1; /**No**/

if INCWEB = .B then WGRB018R = .B;

/** Coding for WGRB019R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB019R=WGRB019;
if WGRB019 in (1 2) then WGRB019R = 2; /**Yes**/
else if WGRB019 = 3 then WGRB019R = 1; /**No**/

if INCWEB = .B then WGRB019R = .B;

/** Coding for WGRB020R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB020R=WGRB020;
if WGRB020 in (1 2) then WGRB020R = 2; /**Yes**/
else if WGRB020 = 3 then WGRB020R = 1; /**No**/

if INCWEB = .B then WGRB020R = .B;

```

```

/** Coding for WGRB021R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB021R=WGRB021;
if WGRB021 in (1 2) then WGRB021R = 2; /**Yes**/
else if WGRB021 = 3 then WGRB021R = 1; /**No**/

if INCWEB = .B then WGRB021R = .B;

/** Coding for WGRB024R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB024R=WGRB024;
if WGRB024 in (1 2) then WGRB024R = 2; /**Yes**/
else if WGRB024 = 3 then WGRB024R = 1; /**No**/

if INCWEB = .B then WGRB024R = .B;

/** Coding for WGRB026AR-WGRB026DR **/
/** Tabs: Set missing to No for common denominator for group presentation
**/

ARRAY Q26REC WGRB026AR WGRB026BR WGRB026CR WGRB026DR;

WGRB026AR=WGRB026A;
WGRB026BR=WGRB026B;
WGRB026CR=WGRB026C;
WGRB026DR=WGRB026D;

if N (of WGRB026A WGRB026B WGRB026C WGRB026D)>0 then do;
  do over Q26REC;
    if Q26REC in (. .A) then Q26REC = 1;
  end;
  if INCWEB = .B then Q26REC = .B;
end;

/** Coding for WGRB026R **/
/** Tabs: Create dichotomous variable for bar chart for Q26A-D.
If yes to any A-D then yes. **/

if WGRB026AR = 2 or WGRB026BR = 2 or WGRB026CR = 2 or WGRB026DR = 2 then
WGRB026R = 2;
else if WGRB026AR = 1 and WGRB026BR = 1 and WGRB026CR = 1 and WGRB026DR =
1 then WGRB026R = 1;
else WGRB026R = .;

if INCWEB = .B then WGRB026R = .B;
if WGRB026AR = .N then WGRB026R = .N;

```

```

/** Coding for WGRB027R **/
/** Tabs: Collapse continuous variable into categories for tabs **/

WGRB027R=WGRB027;
if WGRB027 = 0 then WGRB027R = 1;
else if WGRB027 GE 1 and WGRB027 LE 2 then WGRB027R = 2;
else if WGRB027 GE 3 and WGRB027 LE 4 then WGRB027R = 3;
else if WGRB027 GE 5 and WGRB027 LE 6 then WGRB027R = 4;
else if WGRB027 GE 7 and WGRB027 LE 10 then WGRB027R = 5;
else if WGRB027 GE 11 and WGRB027 LE 15 then WGRB027R = 6;
else if WGRB027 GE 16 then WGRB027R = 7;

if INCWEB = .B then WGRB027R = .B;

/** Coding for WGRB028AR-WGRB028CR **/
/** Tabs: Set missing to No for common denominator for group presentation
**/

ARRAY Q28REC WGRB028AR WGRB028BR WGRB028CR;

WGRB028AR=WGRB028A;
WGRB028BR=WGRB028B;
WGRB028CR=WGRB028C;

if N (of WGRB028A WGRB028B WGRB028C)>0 then do;
  do over Q28REC;
    if Q28REC in (. .A) then Q28REC = 1;
  end;
  if INCWEB = .B then Q28REC = .B;
end;

/** Coding for WGRB029R **/
/** Tabs: Create dichotomous variable for bar chart that shows male
versus female supervisors. Bar chart shows percentage of male **/

WGRB029R=WGRB029;
if WGRB029 in (1 2) then WGRB029R = 2; /**Yes, Male supervisor**/
else if WGRB029 in (3 4) then WGRB029R = 1; /**No, Female supervisor**/

if INCWEB = .B then WGRB029R = .B;

/** Coding for WGRB029R2 **/
/** Tabs: Create dichotomous variable for bar chart that shows military
versus civilian supervisors. Bar chart shows percentage of military **/

WGRB029R2=WGRB029;
if WGRB029 in (1 3) then WGRB029R2 = 2; /**Yes, military supervisor**/
else if WGRB029 in (2 4) then WGRB029R2 = 1; /**No, civilian
supervisor**/

if INCWEB = .B then WGRB029R2 = .B;

```

```

/** Coding for SUPSAT **/
/** Tabs: Construction of supervisor satisfaction scale from Q30a-f **/

SUPSAT1 = .;
SUPSAT1 = (WGRB030A in (1 2 3 4 5)) + (WGRB030B in (1 2 3 4 5)) +
  (WGRB030C in (1 2 3 4 5)) + (WGRB030D in (1 2 3 4 5)) + (WGRB030E in (1
2 3 4 5)) + (WGRB030F in (1 2 3 4 5));
if INCWEB = .B then SUPSAT1 = .B;

SUPSAT = .;
if SUPSAT1/6 > .9 then SUPSAT = MEAN(WGRB030A, WGRB030B, WGRB030C,
WGRB030D, WGRB030E, WGRB030F);

if INCWEB = .B then SUPSAT = .B;

/** Coding for WGRB033AR, WGRB033BR, WGRB033CR, WGRB033DR, WGRB033FR **/
/** Tabs: Reverse code these items for construction of the
Leadership Satisfaction Scale and Careerism
Scale **/

ARRAY Q33      WGRB033A WGRB033B WGRB033C WGRB033D WGRB033F;
ARRAY Q33REC   WGRB033AR WGRB033BR WGRB033CR WGRB033DR WGRB033FR;

do over Q33;
  Q33REC=Q33;
  if Q33 = 1 then Q33REC = 5;
  else if Q33 = 2 then Q33REC = 4;
  else if Q33 = 3 then Q33REC = 3;
  else if Q33 = 4 then Q33REC = 2;
  else if Q33 = 5 then Q33REC = 1;
  if INCWEB = .B then Q33REC = .B;
end;

/** Coding for LEADERSAT **/
/** Tabs: Creation of LEADERSAT from Q33b-d, f. Make with recoded
versions of Q33b, d, f **/

LEADERSAT1 = .;
LEADERSAT1 = (WGRB033BR in (1 2 3 4 5)) + (WGRB033C in (1 2 3 4 5)) +
(WGRB033DR in (1 2 3 4 5)) + (WGRB033FR in (1 2 3 4 5));
if INCWEB = .B then LEADERSAT1 = .B;

LEADERSAT = .;
if LEADERSAT1/4 > .9 then LEADERSAT = MEAN (WGRB033BR, WGRB033C, WGRB033DR,
WGRB033FR);
if INCWEB = .B then LEADERSAT = .B;

```

```

/** Coding for CAREERSAT **/
/** Tabs: Creation of CAREERSAT from Q33a-d, f. Make with recoded
versions of Q33a and c **/

CAREERSAT1 = .;
CAREERSAT1 = (WGRB033AR in (1 2 3 4 5)) + (WGRB033B in (1 2 3 4 5)) +
(WGRB033CR in (1 2 3 4 5)) + (WGRB033D in (1 2 3 4 5)) + (WGRB033F in (1
2 3 4 5));
if INCWEB = .B then CAREERSAT1 = .B;

CAREERSAT = .;
if CAREERSAT1/5>.9 then CAREERSAT = MEAN (WGRB033AR, WGRB033B, WGRB033CR,
WGRB033D, WGRB033F);
if INCWEB = .B then CAREERSAT = .B;

/** Coding for CWORKSAT **/
/** Tabs: Creation of the Coworker Satisfaction Scale from Q34a-e **/

CWORKSAT1 = .;
CWORKSAT1 = (WGRB034A in (1 2 3 4 5)) + (WGRB034B in (1 2 3 4 5)) +
(WGRB034C in (1 2 3 4 5)) + (WGRB034D in (1 2 3 4 5)) + (WGRB034E in (1
2 3 4 5));
if INCWEB = .B then CWORKSAT1 = .B;

CWORKSAT = .;
if CWORKSAT1/5>.9 then CWORKSAT = MEAN (WGRB034A, WGRB034B, WGRB034C,
WGRB034D, WGRB034E);
if INCWEB = .B then CWORKSAT = .B;

/** Coding for WORKSAT **/
/** Tabs: Creation of the Work Satisfaction Scale from Q35a-e **/

WORKSAT1 = .;
WORKSAT1 = (WGRB035A in (1 2 3 4 5)) + (WGRB035B in (1 2 3 4 5)) +
(WGRB035C in (1 2 3 4 5)) + (WGRB035D in (1 2 3 4 5)) + (WGRB035E in (1
2 3 4 5));
if INCWEB = .B then WORKSAT1 = .B;

WORKSAT = .;
if WORKSAT1/5>.9 then WORKSAT = MEAN (WGRB035A, WGRB035B, WGRB035C,
WGRB035D, WGRB035E);
if INCWEB = .B then WORKSAT = .B;

```

```

/** Coding for COHESION **/
/** COHESION: UNIT COHESION SCALE, mean of Q38A-D **/

COHESION1 = .;
COHESION1 =(WGRB038A IN (1 2 3 4 5)) +
            (WGRB038B IN (1 2 3 4 5)) +
            (WGRB038C IN (1 2 3 4 5)) +
            (WGRB038D IN (1 2 3 4 5)) ;
if INCWEB = .B then COHESION1 = .B;

COHESION = .;
If (COHESION1/4) GT .9 THEN COHESION = MEAN (WGRB038A, WGRB038B,
WGRB038C, WGRB038D);
If INCWEB = .B then COHESION = .B;

/** Coding for WGRB039AR-CR, WGRB039FR, WGRB039IR, WGRB039JR **/
/** WGRB039AR-CR, FR, IR, JR: Recode values **/

ARRAY BRC  WGRB039A  WGRB039B  WGRB039C  WGRB039F  WGRB039I  WGRB039J;
ARRAY BRCU WGRB039AR WGRB039BR WGRB039CR WGRB039FR WGRB039IR WGRB039JR;

Do over BRC;
  BRCU=BRC;
  IF BRC=1 THEN BRCU=0; /*NEVER*/
  ELSE IF BRC=2 THEN BRCU=1; /*ALMOST NEVER*/
  ELSE IF BRC=3 THEN BRCU=2; /*SOMETIMES*/
  ELSE IF BRC=4 THEN BRCU=3; /*FAIRLY OFTEN*/
  ELSE IF BRC=5 THEN BRCU=4; /*VERY OFTEN*/
  IF INCWEB=.B THEN BRCU=.B;
end;

/** Coding for WGRB039DR-ER, WGRB039GR-HR **/
/** WGRB039DR, ER, GR, HR: Reverse code for stress scale **/

ARRAY REC039  WGRB039D  WGRB039E  WGRB039G  WGRB039H;
ARRAY REC039U WGRB039DR WGRB039ER WGRB039GR WGRB039HR;

Do over REC039;
  REC039U=REC039;
  IF REC039=1 THEN REC039U=4; /*VERY OFTEN*/
  ELSE IF REC039=2 THEN REC039U=3; /*FAIRLY OFTEN*/
  ELSE IF REC039=3 THEN REC039U=2; /*SOMETIMES*/
  ELSE IF REC039=4 THEN REC039U=1; /*ALMOST NEVER*/
  ELSE IF REC039=5 THEN REC039U=0; /*NEVER*/
  if INCWEB = .B then REC039U = .B;
END;

```

```

/** Coding for STRESS **/
/** STRESS: Perceived stress scale from Q39a-j, using recoded items **/

STRESS = .;
STRESS1 = .;
STRESS1 = (WGRB039AR in (0 1 2 3 4)) + (WGRB039BR in (0 1 2 3 4)) +
(WGRB039CR in (0 1 2 3 4)) + (WGRB039DR in (0 1 2 3 4)) + (WGRB039ER in
(0 1 2 3 4)) + (WGRB039FR in (0 1 2 3 4)) + (WGRB039GR in (0 1 2 3 4)) +
(WGRB039HR in (0 1 2 3 4)) + (WGRB039IR in (0 1 2 3 4)) + (WGRB039IR in
(0 1 2 3 4));
if INCWEB = .B then STRESS1 = .B;

if STRESS1/10 > .9 then STRESS=SUM(WGRB039AR, WGRB039BR, WGRB039CR,
WGRB039DR, WGRB039ER, WGRB039FR, WGRB039GR, WGRB039HR, WGRB039IR,
WGRB039JR);
IF INCWEB=.B THEN STRESS=.B;

/** Coding for WGRB040BR-WGRB040CR **/
/** WGRB040BR-CR: Reverse code for creation of General Health Scale **/

ARRAY Q40_2      WGRB040B  WGRB040C;
ARRAY Q40Sub_2  WGRB040BR WGRB040CR;

Do over Q40_2;

Q40Sub_2 = Q40_2;
  If Q40_2 = 1 then Q40Sub_2 = 4;
  else If Q40_2 = 2 then Q40Sub_2 = 3;
  else If Q40_2 = 3 then Q40Sub_2 = 2;
  else If Q40_2 = 4 then Q40Sub_2 = 1;
  If INCWEB = .B then Q40Sub_2 = .B;
End;

/** Coding for GENHEAL **/
/** GENHEAL: General health scale, mean of Q40a-d, with B and C recoded
**/

GENHEAL1 = (WGRB040A in (1 2 3 4)) +
(WGRB040BR in (1 2 3 4)) +
(WGRB040CR in (1 2 3 4)) +
(WGRB040D in (1 2 3 4)) ;
if INCWEB = .B then GENHEAL1 = .B;

If (GENHEAL1/4) GT .5 then GENHEAL = MEAN (WGRB040A, WGRB040BR,
WGRB040CR, WGRB040D);
if INCWEB = .B then GENHEAL = .B;

```

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/** Coding for WGRB042AR-WGRB042NR **/
/** Tabs: Combine yeses for tab bar chart **/

ARRAY Q42  WGRB042A  WGRB042B  WGRB042C  WGRB042D  WGRB042E  WGRB042F
WGRB042G  WGRB042H  WGRB042I  WGRB042J  WGRB042K  WGRB042N;
ARRAY Q42R WGRB042AR WGRB042BR WGRB042CR WGRB042DR WGRB042ER WGRB042FR
WGRB042GR WGRB042HR WGRB042IR WGRB042JR WGRB042KR WGRB042NR;

DO OVER Q42;
  Q42R = Q42;
  IF Q42 IN (1 2) THEN Q42R = 2; /*YES*/
  ELSE IF Q42 = 3 THEN Q42R = 1; /*NO*/
  IF INCWEB = .B THEN Q42R = .B;
END;

/** Coding for WGRB042LM **/
/** Tabs: Combine WGRB042L and WGRB042M.
Category 1: L=Yes and your gender was a factor, M=legally open to women
Category 2: L=Yes and your gender was a factor, M=not legally open to
women
Category 3: L=Yes but your gender was not a factor
Category 4: L=No or does not apply
**/

WGRB042LM = WGRB042L;
IF WGRB042L = 1 AND WGRB042M = 2 THEN WGRB042LM = 1; /*YES AND YOUR
GENDER WAS A FACTOR, ASSIGNMENT LEGALLY OPEN TO WOMEN*/
ELSE IF WGRB042L = 1 AND WGRB042M = 1 THEN WGRB042LM = 2; /*YES AND YOUR
GENDER WAS A FACTOR, ASSIGNMENT NOT LEGALLY OPEN TO WOMEN*/
ELSE IF WGRB042L = 2 THEN WGRB042LM = 3; /*YES, BUT YOUR GENDER WAS NOT A
FACTOR*/
ELSE IF WGRB042L = 3 THEN WGRB042LM = 4; /*NO OR DOES NOT APPLY*/

/** Coding for WGRB042LMR **/
/** Tabs: Combine yeses for tab bar chart **/

WGRB042LMR = WGRB042LM;
IF WGRB042LM IN (1 2 3) THEN WGRB042LMR = 2; /*YES*/
ELSE IF WGRB042LM = 4 THEN WGRB042LMR = 1; /*NO*/

```

```

/** Coding for WGRB042AR2-WGRB042NR2, WGRB042LMR2 **/
/** Tabs: Recode to calculate incident rates. Experienced is only those
who said their gender was a factor **/

ARRAY Q42ORIG WGRB042A WGRB042B WGRB042C WGRB042D WGRB042E WGRB042F
WGRB042G WGRB042H WGRB042I WGRB042J WGRB042K WGRB042N;
ARRAY Q42RATE WGRB042AR2 WGRB042BR2 WGRB042CR2 WGRB042DR2 WGRB042ER2
WGRB042FR2 WGRB042GR2 WGRB042HR2 WGRB042IR2 WGRB042JR2 WGRB042KR2
WGRB042NR2;

Do over Q42ORIG;
  Q42RATE=Q42ORIG;
  IF Q42ORIG=1 THEN Q42RATE=2; /*experienced*/
  ELSE IF Q42ORIG IN (2 3) THEN Q42RATE=1; /*did not experience*/
  ELSE IF Q42ORIG in (. .A) THEN Q42RATE=1; /*did not experience*/
  IF INCWEB=.B THEN Q42RATE=.B;
END;

WGRB042LMR2=WGRB042LM;
IF WGRB042LM IN (1 2) THEN WGRB042LMR2=2;
ELSE IF WGRB042LM IN (3 4) THEN WGRB042LMR2=1;
IF INCWEB=.B THEN WGRB042LMR2=.B;

/** Coding for EVAL **/
/** Tabs: Evaluation incident rate constructed from WGRB042AR2-DR2 **/

if (SUM(WGRB042AR2 = 2 or WGRB042BR2 = 2 or WGRB042CR2 = 2 or WGRB042DR2
= 2) GE 1) then EVAL = 2;
else EVAL = 1;

if INCWEB = .B then EVAL = .B;

/** Coding for ASGN **/
/** Tabs: Assignment incident rate constructed from WGRB042ER2-GR2, LMR2
**/

if (SUM(WGRB042ER2 = 2 or WGRB042FR2 = 2 or WGRB042GR2 = 2 or WGRB042LMR2
= 2) GE 1) then ASGN = 2;
else ASGN = 1;

if INCWEB = .B then ASGN = .B;

/** Coding for CAR **/
/** Tabs: Career incident rate constructed from WGRB042HR2-KR2 **/

if (SUM(WGRB042HR2 = 2 or WGRB042IR2 = 2 or WGRB042JR2 = 2 or WGRB042KR2
= 2) GE 1) then CAR = 2;
else CAR = 1;

if INCWEB = .B then CAR = .B;

```

```

/** Coding for SEXDISC **/
/** Tabs: Sex discrimination incident rate constructed from Q42A-K, LM,
N, and Q43a (some or all) **/

SEXDISC = 1;
if (SUM(WGRB042AR2 = 2 or WGRB042BR2 = 2 or WGRB042CR2 = 2 or WGRB042DR2
= 2 or WGRB042ER2 = 2 or WGRB042FR2 = 2 or WGRB042GR2 = 2 or WGRB042HR2 =
2 or WGRB042IR2 = 2 or WGRB042JR2 = 2 or WGRB042KR2 = 2 or WGRB042LMR2 =
2 or WGRB042NR2 = 2) GE 1) then do;
  IF WGRB043A IN (2 3) THEN SEXDISC =2; /*EXPERIENCED*/
end;

if INCWEB = .B then SEXDISC = .B;

/** Coding for WGRB044AR-WGRB044SR **/
/** Tabs: Experienced versus not experienced for use in calculating
incident rates **/

ARRAY Q44 WGRB044A WGRB044B WGRB044C WGRB044D WGRB044E WGRB044F WGRB044G
WGRB044H WGRB044I WGRB044J WGRB044K WGRB044L WGRB044M WGRB044N WGRB044O
WGRB044P WGRB044Q WGRB044R WGRB044S;
ARRAY Q44R WGRB044AR WGRB044BR WGRB044CR WGRB044DR WGRB044ER WGRB044FR
WGRB044GR WGRB044HR WGRB044IR WGRB044JR WGRB044KR WGRB044LR WGRB044MR
WGRB044NR WGRB044OR WGRB044PR WGRB044QR WGRB044RR WGRB044SR;

Do over Q44;
  Q44R = Q44;
  if Q44 in (2 3 4 5) then Q44R = 2; /**Experienced**/
  else if Q44 = 1 then Q44R = 1; /**Did not experience**/
  if INCWEB = .B then Q44R = .B;
end;

/** Coding for CRDBVR **/
/** Tabs: Crude/Offensive Behavior incident rate constructed
from Q44a, Q44c, Q44e, and Q44f **/

if (SUM(WGRB044AR = 2 or WGRB044CR = 2 or WGRB044ER = 2 or WGRB044FR = 2)
GE 1) then CRDBVR = 2;
else CRDBVR = 1;

if INCWEB = .B then CRDBVR = .B;

/** Coding for SEXATTN **/
/** Tabs: Unwanted sexual attention incident rate constructed
from Q44h, Q44j, Q44m, and Q44n **/

if (SUM(WGRB044HR = 2 or WGRB044JR = 2 or WGRB044MR = 2 or WGRB044NR = 2)
GE 1) then SEXATTN = 2;
else SEXATTN = 1;

if INCWEB = .B then SEXATTN = .B;

```

```

/** Coding for SEXCOER **/
/** Tabs: Sexual coercion incident rate constructed
from Q44k, Q44l, Q44o, and Q44p **/

if (SUM(WGRB044KR = 2 or WGRB044LR = 2 or WGRB044OR = 2 or WGRB044PR = 2)
GE 1) then SEXCOER = 2;
else SEXCOER = 1;

if INCWEB = .B then SEXCOER = .B;

/** Coding for SEXBEH **/
/** Tabs: Sexist behavior incident rate constructed
from Q44b, Q44d, Q44g, Q44i **/

if (SUM(WGRB044BR = 2 or WGRB044DR = 2 or WGRB044GR = 2 or WGRB044IR = 2)
GE 1) then SEXBEH = 2;
else SEXBEH = 1;

if INCWEB = .B then SEXBEH = .B;

/** Coding for SHCOMBO **/
/** Tabs: Combinations of Unwanted, Gender-Related Behaviors
constructed from Q44 incident rates **/

SHCOMBO = .;
if SEXBEH = 2 and CRDBVR = 1 and SEXATTN = 1 and SEXCOER = 1 then SHCOMBO
= 1;
else if CRDBVR = 2 and SEXBEH = 1 and SEXATTN = 1 and SEXCOER = 1 then
SHCOMBO = 2;
else if SEXATTN = 2 and SEXBEH = 1 and CRDBVR = 1 and SEXCOER = 1 then
SHCOMBO = 3;
else if SEXCOER = 2 and SEXBEH = 1 and CRDBVR = 1 and SEXATTN = 1 then
SHCOMBO = 4;
else if SEXBEH = 2 and CRDBVR = 2 and SEXATTN = 1 and SEXCOER = 1 then
SHCOMBO = 5;
else if SEXBEH = 2 and CRDBVR = 2 and SEXATTN = 2 and SEXCOER = 1 then
SHCOMBO = 6;
else if SEXBEH = 1 and CRDBVR = 1 and SEXATTN = 1 and SEXCOER = 1 then
SHCOMBO = .;
else SHCOMBO = 7;

if INCWEB = .B then SHCOMBO = .B;

/** Coding for SHCOMBOR **/
/** Tabs: Two level item for tab bar chart showing combo of behaviors **/

SHCOMBOR = SHCOMBO;
if SHCOMBO in (5 6 7) then SHCOMBOR = 2; /**Experienced a combination of
behaviors**/
else if SHCOMBO in (1 2 3 4) then SHCOMBOR = 1; /**Experienced single
category**/

if INCWEB = .B then SHCOMBOR = .B;

```

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/** Coding for SEXHAR **/
/** Tabs: Sexual Harassment Incident Rate- constructed from Q44a,c,e-
f,h,j-p and Q45 **/

if (SUM(CRDBVR = 2 or SEXATTN = 2 or SEXCOER = 2) GE 1) then SEX_HAR = 2;
else SEX_HAR = 1;
if INCWEB = .B then SEX_HAR = .B;

SEXHAR = SEX_HAR;
if SEX_HAR = 2 and WGRB045 in (2 3) then SEXHAR = 2;
else SEXHAR = 1;

if INCWEB = .B then SEXHAR = .B;

/** Coding for WGRB046AR-WGRB046ER **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q46REC WGRB046AR WGRB046BR WGRB046CR WGRB046DR WGRB046ER;

WGRB046AR=WGRB046A;
WGRB046BR=WGRB046B;
WGRB046CR=WGRB046C;
WGRB046DR=WGRB046D;
WGRB046ER=WGRB046E;

if N (of WGRB046A WGRB046B WGRB046C WGRB046D WGRB046E)>0 then do;
  do over Q46REC;
    if Q46REC in (. .A) then Q46REC = 1;
  end;
  if INCWEB = .B then Q46REC = .B;
end;

/** Coding for WGRB049AR-WGRB049ER **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q49REC WGRB049AR WGRB049BR WGRB049CR WGRB049DR;

WGRB049AR=WGRB049A;
WGRB049BR=WGRB049B;
WGRB049CR=WGRB049C;
WGRB049DR=WGRB049D;

if N (of WGRB049A WGRB049B WGRB049C WGRB049D WGRB049E)>0 then do;
  do over Q49REC;
    if Q49REC in (. .A) then Q49REC = 1;
  end;
  if INCWEB = .B then Q49REC = .B;
end;

```

```

/** Coding for WGRB051R **/
/** Tabs: Collapse gender of offender **/

WGRB051R = WGRB051;
if WGRB051 in (1 3) then WGRB051R = 1; /**Male**/
else if WGRB051 in (2 4) then WGRB051R = 2; /**Female**/
else if WGRB051 = 5 then WGRB051R = 3; /**Both males and females**/
else if WGRB051 = 6 then WGRB051R = .; /**Not sure set to missing**/

if INCWEB = .B then WGRB051R = .B;

/** Coding for WGRB051R2 **/
/** Tabs: Make yes/no version to see if there were multiple offenders **/

WGRB051R2 = WGRB051;
if WGRB051 in (3 4 5) then WGRB051R2 = 2;
else if WGRB051 in (1 2) then WGRB051R2 = 1;
else if WGRB051 = 6 then WGRB051R2 = .;

if INCWEB = .B then WGRB051R2 = .B;

/** Coding for WGRB052AR-WGRB052IR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q52REC WGRB052AR WGRB052BR WGRB052CR WGRB052DR WGRB052ER WGRB052FR
WGRB052GR WGRB052HR WGRB052IR;

WGRB052AR=WGRB052A;
WGRB052BR=WGRB052B;
WGRB052CR=WGRB052C;
WGRB052DR=WGRB052D;
WGRB052ER=WGRB052E;
WGRB052FR=WGRB052F;
WGRB052GR=WGRB052G;
WGRB052HR=WGRB052H;
WGRB052IR=WGRB052I;

if N (of WGRB052A WGRB052B WGRB052C WGRB052D WGRB052E WGRB052F WGRB052G
WGRB052H WGRB052I) > 0 then do;
  do over Q52REC;
    if Q52REC in (. .A) then Q52REC = 1;
  end;
  if INCWEB = .B then Q52REC = .B;
end;

```

```

/** Coding for WGRB052R */
/** Tabs: Organizational affiliation of the offender constructed from Q52
**/

if (WGRB052AR = 2 or WGRB052BR = 2 or WGRB052CR = 2 or WGRB052DR = 2 or
WGRB052ER = 2) and (WGRB052FR = 1 and WGRB052GR = 1) then WGRB052R = 1;
/**Military only**/
else if (WGRB052AR = 2 or WGRB052BR = 2 or WGRB052CR = 2 or WGRB052DR = 2
or WGRB052ER = 2) and (WGRB052FR = 2 or WGRB052GR = 2) then WGRB052R = 2;
/**Both**/
else if (WGRB052FR = 2 or WGRB052GR = 2) and (WGRB052AR = 1 and WGRB052BR
= 1 and WGRB052CR = 1 and WGRB052DR = 1 and WGRB052ER = 1) then WGRB052R
= 3; /**Civilian only**/
else if WGRB052AR = 1 and WGRB052BR = 1 and WGRB052CR = 1 and WGRB052DR =
1 and WGRB052ER = 1 and WGRB052FR = 1 and WGRB052GR = 1 then WGRB052R =
.; /**All No to missing**/
else if WGRB052HR in (1 2) or WGRB052IR in (1 2) then WGRB052R = .;
/**Local Community and Unknowns to missing**/

if WGRB045SK = 1 then WGRB052R = .D;
if INCWEB = .B then WGRB052R = .B;

/** Coding for WGRB055AR-WGRB055KR */
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q55REC WGRB055AR WGRB055BR WGRB055CR WGRB055DR WGRB055ER WGRB055FR
WGRB055GR WGRB055HR WGRB055IR WGRB055JR WGRB055KR;

WGRB055AR=WGRB055A;
WGRB055BR=WGRB055B;
WGRB055CR=WGRB055C;
WGRB055DR=WGRB055D;
WGRB055ER=WGRB055E;
WGRB055FR=WGRB055F;
WGRB055GR=WGRB055G;
WGRB055HR=WGRB055H;
WGRB055IR=WGRB055I;
WGRB055JR=WGRB055J;
WGRB055KR=WGRB055K;

if N (of WGRB055A WGRB055B WGRB055C WGRB055D WGRB055E WGRB055F WGRB055G
WGRB055H WGRB055I WGRB055J WGRB055K) > 0 then do;
do over Q55REC;
if Q55REC in (. .A) then Q55REC = 1;
end;
if INCWEB = .B then Q55REC = .B;
end;

```

```
/** Coding for WGRB056AR-WGRB056CR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q56REC WGRB056AR WGRB056BR WGRB056CR;
```

```
WGRB056AR=WGRB056A;  
WGRB056BR=WGRB056B;  
WGRB056CR=WGRB056C;
```

```
if N (of WGRB056A WGRB056B WGRB056C) > 0 then do;  
  do over Q56REC;  
    if Q56REC in (. .A) then Q56REC = 1;  
  end;  
  if INCWEB = .B then Q56REC = .B;  
end;
```

```
/** Coding for WGRB056R **/  
/** Tabs: Percentage who talked to civilians about the situation **/
```

```
if WGRB056AR = 2 or WGRB056BR = 2 or WGRB056CR = 2 then WGRB056R = 2;  
else if WGRB056AR = 1 and WGRB056BR = 1 and WGRB056CR = 1 then WGRB056R =  
1;
```

```
if WGRB045SK = 1 then WGRB056R = .D;  
if INCWEB = .B then WGRB056R = .B;
```

```
/** Coding for WGRB057AR-WGRB057DR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q57REC WGRB057AR WGRB057BR WGRB057CR WGRB057DR;
```

```
WGRB057AR=WGRB057A;  
WGRB057BR=WGRB057B;  
WGRB057CR=WGRB057C;  
WGRB057DR=WGRB057D;
```

```
do over Q57REC;  
  if N (of WGRB057A WGRB057B WGRB057C WGRB057D) > 0 then do;  
    if Q57REC in (. .A) then Q57REC = 1;  
  end;  
  if INCWEB = .B then Q57REC = .B;  
end;
```

```

/** Coding for WGRB057R **/
/** Tabs: Percentage who talked to a military authority about the
situation **/

if WGRB057AR = 2 or WGRB057BR = 2 or WGRB057CR = 2 or WGRB057DR = 2 then
WGRB057R = 2;
else if WGRB057AR = 1 and WGRB057BR = 1 and WGRB057CR = 1 and WGRB057DR =
1 then WGRB057R = 1;

if WGRB045SK = 1 then WGRB057R = .D;
if INCWEB = .B then WGRB057R = .B;

/** Coding for WGRB060R **/
/** Tabs: Set DNA the action is still being processed to missing **/

WGRB060R = WGRB060;
if WGRB060 = 60 then WGRB060R = .;

/** Coding for WGRB060R2 **/
/** Tabs: Set DNA to yes to see if the action is still being processed
**/

WGRB060R2 = WGRB060;
if WGRB060 = 60 then WGRB060R2 = 2;
else if WGRB060 in (1 2 3) then WGRB060R2 = 1;

/** Coding for RETALABR **/
/** Tabs: Types of retaliation experienced combined from RETALA and
RETALB **/

RETALABR = .;
if RETALA = 1 and RETALB NE 1 then RETALABR = 1; /**Professional only**/
else if RETALA = 1 and RETALB = 1 then RETALABR = 2; /**Both professional
and social **/
else if RETALA NE 1 and RETALB = 1 then RETALABR = 3; /**Social only**/
else if RETALA in (2 3) and RETALB in (2 3) then RETALABR = 4;
/**Neither**/

if RETALSK = 1 then RETALABR = .N;
if WGRB045SK = 1 then RETALABR = .D;
if INCWEB = .B then RETALABR = .B;

```

```
/** Coding for WGRB064AR-WGRB064KR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q64REC WGRB064AR WGRB064BR WGRB064CR WGRB064DR WGRB064ER WGRB064FR  
WGRB064GR WGRB064HR WGRB064IR WGRB064JR WGRB064KR;
```

```
WGRB064AR=WGRB064A;  
WGRB064BR=WGRB064B;  
WGRB064CR=WGRB064C;  
WGRB064DR=WGRB064D;  
WGRB064ER=WGRB064E;  
WGRB064FR=WGRB064F;  
WGRB064GR=WGRB064G;  
WGRB064HR=WGRB064H;  
WGRB064IR=WGRB064I;  
WGRB064JR=WGRB064J;  
WGRB064KR=WGRB064K;
```

```
do over Q64REC;  
  if N (of WGRB064A WGRB064B WGRB064C WGRB064D WGRB064E WGRB064F WGRB064G  
WGRB064H WGRB064I WGRB064J WGRB064K) > 0 then do;  
  if Q64REC in (. .A) then Q64REC = 1;  
  end;  
  if INCWEB = .B then Q64REC = .B;  
end;
```

```
/** Coding for USCRATE **/  
/** Tabs: Collapse two yes responses to make incident rate for USC **/
```

```
USCRATE = WGRB065;  
if WGRB065 in (1 2) then USCRATE = 2;  
else USCRATE = 1;
```

```
if INCWEB = .B then USCRATE = .B;
```

```
/** Coding for WGRB066AR-WGRB066ER **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q66REC WGRB066AR WGRB066BR WGRB066CR WGRB066DR WGRB066ER;
```

```
WGRB066AR=WGRB066A;  
WGRB066BR=WGRB066B;  
WGRB066CR=WGRB066C;  
WGRB066DR=WGRB066D;  
WGRB066ER=WGRB066E;
```

```
do over Q66REC;  
  if N (of WGRB066A WGRB066B WGRB066C WGRB066D WGRB066E) > 0 then do;  
  if Q66REC in (. .A) then Q66REC = 1;  
  end;  
  if INCWEB = .B then Q66REC = .B;  
end;
```

```

/** Coding for TOUCHED **/
/** Tabs: Experienced unwanted touching in Q66a. Made for the creation of
USCCOMBO **/

if WGRB066AR = 2 then TOUCHED = 2; /**Experienced**/
else TOUCHED = 1; /**Did not experience**/

if WGRB066SK = 1 then TOUCHED = .D;
else if INCWEB = .B then TOUCHED = .B;

/** Coding for ATTEMPT **/
/** Tabs: Experienced attempted sex in Q66b or Q66d. Made for the
creation of USCCOMBO **/

if WGRB066BR = 2 or WGRB066DR = 2 then ATTEMPT = 2; /**Experienced**/
else ATTEMPT = 1; /**Did not experience**/

if WGRB066SK = 1 then ATTEMPT = .D;
else if INCWEB = .B then ATTEMPT = .B;

/** Coding for ACTUAL **/
/** Tabs: Experienced completed sex in Q66c or Q66e. Made for the
creation of USCCOMBO **/

if WGRB066CR = 2 or WGRB066ER = 2 then ACTUAL = 2; /**Experienced**/
else ACTUAL = 1; /**Did not experience**/

if WGRB066SK = 1 then ACTUAL = .D;
else if INCWEB = .B then ACTUAL = .B;

/** Coding for USCCOMBO **/
/** Tabs: Combinations of Unwanted Sexual Contact. Created from TOUCHED,
ATTEMPT, and ACTUAL (Q66a-e) **/

if TOUCHED = 2 and ATTEMPT = 1 and ACTUAL = 1 then USCCOMBO = 1;
else if TOUCHED = 1 and ATTEMPT = 2 and ACTUAL = 1 then USCCOMBO = 2;
else if TOUCHED = 2 and ATTEMPT = 2 and ACTUAL = 1 then USCCOMBO = 2;
else if TOUCHED = 1 and ATTEMPT = 1 and ACTUAL = 2 then USCCOMBO = 3;
else if TOUCHED = 1 and ATTEMPT = 2 and ACTUAL = 2 then USCCOMBO = 3;
else if TOUCHED = 2 and ATTEMPT = 1 and ACTUAL = 2 then USCCOMBO = 3;
else if TOUCHED = 2 and ATTEMPT = 2 and ACTUAL = 2 then USCCOMBO = 3;
else if TOUCHED = 1 and ATTEMPT = 1 and ACTUAL = 1 then USCCOMBO = 4;

if WGRB066SK = 1 then USCCOMBO = .D;
if INCWEB = .B then USCCOMBO = .B;

```

```
/** Coding to WGRB067AR-WGRB067CR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q67REC WGRB067AR WGRB067BR WGRB067CR;
```

```
WGRB067AR=WGRB067A;  
WGRB067BR=WGRB067B;  
WGRB067CR=WGRB067C;
```

```
do over Q67REC;  
  if N (of WGRB067A WGRB067B WGRB067C) > 0 then do;  
    if Q67REC in (. .A) then Q67REC = 1;  
  end;  
  if INCWEB = .B then Q67REC = .B;  
end;
```

```
/** Coding for WGRB069R **/  
/** Tabs: Collapse gender of offender **/
```

```
WGRB069R = WGRB069;  
if WGRB069 in (1 3) then WGRB069R = 1; /**Male**/  
else if WGRB069 in (2 4) then WGRB069R = 2; /**Female**/  
else if WGRB069 = 5 then WGRB069R = 3; /**Both males and females**/  
else if WGRB069 = 6 then WGRB069R = .; /**Not sure set to missing**/
```

```
if INCWEB = .B then WGRB069R = .B;
```

```
/** Coding for WGRB069R2 **/  
/** Tabs: Make yes/no version to see if there were multiple offenders **/
```

```
WGRB069R2 = WGRB069;  
if WGRB069 in (3 4 5) then WGRB069R2 = 2;  
else if WGRB069 in (1 2) then WGRB069R2 = 1;  
else if WGRB069 = 6 then WGRB069R2 = .;
```

```
if INCWEB = .B then WGRB069R2 = .B;
```

```
/** Coding for WGRB070AR-WGRB070IR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q70REC WGRB070AR WGRB070BR WGRB070CR WGRB070DR WGRB070ER WGRB070FR  
WGRB070GR WGRB070HR WGRB070IR;
```

```
WGRB070AR=WGRB070A;  
WGRB070BR=WGRB070B;  
WGRB070CR=WGRB070C;  
WGRB070DR=WGRB070D;  
WGRB070ER=WGRB070E;  
WGRB070FR=WGRB070F;  
WGRB070GR=WGRB070G;  
WGRB070HR=WGRB070H;  
WGRB070IR=WGRB070I;
```

```
if N (of WGRB070A WGRB070B WGRB070C WGRB070D WGRB070E WGRB070F WGRB070G  
WGRB070H WGRB070I) > 0 then do;  
  do over Q70REC;  
    if Q70REC in (. .A) then Q70REC = 1;  
  end;  
  if INCWEB = .B then Q70REC = .B;  
end;
```

```
/** Coding for WGRB070R **/  
/** Tabs: Organizational affiliation of the offender constructed from Q70  
**/
```

```
if (WGRB070AR = 2 or WGRB070BR = 2 or WGRB070CR = 2 or WGRB070DR = 2 or  
WGRB070ER = 2) and (WGRB070FR = 1 and WGRB070GR = 1) then WGRB070R = 1;  
/**Military only**/  
else if (WGRB070AR = 2 or WGRB070BR = 2 or WGRB070CR = 2 or WGRB070DR = 2  
or WGRB070ER = 2) and (WGRB070FR = 2 or WGRB070GR = 2) then WGRB070R = 2;  
/**Both**/  
else if (WGRB070FR = 2 or WGRB070GR = 2) and (WGRB070AR = 1 and  
WGRB070BR = 1 and WGRB070CR = 1 and WGRB070DR = 1 and WGRB070ER = 1) then  
WGRB070R = 3; /**Civilian only**/  
else if WGRB070AR = 1 and WGRB070BR = 1 and WGRB070CR = 1 and WGRB070DR =  
1 and WGRB070ER = 1 and WGRB070FR = 1 and WGRB070GR = 1 then WGRB070R =  
.; /**All No to missing**/  
else if WGRB070HR in (1 2) or WGRB070IR in (1 2) then WGRB070R = .;  
/**Local Community and Unknowns to missing**/
```

```
if WGRB069SK = 1 then WGRB070R = .D;  
if INCWEB = .B then WGRB070R = .B;
```

```

/** Coding for WGRB071AR-WGRB071DR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q71REC WGRB071AR WGRB071BR WGRB071CR WGRB071DR;

WGRB071AR=WGRB071A;
WGRB071BR=WGRB071B;
WGRB071CR=WGRB071C;
WGRB071DR=WGRB071D;

do over Q71REC;
  if N (of WGRB071A WGRB071B WGRB071C WGRB071D) > 0 then do;
    if Q71REC in (. .A) then Q71REC = 1;
  end;
  if INCWEB = .B then Q71REC = .B;
end;

/** Coding for WGRB071R **/
/** Tabs: Percentage of situations that involved any alcohol or drugs **/

if WGRB071AR = 2 or WGRB071BR = 2 or WGRB071CR = 2 or WGRB071DR = 2 then
WGRB071R = 2;
else if WGRB071AR = 1 and WGRB071BR = 1 and WGRB071CR = 1 and WGRB071DR =
1 then WGRB071R = 1;

if WGRB069SK = 1 then WGRB071R = .D;
if INCWEB = .B then WGRB071R = .B;

/** Coding for WGRB072AR-WGRB072GR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q72REC WGRB072AR WGRB072BR WGRB072CR WGRB072DR WGRB072ER WGRB072FR
WGRB072GR;

WGRB072AR=WGRB072A;
WGRB072BR=WGRB072B;
WGRB072CR=WGRB072C;
WGRB072DR=WGRB072D;
WGRB072ER=WGRB072E;
WGRB072FR=WGRB072F;
WGRB072GR=WGRB072G;

do over Q72REC;
  if N (of WGRB072A WGRB072B WGRB072C WGRB072D WGRB072E WGRB072F
WGRB072G) > 0 then do;
    if Q72REC in (. .A) then Q72REC = 1;
  end;
  if INCWEB = .B then Q72REC = .B;
end;

```

```

/** Coding for WGRB072R **/
/** Tabs: Did the offender threaten you? Based on saying yes to Q72a,
Q72b, or Q72c **/

if WGRB072AR = 2 or WGRB072BR = 2 or WGRB072CR = 2 then WGRB072R = 2;
else if WGRB072AR = . and WGRB072BR = . and WGRB072CR = . and WGRB072DR =
. and WGRB072ER = . and WGRB072FR = . and WGRB072GR = . then WGRB072R =
.;
else WGRB072R = 1;

if WGRB069SK = 1 then WGRB072R = .D;
if INCWEB = .B then WGRB072R = .B;

/** Coding for WGRB072R2 **/
/** Tabs: Did the offender use force? Based on saying yes to Q72d **/

if WGRB072DR = 2 then WGRB072R2 = 2;
else if WGRB072DR = . and WGRB072AR = . and WGRB072BR = . and WGRB072CR =
. and WGRB072DR = . and WGRB072ER = . and WGRB072FR = . and WGRB072GR = .
then WGRB072R2 = .;
else WGRB072R2 = 1;

if WGRB069SK = 1 then WGRB072R2 = .D;
if INCWEB = .B then WGRB072R2 = .B;

/** Coding for THRTS_FRC **/
/** Tabs: Did the offender use both threats and force? Based on saying
yes to Q72a, b, or c and saying yes to Q72d **/

if WGRB072R = 2 and WGRB072R2 = 2 then THRTS_FRC = 2;
else if WGRB072R = . and WGRB072R2 = . then THRTS_FRC = .;
else THRTS_FRC = 1;

if WGRB069SK = 1 then THRTS_FRC = .D;
if INCWEB = .B then THRTS_FRC = .B;

/** Coding for WGRB073AR-WGRB073BR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q73REC WGRB073AR WGRB073BR;

WGRB073AR=WGRB073A;
WGRB073BR=WGRB073B;

do over Q73REC;
  if N (of WGRB073A WGRB073B) > 0 then do;
    if Q73REC in ( . .A) then Q73REC = 1;
  end;
  if INCWEB = .B then Q73REC = .B;
end;

```

```

/** Coding for WGRB073R **/
/** Tabs: Percentage who were both sexually harassed and stalked **/

if WGRB073AR = 2 and WGRB073BR = 2 then WGRB073R = 2;
else if WGRB073AR = . and WGRB073BR = . then WGRB073R = .;
else WGRB073R = 1;

if WGRB069SK = 1 then WGRB073R = .D;
if INCWEB = .B then WGRB073R = .B;

/** Coding for WGRB074AR-WGRB074FR **/
/** Tabs: Set missing to no for common denominator for group presentation
and set DNA to missing **/

ARRAY Q74REC WGRB074AR WGRB074BR WGRB074CR WGRB074DR WGRB074ER
WGRB074FR;

WGRB074AR=WGRB074A;
WGRB074BR=WGRB074B;
WGRB074CR=WGRB074C;
WGRB074DR=WGRB074D;
WGRB074ER=WGRB074E;
WGRB074FR=WGRB074F;

do over Q74REC;
  if N (of WGRB074A WGRB074B WGRB074C WGRB074D WGRB074E WGRB074F) > 0
then do;
  if Q74REC in (. .A) then Q74REC = 1;
  if Q74REC = 60 then Q74REC = .;
  end;
  if INCWEB = .B then Q74REC = .B;
end;

/** Coding for WGRB074R **/
/** Tabs: Percentage who talked to someone about the situation. DNA set
to missing **/

if WGRB074AR = 2 or WGRB074BR = 2 or WGRB074CR = 2 or WGRB074DR = 2 or
WGRB074ER = 2 or WGRB074FR = 2 then WGRB074R = 2;
else if WGRB074AR = . and WGRB074BR = . and WGRB074CR = . and WGRB074DR =
. and WGRB074ER = . and WGRB074FR = . then WGRB074R = .;
else WGRB074R = 1;

if WGRB069SK = 1 then WGRB074R = .D;
if INCWEB = .B then WGRB074R = .B;

```

```

/** Coding for WGRB075R **/
/** Tabs: Collapse yeses for tab bar chart presentation **/

WGRB075R=WGRB075;
if WGRB075 in (1 2 3) then WGRB075R = 2;
else if WGRB075 = 4 then WGRB075R = 1;

if WGRB069SK = 1 then WGRB075R = .D;
if INCWEB = .B then WGRB075R = .B;

/** Coding for WGRB077R **/
/** Tabs: Collapse yeses for tab bar chart **/

WGRB077R=WGRB077;
if WGRB077 in (2 3 4) then WGRB077R = 2;
else if WGRB077 = 1 then WGRB077R = 1;

if WGRB077SK = 1 then WGRB077R = .D;
if INCWEB = .B then WGRB077R = .B;

/** Coding for WGRB078AR-WGRB078GR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q78REC WGRB078AR WGRB078BR WGRB078CR WGRB078DR WGRB078ER WGRB078FR
WGRB078GR;

WGRB078AR=WGRB078A;
WGRB078BR=WGRB078B;
WGRB078CR=WGRB078C;
WGRB078DR=WGRB078D;
WGRB078ER=WGRB078E;
WGRB078FR=WGRB078F;
WGRB078GR=WGRB078G;

do over Q78REC;
  if N (of WGRB078A WGRB078B WGRB078C WGRB078D WGRB078E WGRB078F
WGRB078G) > 0 then do;
    if Q78REC in (. .A) then Q78REC = 1;
  end;
  if INCWEB = .B then Q78REC = .B;
end;

```

```

/** Coding for WGRB080AR-WGRB080NR **/
/** Tabs: Set Does not apply to missing **/

ARRAY Q80      WGRB080A WGRB080B WGRB080C WGRB080D WGRB080E WGRB080F
WGRB080G WGRB080H WGRB080I WGRB080J WGRB080K WGRB080L WGRB080M WGRB080N;
ARRAY Q80REC WGRB080AR WGRB080BR WGRB080CR WGRB080DR WGRB080ER WGRB080FR
WGRB080GR WGRB080HR WGRB080IR WGRB080JR WGRB080KR WGRB080LR WGRB080MR
WGRB080NR;

do over Q80;
  Q80REC=Q80;
  if Q80 = 60 then Q80REC = .;
  if INCWEB = .B then Q80REC = .B;
end;

/** Coding for WGRB081R **/
/** Tabs: Types of retaliation, constructed from Q81a and Q81b **/

if WGRB081A = 1 and WGRB081B NE 1 then WGRB081R = 1; /**Professional
only**/
else if WGRB081A = 1 and WGRB081B = 1 then WGRB081R = 2; /**Both
professional and social**/
else if WGRB081A NE 1 and WGRB081B = 1 then WGRB081R = 3; /**Social
only**/
else if WGRB081A NE 1 and WGRB081B NE 1 then WGRB081R = 4; /**Neither**/

if WGRB079SK = 1 then WGRB081R = .N;
if WGRB066SK = 1 then WGRB081R = .D;
if INCWEB = .B then WGRB081R = .B;

/** Coding for WGRB082AR-WGRB082DR **/
/** Tabs: Recode SAS values for tab presentation. Reverse 1 and 2 **/

ARRAY Q82      WGRB082A WGRB082B WGRB082C WGRB082D;
ARRAY Q82REC WGRB082AR WGRB082BR WGRB082CR WGRB082DR;

do over Q82;
  Q82REC=Q82;
  if Q82 = 2 then Q82REC = 1;
  else if Q82 = 1 then Q82REC = 2;
end;

/** Coding for WGRB082AR2-WGRB082DR2 **/
/** Tabs: Combine yeses for tab bar chart showing percentage reporting
yes **/

ARRAY Q82R2    WGRB082AR2 WGRB082BR2 WGRB082CR2 WGRB082DR2;

do over Q82REC;
  Q82R2=Q82REC;
  if Q82REC in (1 2) then Q82R2 = 2; /**Yes**/
  else if Q82REC in (3 4) then Q82R2 = 1; /**No**/
end;

```

```
/** Coding for WGRB084AR-WGRB084LR **/  
/** Tabs: Set missing to no for common denominator for group presentation  
**/
```

```
ARRAY Q84REC WGRB084AR WGRB084BR WGRB084CR WGRB084DR WGRB084ER WGRB084FR  
WGRB084GR WGRB084HR WGRB084IR WGRB084JR WGRB084KR WGRB084LR;
```

```
WGRB084AR=WGRB084A;  
WGRB084BR=WGRB084B;  
WGRB084CR=WGRB084C;  
WGRB084DR=WGRB084D;  
WGRB084ER=WGRB084E;  
WGRB084FR=WGRB084F;  
WGRB084GR=WGRB084G;  
WGRB084HR=WGRB084H;  
WGRB084IR=WGRB084I;  
WGRB084JR=WGRB084J;  
WGRB084KR=WGRB084K;  
WGRB084LR=WGRB084L;
```

```
do over Q84REC;  
  if N (of WGRB084A WGRB084B WGRB084C WGRB084D WGRB084E WGRB084F WGRB084G  
WGRB084H WGRB084I WGRB084J WGRB084K WGRB084L) > 0 then do;  
  if Q84REC in (. .A) then Q84REC = 1;  
  end;  
  if INCWEB = .B then Q84REC = .B;  
end;
```

```
/** Coding for WGRB089R **/  
/** Tabs: Create categories based on continuous item for number of times  
received training on SH **/
```

```
WGRB089R=WGRB089;  
if WGRB088 = 1 then WGRB089R = 0;  
else if WGRB089 = 1 then WGRB089R = 1;  
else if WGRB089 = 2 then WGRB089R = 2;  
else if WGRB089 = 3 then WGRB089R = 3;  
else if WGRB089 = 4 then WGRB089R = 4;  
else if WGRB089 GE 5 then WGRB089R = 5;
```

```
/** Coding for WGRB093R **/  
/** Tabs: Create categories based on continuous item for number of times  
received training on SA **/
```

```
WGRB093R=WGRB093;  
if WGRB092 = 1 then WGRB093R = 0;  
else if WGRB093 = 1 then WGRB093R = 1;  
else if WGRB093 = 2 then WGRB093R = 2;  
else if WGRB093 = 3 then WGRB093R = 3;  
else if WGRB093 = 4 then WGRB093R = 4;  
else if WGRB093 GE 5 then WGRB093R = 5;
```

```

/** Coding for WGRB097AR-WGRB097BR **/
/** Tabs: Set missing to no for common denominator for group presentation
**/

ARRAY Q97REC WGRB097AR WGRB097BR;

WGRB097AR=WGRB097A;
WGRB097BR=WGRB097B;

do over Q97REC;
  if N (of WGRB097A WGRB097B) > 0 then do;
    if Q97REC in (. .A) then Q97REC = 1;
  end;
  if INCWEB = .B then Q97REC = .B;
end;

/** Coding for RETINT1R **/
/** Briefing: Likelihood of staying in National Guard/Reserve**/
/** Briefing: Suppose that you have to decide whether to continue to
participate in the National Guard/Reserve. Assuming you
could stay, how likely is it you would choose to do so?*/

RETINT1R = RETINT1;
IF RETINT1 IN (1 2) THEN RETINT1R = 1;
ELSE IF RETINT1 = 3 THEN RETINT1R = 2;
ELSE IF RETINT1 IN (4 5) THEN RETINT1R = 3;

/** Coding for WGRB016R2 **/
/** Briefing: More or less time away from home than expected in past 12
months**/
/** Briefing: In the past 12 months, have you spent more or less time
away from your home than you expected when you first entered the National
Guard/Reserve?*/

WGRB016R2 = WGRB016;
IF WGRB016 IN (1 2) THEN WGRB016R2 = 1;
ELSE IF WGRB016 = 3 THEN WGRB016R2 = 2;
ELSE IF WGRB016 IN (4 5) THEN WGRB016R2 = 3;
IF INCWEB = .B THEN WGRB016R2 = .B;

/** Coding for WGRB017R **/
/** Briefing: Impact of Time Away in Past 12 Months On Military Career
Intentions**/
/** Briefing: What impact has time away (or lack thereof) from your home
in the past 12 months had on your military career intentions?*/

WGRB017R = WGRB017;
IF WGRB017 IN (1 2) THEN WGRB017R = 1;
ELSE IF WGRB017 = 3 THEN WGRB017R = 2;
ELSE IF WGRB017 IN (4 5) THEN WGRB017R = 3;
IF INCWEB = .B THEN WGRB017R = .B;

```

```

/** Coding for IMPTEMPO **/
/** Briefing: More Time Away Decreased Desire To Stay constructed from
Q16/Q17**/

IMPTEMPO = 1;
IF WGRB016R2 = 1 and WGRB017R = 1 THEN IMPTEMPO = 2;
ELSE IF WGRB016R2 = . OR WGRB017R = . THEN IMPTEMPO = .;
If INCWEB = .B THEN IMPTEMPO = .B;

/** Coding for OPSBCR **/
/** Briefing: Participated in Operation Enduring Freedom
(Afghanistan)/Operation Iraqi Freedom**/

IF WGRB026B = 2 OR WGRB026C = 2 THEN OPSBCR = 2;
else if WGRB026B = . and WGRB026C = . then OPSBCR = .;
ELSE OPSBCR = 1;
IF
INCWEB = .B THEN OPSBCR = .B;
IF WGRB025SK = 1 THEN OPSBCR = .N;

/** Coding for WGRB029R3 **/
/** Briefing: Supervisor's gender**/
/** Briefing: Which of the following describes your immediate supervisor
in your current military work group?*/

WGRB029R3 = WGRB029;
IF WGRB029 IN (1 2) THEN WGRB029R3 = 1;
ELSE IF WGRB029 IN (3 4) THEN WGRB029R3 = 2;

/** Coding for WGRB031R **/
/** Briefing: Gender mix of current military workgroup**/
/** Briefing: Which of the following best describes the gender mix of
your current military work group, that is, the people with whom you work
on a day-to-day basis?*/

WGRB031R = WGRB031;
IF WGRB031 = 1 then WGRB031R = 1;
ELSE IF WGRB031 IN (2 3) THEN WGRB031R = 2;
ELSE IF WGRB031 = 4 THEN WGRB031R = 3;
ELSE IF WGRB031 IN (5 6) THEN WGRB031R = 4;
ELSE IF WGRB031 = 7 THEN WGRB031R = 5;

```

```

/** Coding for WGRB032AR-WGRB032PR **/
/** Briefing: Standard collapse of agree/disagree scale to 3 levels **/

ARRAY Q32      WGRB032A  WGRB032B  WGRB032C  WGRB032D  WGRB032E  WGRB032F
WGRB032G WGRB032H  WGRB032I  WGRB032J  WGRB032K  WGRB032L  WGRB032M
WGRB032N  WGRB032O  WGRB032P;
ARRAY Q32REC WGRB032AR WGRB032BR WGRB032CR WGRB032DR WGRB032ER WGRB032FR
WGRB032GR WGRB032HR WGRB032IR WGRB032JR WGRB032KR WGRB032LR WGRB032MR
WGRB032NR WGRB032OR WGRB032PR;

DO OVER Q32REC;
  Q32REC = Q32;
  IF Q32 IN (1 2) THEN Q32REC = 1;
  ELSE IF Q32 = 3 THEN Q32REC = 2;
  ELSE IF Q32 IN (4 5) THEN Q32REC = 3;
END;

/** Coding for WGRB036AR-WGRB036BR **/
/** Briefing: Collapse prepared scale into 3 levels **/
/** WGRB036AR Brief: Overall, how well prepared... Are you to perform
your wartime job?
WGRB036BR Brief: Overall, how well prepared... Is your unit to perform
your wartime mission?
**/

ARRAY Q36      WGRB036A  WGRB036B  ;
ARRAY Q36REC WGRB036AR WGRB036BR ;
DO OVER Q36;
  Q36REC = Q36;
  IF Q36 IN (1 2) THEN Q36REC = 1;
  ELSE IF Q36 = 3 THEN Q36REC = 2;
  ELSE IF Q36 IN (4 5) THEN Q36REC = 3;
END;

/** Coding for WGRB037AR-WGRB037BR **/
/** Briefing: Collapse level of morale into 3 levels **/

ARRAY Q37 WGRB037A  WGRB037B;
ARRAY Q37R WGRB037AR WGRB037BR;
DO OVER Q37;
  Q37R=Q37;
  IF Q37 IN (1 2) THEN Q37R = 1;
  ELSE IF Q37 = 3 THEN Q37R = 2;
  ELSE IF Q37 IN (4 5) THEN Q37R = 3;
END;

```

```

/** Coding for WGRB041AR-WGRB041BR **/
/** Briefing: Collapse amount of stress scale to 3 levels **/
/**
WGRB041AR Brief: Overall, how would you rate the current level of stress
in your... Military life?
WGRB041BR Brief: Overall, how would you rate the current level of stress
in your... Personal life?
**/

ARRAY Q41      WGRB041A  WGRB041B  ;
ARRAY Q41REC   WGRB041AR WGRB041BR ;
DO OVER Q41;
  Q41REC = Q41;
  IF Q41 IN (1 2) THEN Q41REC = 1;
  ELSE IF Q41 = 3 THEN Q41REC = 2;
  ELSE IF Q41 IN (4 5) THEN Q41REC = 3;
END;

/** Coding for GRCOMBO **/
/** Briefing: Combinations of gender-related behaviors constructed from
EVAL, ASGN, and CAR **/
/** GRCOMBO Brief: Combination of gender-related behaviors **/

IF EVAL = 2 AND CAR = 1 AND ASGN = 1 THEN GRCOMBO = 1;
ELSE IF EVAL = 1 AND CAR = 2 AND ASGN = 1 THEN GRCOMBO = 2;
ELSE IF EVAL = 1 AND CAR = 1 AND ASGN = 2 THEN GRCOMBO = 3;
ELSE IF EVAL = 2 AND CAR = 2 AND ASGN = 2 THEN GRCOMBO = 4;
ELSE IF EVAL = 2 AND CAR = 2 AND ASGN = 1 THEN GRCOMBO = 4;
ELSE IF EVAL = 2 AND CAR = 1 AND ASGN = 2 THEN GRCOMBO = 4;
ELSE IF EVAL = 1 AND CAR = 2 AND ASGN = 2 THEN GRCOMBO = 4;
IF INCWEB = .B THEN GRCOMBO = .B;

/** Coding for WORKEVAL **/
/** Briefing: Constructed based on marking either "yes" answer in Q42a-d
**/
/** WORKEVAL Brief: Workplace Evaluation Incident Rate **/

if (SUM(WGRB042AR = 2 or WGRB042BR = 2 or WGRB042CR = 2 or WGRB042DR = 2)
GE 1) then WORKEVAL = 2;
else WORKEVAL = 1;

if INCWEB = .B then WORKEVAL = .B;

/** Coding for WORKASGN **/
/** Briefing: Constructed based on marking either "yes" answer in Q42e-
g,lm **/
/** WORKASGN Brief: Workplace Assignment Incident Rate **/

if (SUM(WGRB042ER = 2 or WGRB042FR = 2 or WGRB042GR = 2 or WGRB042LMR =
2) GE 1) then WORKASGN = 2;
else WORKASGN = 1;

if INCWEB = .B then WORKASGN = .B;

```

```

/** Coding for WORKCAR **/
/** Briefing: Constructed based on marking either "yes" answer in Q42h-k
**/
/** WORKCAR Brief: Workplace Career Incident Rate **/

if (SUM(WGRB042HR = 2 or WGRB042IR = 2 or WGRB042JR = 2 or WGRB042KR = 2)
GE 1) then WORKCAR = 2;
else WORKCAR = 1;

if INCWEB = .B then WORKCAR = .B;

/** Coding for WORKCOMBO **/
/** Briefing: Combinations of workplace discrim behaviors constructed
from WORKEVAL, WORKASGN, and WORKCAR **/
/** WORKCOMBO Brief: Combination of Workplace Discriminatory Behaviors
**/

IF WORKEVAL = 2 AND WORKASGN = 1
AND WORKCAR = 1 THEN WORKCOMBO = 1;
ELSE IF WORKEVAL = 1 AND WORKASGN = 1 AND WORKCAR = 2 THEN WORKCOMBO = 2;
ELSE IF WORKEVAL = 1 AND WORKASGN = 2 AND WORKCAR = 1 THEN WORKCOMBO = 3;
ELSE IF WORKEVAL = 2 AND WORKASGN = 2 AND WORKCAR = 2 THEN WORKCOMBO = 4;
ELSE IF WORKEVAL = 2 AND WORKASGN = 2 AND WORKCAR = 1 THEN WORKCOMBO = 4;
ELSE IF WORKEVAL = 2 AND WORKASGN = 1 AND WORKCAR = 2 THEN WORKCOMBO = 4;
ELSE IF WORKEVAL = 1 AND WORKASGN = 2 AND WORKCAR = 2 THEN WORKCOMBO = 4;
IF INCWEB = .B THEN WORKCOMBO = .B;

/** Coding for SHCOMBOR2 **/
/** Briefing: Combinations of unwanted GR behaviors collapsed from 7
levels to 5 levels for briefing **/
/*SHCOMBOR2: Brief: COMBINATION OF UNWANTED, GENDER RELATED BEHAVIORS*/

SHCOMBOR2 = SHCOMBO;
IF SHCOMBO = 1 THEN SHCOMBOR2 = 1;
ELSE IF SHCOMBO = 2 THEN SHCOMBOR2 = 2;
ELSE IF SHCOMBO = 5 THEN SHCOMBOR2 = 3;
ELSE IF SHCOMBO = 6 THEN SHCOMBOR2 = 4;
ELSE IF SHCOMBO IN (3 4 7) THEN SHCOMBOR2 = 5;

```

```

/** Coding for WGRB050AR-WGRB050ER **/
/** Briefing: Recode SAS values for briefing **/
/*
WGRB050AR Brief: Did any of the behaviors in the situation occur while
you were... Activated?
WGRB050BR Brief: Did any of the behaviors in the situation occur while
you were... Deployed?
WGRB050CR Brief: Did any of the behaviors in the situation
occur while you were... At your civilian job?
WGRB050DR Brief: Did any of the behaviors in the situation occur while
you were... At your civilian school?
WGRB050ER Brief: Did any of the behaviors in the situation occur while
you were... In your or someone else's quarters/home?
*/

ARRAY Q50 WGRB050A WGRB050B WGRB050C WGRB050D WGRB050E;
ARRAY Q50R WGRB050AR WGRB050BR WGRB050CR WGRB050DR WGRB050ER;

DO OVER Q50;
  Q50R = Q50;
  IF Q50 =1 THEN Q50R = 1;
  ELSE IF Q50 = 3 THEN Q50R = 2;
  ELSE IF Q50 = 2 THEN Q50R = 3;
END;

/** Coding for WGRB051R3 **/
/** Briefing: Set Not sure to missing **/
WGRB051R3 = WGRB051;
IF WGRB051 = 6 THEN WGRB051R3 = .;

/** Coding for WGRB054R **/
/** Briefing: Collapse to 3 levels **/
/*WGRB054R Brief: How long did the situation last, or if continuing, how
long has it been going on?*/

WGRB054R = WGRB054;
IF WGRB054 IN (1 2) THEN WGRB054R = 1;
ELSE IF WGRB054 IN (3 4) THEN WGRB054R = 2;
ELSE IF WGRB054 = 5 THEN WGRB054R = 3;

```

```

/** Coding for REPORTSIT **/
/** Briefing: Discussed/reported the situation constructed from Q56a-c
and Q57a-d **/
/*REPORTSIT Brief: Did you discuss/report the situation with/to any
National Guard/Reserve/DoD/DHS individuals or organizations?*/

If WGRB056AR = . AND WGRB056BR = . AND WGRB056CR = . AND WGRB057AR = .
AND WGRB057BR = . AND WGRB057CR = . AND WGRB057DR = . THEN REPORTSIT = .;
ELSE IF (WGRB056AR = 2 OR WGRB056BR = 2 OR WGRB056CR = 2) AND (WGRB057AR
NE 2 AND WGRB057BR NE 2 AND WGRB057CR NE 2 AND WGRB057DR NE 2) THEN
REPORTSIT = 1;
ELSE IF (WGRB056AR NE 2 AND WGRB056BR NE 2 AND WGRB056CR NE 2) AND
(WGRB057AR = 2 OR WGRB057BR=2 OR WGRB057CR=2 OR WGRB057DR= 2) THEN
REPORTSIT = 2;
ELSE IF (WGRB056AR = 2 OR WGRB056BR = 2 OR WGRB056CR = 2) AND
(WGRB057AR=2 OR WGRB057BR= 2 OR WGRB057CR= 2 OR WGRB057DR= 2) THEN
REPORTSIT = 3;
ELSE IF (WGRB056AR NE 2 AND WGRB056BR NE 2 AND WGRB056CR NE 2) AND
(WGRB057AR NE 2 AND WGRB057BR NE 2 AND WGRB057CR NE 2 AND WGRB057DR NE
2) THEN REPORTSIT = 4;

IF INCWEB = .B THEN REPORTSIT = .B;
IF WGRB056SK = 1 THEN REPORTSIT = .D;

/** Coding for WGRB059R **/
/** Briefing: Formally report the situation constructed from Q59 and
Q56/57 **/
/*WGRB059R Briefing: Did you formally report the situation?*/

IF WGRB059 = 2 THEN WGRB059R = 1;
ELSE IF WGRB059 = 1 THEN WGRB059R = 2;
ELSE IF (WGRB056A = 1 or WGRB056B = 1 or WGRB056C = 1) and (WGRB057A = 1
or WGRB057B = 1 or WGRB057C = 1 or WGRB057D = 1) and (WGRB056A NE 2 and
WGRB056B NE 2 and WGRB056C NE 2 and WGRB057A NE 2 and WGRB057B NE 2 and
WGRB057C NE 2 and WGRB057D NE 2) THEN WGRB059R = 3;
IF INCWEB = .B THEN WGRB059R = .B;
IF WGRB045SK = 1 THEN WGRB059R = .D;

/** Coding for WGRB061R **/
/** Briefing: Standard collapse of satisfaction scale**/
/*
WGRB061R Brief: How satisfied were you with the outcome of your
complaint?
*/

WGRB061R = WGRB061;
IF WGRB061 IN (1 2) THEN WGRB061R = 1;
ELSE IF WGRB061 = 3 THEN WGRB061R = 2;
ELSE IF WGRB061 IN (4 5) THEN WGRB061R = 3;

```

```

/** Coding for WGRB062AR-WGRB062ER **/
/** Briefing: Standard collapse of satisfaction scale **/
/*
WGRB062AR Brief: How satisfied were/are you with the following aspects of
the reporting process? Availability of information about how to file a
complaint
WGRB062BR Brief: How satisfied were/are you with the following aspects of
the reporting process? Treatment by personnel handling your complaint
WGRB062CR Brief: How satisfied were/are you with the following aspects of
the reporting process? Amount of time it took/is taking to resolve your
complaint
WGRB062DR Brief: How satisfied were/are you with the following aspects of
the reporting process? How well you were/are kept informed about the
progress of your complaint
WGRB062ER Brief: How satisfied were/are you with the following aspects of
the reporting process? The complaint process overall
*/

```

```

ARRAY Q62 WGRB062A WGRB062B WGRB062C WGRB062D WGRB062E;
ARRAY Q62BR WGRB062AR WGRB062BR WGRB062CR WGRB062DR WGRB062ER;
DO OVER Q62;
Q62BR=Q62;
IF Q62 IN (1 2) THEN Q62BR = 1;
ELSE IF Q62 = 3 THEN Q62BR = 2;
ELSE IF Q62 IN (4 5) THEN Q62BR = 3;
IF INCWEB=.B THEN Q62BR = .B;
END;

```

```

/** Coding for WGRB068R **/
/** Briefing: Collapse into four categories **/
/*WGRB068R Brief: Where did the situation occur?*/

```

```

WGRB068R = WGRB068;
IF WGRB068 = 1 THEN WGRB068R = 1;
ELSE IF WGRB068 IN (2 3) THEN WGRB068R = 2;
ELSE IF WGRB068 = 5 THEN WGRB068R = 3;
ELSE IF WGRB068 IN (4 6 7 8) THEN WGRB068R = 4;

```

```

/** Coding for WGRB069R3 **/
/** Briefing: Set Not sure to missing **/
/*WGRB069R3 Brief: Was the offender...*/

```

```

WGRB069R3 = WGRB069;
IF WGRB069 = 6 THEN WGRB069R3 = .;

```

```
/** Coding for WGRB072R3 **/  
/** Briefing: 4 level item to assess the use of threats and/or force **/  
/*WGRB072R3 Brief: Did the offender...*/
```

```
If WGRB072A NE 2 and WGRB072B NE 2 and WGRB072C NE 2 and WGRB072D = 2  
then WGRB072R3 = 1;  
Else if (WGRB072A = 2 OR WGRB072B =2 OR WGRB072C = 2) AND WGRB072D NE 2  
THEN WGRB072R3 = 2;  
ELSE IF (WGRB072A = 2 OR WGRB072B =2 OR WGRB072C = 2) AND WGRB072D = 2  
THEN WGRB072R3 = 3;  
else if WGRB072A = . and WGRB072B = . and WGRB072C = . and WGRB072D = .  
then WGRB072R3 = .;  
ELSE WGRB072R3 = 4;
```

```
IF WGRB069SK = 1 THEN WGRB072R3 = .D;  
IF INCWEB = .B THEN WGRB072R3 = .B;
```

```
/** Coding for WGRB073R2 **/  
/** Briefing: Prior to the situation did the offender harass, stalk,  
both, or neither **/  
/*WGRB073R2 Brief: Prior to the situation, did any of the  
offender(s)...*/
```

```
IF WGRB073A = 2 AND WGRB073B = 2 THEN WGRB073R2 = 1;  
ELSE IF WGRB073A = 2 AND WGRB073B NE 2 THEN WGRB073R2 = 2;  
ELSE IF WGRB073A NE 2 AND WGRB073B = 2 THEN WGRB073R2 = 3;  
ELSE IF WGRB073A NE 2 AND WGRB073B NE 2 THEN WGRB073R2 = 4;  
else if WGRB073A = . and WGRB073B = . then WGRB073R2 = .;
```

```
IF WGRB069SK = 1 THEN WGRB073R2 = .D;  
IF INCWEB = .B THEN WGRB073R2 = .B;
```

```
/** Coding for WGRB076R **/  
/** Briefing: Standard collapse of satisfaction scale **/  
/*WGRB076R Briefing: How satisfied are you with the professional  
help/treatment you received?*/
```

```
WGRB076R = WGRB076;  
IF WGRB076 IN (1 2) THEN WGRB076R = 1;  
ELSE IF WGRB076 = 3 THEN WGRB076R = 2;  
ELSE IF WGRB076 IN (4 5) THEN WGRB076R = 3;
```

```

/** Coding for WGRB080AR2-WGRB080NR2 **/
/** Briefing: Standard collapse of satisfaction scale **/
/*
WGRB080AR2 Brief: How satisfied have you been with... The quality of
sexual assault advocacy services you received?
WGRB080BR2 Brief: How satisfied have you been with... The quality of
counseling services you received?
WGRB080CR2 Brief: How satisfied have you been with... The quality of
medical care you received?
WGRB080DR2 Brief: How satisfied have you been with... Your treatment by
the Sexual Assault Victim Advocate assigned to you?
WGRB080ER2 Brief: How satisfied have you been with... Your treatment by
the Sexual Assault Response Coordinator (SARC) handling your report?
WGRB080FR2 Brief: How satisfied have you been with... Your treatment by
the Commander handling your report?
WGRB080GR2 Brief: How satisfied have you been with... Your treatment by
the criminal investigator handling your report?
WGRB080HR2 Brief: How satisfied have you been with... Your treatment by
the Trial Defense Office personnel?
WGRB080IR2 Brief: How satisfied have you been with... Your treatment by
the Legal Office personnel (prosecution)?
WGRB080JR2 Brief: How satisfied have you been with... The amount of time
investigation process took/is taking?
WGRB080KR2 Brief: How satisfied have you been with... How well you
were/are kept informed about the progress of your case?
WGRB080LR2 Brief: How satisfied have you been with... The availability of
information about how to file a restricted report?
WGRB080MR2 Brief: How satisfied have you been with... The availability of
information about how to file an unrestricted report?
WGRB080NR2 Brief: How satisfied have you been with... The reporting
process overall?
*/

```

```

ARRAY Q80_BR WGRB080A WGRB080B WGRB080C WGRB080D WGRB080E
WGRB080F WGRB080G WGRB080H WGRB080I WGRB080J WGRB080K
WGRB080L WGRB080M WGRB080N;
ARRAY Q80R2 WGRB080AR2 WGRB080BR2 WGRB080CR2 WGRB080DR2 WGRB080ER2
WGRB080FR2 WGRB080GR2 WGRB080HR2 WGRB080IR2 WGRB080JR2 WGRB080KR2
WGRB080LR2 WGRB080MR2 WGRB080NR2;

```

```

DO OVER Q80_BR;
  Q80R2=Q80_BR;
  IF Q80_BR IN (1 2) THEN Q80R2 = 1;
  ELSE IF Q80_BR = 3 THEN Q80R2 = 2;
  ELSE IF Q80_BR IN (4 5) THEN Q80R2 = 3;
  ELSE IF Q80_BR = 60 THEN Q80R2 = .;
END;

```

```

/** Coding for WGRB086AR-WGRB086ER **/
/** Briefing: Standard collapse of extent scale **/
/*
WGRB086AR Brief: In your military work group, to what extent... Would
members of your work group feel free to report sexual harassment without
fear of reprisals?
WGRB086BR Brief: In your military work group, to what extent... Would
members of your work group feel free to report sexual assault without
fear of reprisals?
WGRB086CR Brief: In your military work group, to what extent... Would
complaints about sexual harassment be taken seriously no matter who
files them?
WGRB086DR Brief: In your military work group, to what extent... Would
people be able to get away with sexual harassment if it was reported?
WGRB086ER Brief: In your military work group, to what extent... Would
people be able to get away with sexual assault if it was reported?
*/

```

```

ARRAY Q86 WGRB086A WGRB086B WGRB086C WGRB086D WGRB086E ;
ARRAY Q86R WGRB086AR WGRB086BR WGRB086CR WGRB086DR WGRB086ER;

```

```

DO OVER Q86;
  Q86R=Q86;
  IF Q86 = 1 THEN Q86R = 1;
  ELSE IF Q86 IN (2 3) THEN Q86R = 2;
  ELSE IF Q86 IN (4 5) THEN Q86R = 3;
END;

```

```

/** Coding for WGRB087AR-WGRB087ER **/
/** Briefing: Standard collapse of extent scale **/
/*
WGRB087AR Brief: At your installation/ship, to what extent are...
Policies forbidding sexual harassment publicized?
WGRB087BR Brief: At your installation/ship, to what extent are...
Complaint procedures related to sexual harassment publicized?
WGRB087CR Brief: At your installation/ship, to what extent are... Reports
of sexual harassment taken seriously?
WGRB087DR Brief: At your installation/ship, to what extent are... Sexual
assault reporting procedures publicized?
WGRB087ER Brief: At your installation/ship, to what extent are... Reports
of sexual assault taken seriously?
*/

```

```

ARRAY Q87 WGRB087A WGRB087B WGRB087C WGRB087D WGRB087E ;
ARRAY Q87R WGRB087AR WGRB087BR WGRB087CR WGRB087DR WGRB087ER;

```

```

DO OVER Q87;
  Q87R=Q87;
  IF Q87 = 1 THEN Q87R = 1;
  ELSE IF Q87 IN (2 3) THEN Q87R = 2;
  ELSE IF Q87 IN (4 5) THEN Q87R = 3;
END;

```

```

/** Coding for WGRB090AR-WGRB090GR **/
/** Briefing: Standard collapse of agree/disagree scale
**/
/*
WGRB090AR Brief: My National Guard/Reserve component's sexual harassment
training... Provides a good understanding of what words and actions are
considered sexual harassment
WGRB090BR Brief: My National Guard/Reserve component's sexual harassment
training... Teaches that sexual harassment reduces the cohesion and
effectiveness of my Reserve component as a whole
WGRB090CR Brief: My National Guard/Reserve component's sexual harassment
training... Identifies behaviors that are offensive to others
and should not be tolerated
WGRB090DR Brief: My National Guard/Reserve component's sexual harassment
training... Gives useful tools for dealing with sexual harassment
WGRB090ER Brief: My National Guard/Reserve component's sexual harassment
training... Explains the process for reporting sexual harassment
WGRB090FR Brief: My National Guard/Reserve component's sexual harassment
training... Makes me feel it is safe to complain about unwanted sex-
related attention
WGRB090GR Brief: My National Guard/Reserve component's sexual harassment
training... Provides information about policies, procedures, and
consequences of sexual harassment
*/

```

```

ARRAY Q90 WGRB090A WGRB090B WGRB090C WGRB090D WGRB090E
WGRB090F WGRB090G;
ARRAY Q90R WGRB090AR WGRB090BR WGRB090CR WGRB090DR WGRB090ER
WGRB090FR WGRB090GR;
DO OVER Q90;
  Q90R=Q90;
  IF Q90 IN (1 2) THEN Q90R = 1;
  ELSE IF Q90 = 3 THEN Q90R = 2;
  ELSE IF Q90 IN (4 5) THEN Q90R = 3;
END;

```

```

/** Coding for WGRB091R **/
/** Briefing: Flip SAS values **/
/*WGRB091R Brief: In your opinion, how effective was the training you
received in actually reducing/preventing behaviors that might be seen as
sexual harassment?*/

```

```

WGRB091R = WGRB091;
IF WGRB091 = 1 THEN WGRB091R = 4;
ELSE IF WGRB091 = 2 THEN WGRB091R = 3;
ELSE IF WGRB091 = 3 THEN WGRB091R = 2;
ELSE IF WGRB091 = 4 THEN WGRB091R = 1;

```

```

/** Coding for WGRB094AR-WGRB094GR **/
/** Briefing: Standard collapse of agree/disagree scale **/
/*
WGRB094AR Brief: My National Guard/Reserve component's sexual assault
training... Provides a good understanding of what actions are considered
sexual assault
WGRB094BR Brief: My National Guard/Reserve component's sexual assault
training... Teaches how to avoid situations that might increase the risk
of sexual assault
WGRB094CR Brief: My National Guard/Reserve component's sexual assault
training... Teaches how to obtain medical care following a sexual assault
WGRB094DR Brief: My National Guard/Reserve component's sexual assault
training... Explains the role of the chain-of-command in handling sexual
assaults
WGRB094ER Brief: My National Guard/Reserve component's sexual assault
training... Explains the reporting options available if a sexual assault
occurs
WGRB094FR Brief: My National Guard/Reserve component's sexual assault
training... Identifies the points of contact for reporting sexual assault
(e.g., SARC, Victim Advocate)
WGRB094GR Brief: My National Guard/Reserve component's sexual assault
training... Explains how sexual assault is a mission readiness problem
*/

```

```

ARRAY Q94 WGRB094A WGRB094B WGRB094C WGRB094D WGRB094E WGRB094F
WGRB094G;
ARRAY Q94R WGRB094AR WGRB094BR WGRB094CR WGRB094DR WGRB094ER
WGRB094FR WGRB094GR;

```

```

DO OVER Q94;
  Q94R=Q94;
  IF Q94 IN (1 2) THEN Q94R = 1;
  ELSE IF Q94 = 3 THEN Q94R = 2;
  ELSE IF Q94 IN (4 5) THEN Q94R = 3;
END;

```

```

/** Coding for WGRB095AR-WGRB095BR **/
/** Briefing: Flip SAS values **/
/*
WGRB095AR Brief: In your opinion, how effective was the training you
received in... Actually reducing/preventing sexual assault or behaviors
related to sexual assault?
WGRB095BR Brief: In your opinion, how effective was the training you
received in... Explaining the difference between restricted and
unrestricted reporting of sexual assault?
*/

ARRAY Q95 WGRB095A WGRB095B;
ARRAY Q95R WGRB095AR WGRB095BR;
DO OVER Q95;
  Q95R = Q95;
  IF Q95 = 1 THEN Q95R = 4;
  ELSE IF Q95 = 2 THEN Q95R =3;
  ELSE IF Q95 = 3 THEN Q95R =2;
  ELSE IF Q95 = 4 THEN Q95R =1;
END;

/** Coding for WGRB102R **/
/** Briefing: Collapse less often/more often scale **/
/*WGRB0102R Brief: In your opinion, how often does sexual harassment
occur in the military now, as compared with a few years ago?*/

WGRB102R = WGRB102;
IF WGRB102 IN (1 2) THEN WGRB102R = 1;
ELSE IF WGRB102 = 3 THEN WGRB102R = 2;
ELSE IF WGRB102 IN (4 5) THEN WGRB102R = 3;

/** Coding for WGRB103R **/
/** Briefing: Collapse less often/more often scale **/
/*
WGRB0103R Brief: In your opinion, how often does sexual assault occur in
the military now, as compared with a few years ago?
*/

WGRB103R = WGRB103;
IF WGRB103 IN (1 2) THEN WGRB103R = 1;
ELSE IF WGRB103 = 3 THEN WGRB103R = 2;
ELSE IF WGRB103 IN (4 5) THEN WGRB103R = 3;

```

```

/** Coding for XBVPAY **/
/** Briefing Crossing: 4 level paygrade setting Warrant Officers to
missing for total population (DoD and Coast Guard) **/

XBVPAY=XPAY;
if XPAY in (1 2 3 4) then XBVPAY = 1; /**E1-E4**/
else if XPAY in (5 6 7 8 9) then XBVPAY = 2; /**E5-E9**/
else if XPAY in (21 22 23) then XBVPAY = 3; /**O1-O3**/
else if XPAY in (24 25 26) then XBVPAY = 4; /**O4-O6**/
else if XPAY in (11 12 13 14 15) then XBVPAY = .; /**Set Warrant Officers
to missing**/

if INCWEB = .B then XBVPAY = .B;

/** Coding for XDEPLOC **/
/** Briefing Crossing: Deployed to OIF or OEF based on respondent saying
they have been deployed (WGRB024) and have been deployed for that
operation **/

if WGRB024 in (1 2) then do;
  If (WGRB026B = 2 or WGRB026C = 2) then XDEPLOC = 2; /**Deployed
OIF/OEF**/
  else XDEPLOC = 1;
end;

if WGRB025SK = 1 then XDEPLOC = .N;
if INCWEB = .B then XDEPLOC = .B;

/** Coding for XSH **/
/** Briefing Crossing: Experienced/not experienced SH **/

XSH = 1;
if SEXHAR = 2 then XSH = 2;

if INCWEB = .B then XSH = .B;

/** Coding for XUSC **/
/** Briefing Crossing: Experienced/not experienced USC **/

XUSC = 1;
if USCRATE = 2 then XUSC = 2;

if INCWEB = .B then XUSC = .B;

```

```

/** Coding for AUTHORITY **/
/** Briefing: Did the offender use their authority? Based on saying
yes to Q72e, Q72f, or Q72g **/

if WGRB072ER = 2 or WGRB072FR = 2 or WGRB072GR = 2 then AUTHORITY = 2;
else if WGRB072AR = . and WGRB072BR = . and WGRB072CR = . and
WGRB072DR = . and WGRB072ER = . and WGRB072FR = . and WGRB072GR = . then
AUTHORITY = .;
else AUTHORITY = 1;

if WGRB069SK = 1 then AUTHORITY = .D;
if INCWEB = .B then AUTHORITY = .B;

/** Coding for WGRB052R2 **/
/** Trend: Create a four level item of organizations **/

if (SUM(WGRB052AR = 2 or WGRB052BR = 2 or WGRB052CR = 2 or WGRB052DR = 2
or WGRB052ER = 2) GE 1) then Q52MIL = 2;
else Q52MIL = 1;

if INCWEB = .B then Q52MIL = .B;

if (SUM(WGRB052FR = 2 or WGRB052GR = 2) GE 1) then Q52DOD = 2;
else Q52DOD = 1;

if INCWEB = .B then Q52DOD = .B;

WGRB052R2 = .;
if Q52MIL = 2 and Q52DOD = 1 and WGRB052HR = 1 then WGRB052R2 = 1;
else if Q52DOD = 2 and Q52MIL = 1 and WGRB052HR = 1 then WGRB052R2 = 2;
else if WGRB052HR = 2 and Q52MIL = 1 and Q52DOD = 1 then WGRB052R2 = 3;
else if Q52MIL = 2 or Q52DOD = 2 or WGRB052HR = 2 then WGRB052R2 = 4;
else if WGRB052IR = 2 then WGRB052R2 = .;

if INCWEB = .B then WGRB052R2 = .B;

/** Coding for WGRB096AR **/
/** Trend: Make into a YN variable by setting Don't know to
missing to match 2004 for trends **/

WGRB096AR=WGRB096A;
if WGRB096A = 1 then WGRB096AR = 2; /**Yes**/
else if WGRB096A = 2 then WGRB096AR = 1; /**No**/
else if WGRB096A = 3 then WGRB096AR = .; /**Set DK to missing**/

if INCWEB = .B then WGRB096AR = .B;

```

```

/** Coding for XBVPAY2 **/
/** Briefing Crossing- Make total 2 level paygrade for briefing **/

XBVPAY2=XPAY;
if XPAY in (1 2 3 4 5 6 7 8 9) then XBVPAY2 = 1; /**Total Enlisted**/
else if XPAY in (11 12 13 14 15 21 22 23 24 25 26) then XBVPAY2 = 2;
/**Total Officers**/

if INCWEB = .B then XBVPAY2 = .B;

/** Coding for XCON **/
/** Create confidentiality analysis crossing variable.
Gender by Component by 5-level paygrade **/

if XSEX = 1 and XSVC = 1 and XBVPAY = 1 then XCON = 1; /**Male ARNG E1-
E4**/
else if XSEX = 1 and XSVC = 1 and XBVPAY = 2 then XCON = 2; /**Male ARNG
E5-E9**/
else if XSEX = 1 and XSVC = 1 and XBVPAY = 3 then XCON = 3; /**Male ARNG
O1-O3**/
else if XSEX = 1 and XSVC = 1 and XBVPAY = 4 then XCON = 4; /**Male ARNG
O4-O6**/
else if XSEX = 1 and XSVC = 2 and XBVPAY = 1 then XCON = 5; /**Male USAR
E1-E4**/
else if XSEX = 1 and XSVC = 2 and XBVPAY = 2 then XCON = 6; /**Male USAR
E5-E9**/
else if XSEX = 1 and XSVC = 2 and XBVPAY = 3 then XCON = 7; /**Male USAR
O1-O3**/
else if XSEX = 1 and XSVC = 2 and XBVPAY = 4 then XCON = 8; /**Male USAR
O4-O6**/
else if XSEX = 1 and XSVC = 3 and XBVPAY = 1 then XCON = 9; /**Male USNR
E1-E4**/
else if XSEX = 1 and XSVC = 3 and XBVPAY = 2 then XCON = 10; /**Male USNR
E5-E9**/
else if XSEX = 1 and XSVC = 3 and XBVPAY = 3 then XCON = 11; /**Male USNR
O1-O3**/
else if XSEX = 1 and XSVC = 3 and XBVPAY = 4 then XCON = 12; /**Male USNR
O4-O6**/
else if XSEX = 1 and XSVC = 4 and XBVPAY = 1 then XCON = 13; /**Male
USMCR E1-E4**/
else if XSEX = 1 and XSVC = 4 and XBVPAY = 2 then XCON = 14; /**Male
USMCR E5-E9**/
else if XSEX = 1 and XSVC = 4 and XBVPAY = 3 then XCON = 15; /**Male
USMCR O1-O3**/
else if XSEX = 1 and XSVC = 4 and XBVPAY = 4 then XCON = 16; /**Male
USMCR O4-O6**/
else if XSEX = 1 and XSVC = 5 and XBVPAY = 1 then XCON = 17; /**Male ANG
E1-E4**/
else if XSEX = 1 and XSVC = 5 and XBVPAY = 2 then XCON = 18; /**Male ANG
E5-E9**/
else if XSEX = 1 and XSVC = 5 and XBVPAY = 3 then XCON = 19; /**Male ANG
O1-O3**/
else if XSEX = 1 and XSVC = 5 and XBVPAY = 4 then XCON = 20; /**Male ANG
O4-O6**/

```

```

else if XSEX = 1 and XSVC = 6 and XBVPAY = 1 then XCON = 21; /**Male
USAFR E1-E4**/
else if XSEX = 1 and XSVC = 6 and XBVPAY = 2 then XCON = 22; /**Male
USAFR E5-E9**/
else if XSEX = 1 and XSVC = 6 and XBVPAY = 3 then XCON = 23; /**Male
USAFR O1-O3**/
else if XSEX = 1 and XSVC = 6 and XBVPAY = 4 then XCON = 24; /**Male
USAFR O4-O6**/
else if XCGSEX = 1 and XSVC = 7 and XBVPAY = 1 then XCON = 25; /**Male
USCGR E1-E4**/
else if XCGSEX = 1 and XSVC = 7 and XBVPAY = 2 then XCON = 26; /**Male
USCGR E5-E9**/
else if XCGSEX = 1 and XSVC = 7 and XBVPAY = 3 then XCON = 27; /**Male
USCGR O1-O3**/
else if XCGSEX = 1 and XSVC = 7 and XBVPAY = 4 then XCON = 28; /**Male
USCGR O4-O6**/
else if XSEX = 2 and XSVC = 1 and XBVPAY = 1 then XCON = 29; /**Female
ARNG E1-E4**/
else if XSEX = 2 and XSVC = 1 and XBVPAY = 2 then XCON = 30; /**Female
ARNG E5-E9**/
else if XSEX = 2 and XSVC = 1 and XBVPAY = 3 then XCON = 31; /**Female
ARNG O1-O3**/
else if XSEX = 2 and XSVC = 1 and XBVPAY = 4 then XCON = 32; /**Female
ARNG O4-O6**/
else if XSEX = 2 and XSVC = 2 and XBVPAY = 1 then XCON = 33; /**Female
USAR E1-E4**/
else if XSEX = 2 and XSVC = 2 and XBVPAY = 2 then XCON = 34; /**Female
USAR E5-E9**/
else if XSEX = 2 and XSVC = 2 and XBVPAY = 3 then XCON = 35; /**Female
USAR O1-O3**/
else if XSEX = 2 and XSVC = 2 and XBVPAY = 4 then XCON = 36; /**Female
USAR O4-O6**/
else if XSEX = 2 and XSVC = 3 and XBVPAY = 1 then XCON = 37; /**Female
USNR E1-E4**/
else if XSEX = 2 and XSVC = 3 and XBVPAY = 2 then XCON = 38; /**Female
USNR E5-E9**/
else if XSEX = 2 and XSVC = 3 and XBVPAY = 3 then XCON = 39; /**Female
USNR O1-O3**/
else if XSEX = 2 and XSVC = 3 and XBVPAY = 4 then XCON = 40; /**Female
USNR O4-O6**/
else if XSEX = 2 and XSVC = 4 and XBVPAY = 1 then XCON = 41; /**Female
USMCR E1-E4**/
else if XSEX = 2 and XSVC = 4 and XBVPAY = 2 then XCON = 42; /**Female
USMCR E5-E9**/
else if XSEX = 2 and XSVC = 4 and XBVPAY = 3 then XCON = 43; /**Female
USMCR O1-O3**/
else if XSEX = 2 and XSVC = 4 and XBVPAY = 4 then XCON = 44; /**Female
USMCR O4-O6**/
else if XSEX = 2 and XSVC = 5 and XBVPAY = 1 then XCON = 45; /**Female
ANG E1-E4**/
else if XSEX = 2 and XSVC = 5 and XBVPAY = 2 then XCON = 46; /**Female
ANG E5-E9**/
else if XSEX = 2 and XSVC = 5 and XBVPAY = 3 then XCON = 47; /**Female
ANG O1-O3**/

```

```

else if XSEX = 2 and XSVC = 5 and XBVPAY = 4 then XCON = 48; /**Female
ANG O4-O6**/
else if XSEX = 2 and XSVC = 6 and XBVPAY = 1 then XCON = 49; /**Female
USAFR E1-E4**/
else if XSEX = 2 and XSVC = 6 and XBVPAY = 2 then XCON = 50; /**Female
USAFR E5-E9**/
else if XSEX = 2 and XSVC = 6 and XBVPAY = 3 then XCON = 51; /**Female
USAFR O1-O3**/
else if XSEX = 2 and XSVC = 6 and XBVPAY = 4 then XCON = 52; /**Female
USAFR O4-O6**/
else if XCGSEX = 2 and XSVC = 7 and XBVPAY = 1 then XCON = 53; /**Female
USCGR E1-E4**/
else if XCGSEX = 2 and XSVC = 7 and XBVPAY = 2 then XCON = 54; /**Female
USCGR E5-E9**/
else if XCGSEX = 2 and XSVC = 7 and XBVPAY = 3 then XCON = 55; /**Female
USCGR O1-O3**/
else if XCGSEX = 2 and XSVC = 7 and XBVPAY = 4 then XCON = 56; /**Female
USCGR O4-O6**/

if INCWEB = .B then XCON = .B;

/** Coding for WGRB070R2 */
/** Trend: Create a four level item of organizations */

if (SUM(WGRB070AR = 2 or WGRB070BR = 2 or WGRB070CR = 2 or WGRB070DR = 2
or WGRB070ER = 2) GE 1) then Q70MIL = 2;
else Q70MIL = 1;

if INCWEB = .B then Q70MIL = .B;

if (SUM(WGRB070FR = 2 or WGRB070GR = 2) GE 1) then Q70DOD = 2;
else Q70DOD = 1;

if INCWEB = .B then Q70DOD = .B;

WGRB070R2 = .;
if Q70MIL = 2 and Q70DOD = 1 and WGRB070HR = 1 then WGRB070R2 = 1;
else if Q70DOD = 2 and Q70MIL = 1 and WGRB070HR = 1 then WGRB070R2 = 2;
else if WGRB070HR = 2 and Q70MIL = 1 and Q70DOD = 1 then WGRB070R2 = 3;
else if Q70MIL = 2 or Q70DOD = 2 or WGRB070HR = 2 then WGRB070R2 = 4;
else if WGRB070IR = 2 then WGRB070R2 = .;

if INCWEB = .B then WGRB070R2 = .B;

/** Coding for THRTS_FRC2 */
/** Tabs: Did the offender use both threats and/or force? Based on saying
yes to Q72a, b, or c and/or saying yes to Q72d */

if WGRB072R = 2 or WGRB072R2 = 2 then THRTS_FRC2 = 2;
else if WGRB072R = . and WGRB072R2 = . then THRTS_FRC2 = .;
else THRTS_FRC2 = 1;

if WGRB069SK = 1 then THRTS_FRC2 = .D;
if INCWEB = .B then THRTS_FRC2 = .B;

```

```
/* coding for XTOTPAY2 variable */
If XPAY in (1 2 3 4 5 6 7 8 9) then XTOTPAY2 = 1;
else if XPAY in (11 12 13 14 15 21 22 23 24 25 26) then XTOTPAY2 = 2;

if INCWEB = .B then XTOTPAY2 = .B;

/* coding for XTOTSEX variable */
If SRSEX > .Z then do;
  XTOTSEX = SRSEX;
  XTOTSEXF = 1;
end;

If SRSEX = . then do;
  XTOTSEX = RSEX;
  XTOTSEXF = 2;
end;

if INCWEB = .B then XTOTSEX = .B;
if INCWEB = .B then XTOTSEXF = .B;
```

# **Appendix K**

## **Examples of Analysis**



```
title1 ;
title2 '2008 Workplace and Gender Relations Survey of Reserve Component Members
-- Proc Freq and Proc Means Examples';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';
title7 ;
```

```
options nocenter ls=126 ps=65 nodate;
libname sasin '.';
libname library '.';
```

```
Data Temp;
  Set sasin.WGRR0801AP;
```

```
/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.
```

Eligible weighted	24,272
Ineligible weighted	937
Non-response unweighted	48,264
Record Ineligible unweighted	1,647

```
*-----*/
```

```
title8 'Unweighted frequency of EligFlgW ';
proc freq data=temp;
tables EligFlgW/missing;
```

```
/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported. Use the counts below as a reference.
```

Eligible weighted	791,354.3
Ineligible weighted	22205.75

```
*-----*/
```

```
title8 'Weighted frequency of EligFlgW';
proc freq data=temp;
tables EligFlgW/missing;
weight FinalWgt;
```



**Appendix L**  
**Crosswalk of *2008 WGRR* to Previous  
Gender Relations Surveys**



Question Number	Subitem	Question Text	Subitem Text	WGRR 2004	WGRA 2006
1	---	Of which Reserve component were you a member on February 11, 2008?	---	6~	1~
2	---	Are you...?	---	1	2
3	---	What is your current paygrade?	---	7	3
4	---	Are you Spanish/Hispanic/Latino?	---	3	4
5	a	What is your race?	White	4	5
5	b	What is your race?	Black or African American	4	5
5	c	What is your race?	American Indian or Alaska Native	4	5
5	d	What is your race?	Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	4	5
5	e	What is your race?	Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)	4	5
6	---	Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?	---	8	
7	---	How many years have you spent in military service?	---	9~	7~
8	---	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it that you would choose to do so?	---	10	8~
9	---	In general, has your <u>life</u> been better or worse than you expected when you first entered the National Guard/Reserve?	---	13	
10	---	In general, has your <u>Reserve duty</u> been better or worse than you expected when you first entered the National Guard/Reserve?	---	14	
11	a	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?	Your total compensation (i.e., base pay, allowances, and bonuses)	15a	
11	b	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?	The type of work you do in your military job	15b	
11	c	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?	Your opportunities for promotion in your unit	15c	
11	d	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?	The quality of your coworkers in your unit	15d	
11	e	Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?	The quality of your supervisor in your unit	15e	

12	---	Overall, how satisfied are you with the military way of life?	---	16	
13	a	If you had a <u>close personal friend</u> considering military service, would you recommend that he/she join?	A male friend	18a	
13	b	If you had a <u>close personal friend</u> considering military service, would you recommend that he/she join?	A female friend	18b	
14	a	How much do you agree or disagree with each of the following statements?	I enjoy serving in the National Guard/Reserve.		9a~
14	b	How much do you agree or disagree with each of the following statements?	Serving in the National Guard/Reserve is consistent with my personal goals.		9b~
14	c	How much do you agree or disagree with each of the following statements?	I would feel guilty if I left the National Guard/Reserve.		9d~
14	d	How much do you agree or disagree with each of the following statements?	Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.		9e~
14	e	How much do you agree or disagree with each of the following statements?	It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available.		9f~
14	f	How much do you agree or disagree with each of the following statements?	I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.		9g~
14	g	How much do you agree or disagree with each of the following statements?	I really feel as if the military's values are my own.		9h~
14	h	How much do you agree or disagree with each of the following statements?	Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.		9j~
14	i	How much do you agree or disagree with each of the following statements?	If I left the National Guard/Reserve, I would feel like I had let my country down.		9k~
14	j	How much do you agree or disagree with each of the following statements?	I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.		9l~
14	k	How much do you agree or disagree with each of the following statements?	I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.		9m~
14	l	How much do you agree or disagree with each of the following statements?	I intend to leave the National Guard/Reserve at the next available opportunity.		
14	m	How much do you agree or disagree with each of the following statements?	My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.		

14	n	How much do you agree or disagree with each of the following statements?	I am proud to tell others that I am a member of my National Guard/Reserve component.		
15	---	In the past 12 months, how many days ( <u>full days, not drill periods</u> ) did you spend in a compensated (pay or points) National Guard/Reserve status?	---	36	
16	---	In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?	---		
17	---	What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?	---		
18	---	Are you a military technician?	---	33~	
19	---	Do you have a civilian job?	---	34~	
20	---	Are you a student?	---	35~	
21	---	Have you been activated in the past 12 months?	---	19~	
22	---	Was at least one of your activations in the past 12 months longer than 30 consecutive days?	---	20~	
23	---	In the past 12 months, have your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?	---	21~	
24	---	Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?	---	22~	
25	---	In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?	---	23~	
26	a	In the past 12 months, have you been deployed for any of the following operations.	Operation Noble Eagle (airport security)		
26	b	In the past 12 months, have you been deployed for any of the following operations.	Operation Enduring Freedom (Afghanistan)		
26	c	In the past 12 months, have you been deployed for any of the following operations.	Operation Iraqi Freedom		
26	d	In the past 12 months, have you been deployed for any of the following operations.	Other		
27	---	How long have you been in your present <u>military</u> unit?	---	37	
28	a	Are you currently...	A student in a resident military course?	38a	
28	b	Are you currently...	In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender?	38b	18a
28	c	Are you currently...	In a work environment where members of your gender are uncommon?	38c	18b
29	---	Which of the following describes your immediate supervisor in your current <u>military</u> work group?	---	39~	20~

30	a	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	You trust your supervisor.		21a
30	b	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	Your supervisor ensures that all assigned personnel are treated fairly.		21b
30	c	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	There is very little conflict between your supervisor and the people who report to him/her.		21c
30	d	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	Your supervisor evaluates your work performance fairly.		21d
30	e	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	Your supervisor assigns work fairly in your work group.		21e
30	f	How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?	You are satisfied with the direction/supervision you receive.		21f
31	---	Which of the following best describes the gender mix of your current <u>military</u> work group, that is, the people with whom you work on a day-to-day basis?	---	41~	19
32	a	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	I know what is expected of me at work.	42a	25a
32	b	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	I have the materials and equipment I need to do my work right.	42b	25b
32	c	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	At work, I have the opportunity to do what I do best every day.	42c	25c
32	d	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	In the last 7 duty days, I have received recognition or praise for doing good work.	42d	25d
32	e	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	My supervisor, or someone at work, seems to care about me as a person.	42e	25e
32	f	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	There is someone at work who encourages my development.	42f	25f
32	g	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	At work, my opinions seem to count.	42g	25g
32	h	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	The mission/purpose of my Reserve component makes me feel my job is important.	42h	25h~
32	i	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	My coworkers are committed to doing quality work.	42i	25i
32	j	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	I have a best friend at work.	42j	25j

32	k	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	In the last 6 months, someone at work has talked to me about my progress.	42k	25k
32	l	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	This last year, I have had opportunities at work to learn and to grow.	42l	25l
32	m	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	42m	25m
32	n	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	My supervisor helps everyone in my work group feel included.	42n	25n
32	o	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	42o	25o
32	p	How much do you agree or disagree with the following statements about your <u>military</u> workplace?	At my workplace, all employees are kept well informed about issues and decisions that affect them.	42p	25p
33	a	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	If you make a request through channels in your military work group, you know somebody will listen.	43a	22a~
33	b	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	The leaders in your military work group are more interested in looking good than being good.	43b	22b~
33	c	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	You would go for help with a personal problem to people in your military chain-of-command.	43c	22c~
33	d	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	The leaders in your military work group are not concerned with the way National Guard/Reserve component members treat each other as long as the job gets done.	43d	22d~
33	e	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	You are impressed with the quality of leadership in your military work group.	43e	22e~
33	f	To what extent do you agree or disagree with the following statements about your <u>military</u> work group?	The leaders in your military work group are more interested in furthering their careers than in the well-being of their National Guard/Reserve component members.	43f	22f~
34	a	How much do you agree or disagree with the following statements about the people you work with at your <u>military</u> workplace?	There is very little conflict among your coworkers.	44a	24a

34	b	How much do you agree or disagree with the following statements about the people you work with at your <u>military</u> workplace?	Your coworkers put in the effort required for their jobs.	44b	24b
34	c	How much do you agree or disagree with the following statements about the people you work with at your <u>military</u> workplace?	The people in your work group tend to get along.	44c	24c
34	d	How much do you agree or disagree with the following statements about the people you work with at your <u>military</u> workplace?	The people in your work group are willing to help each other.	44d	24d
34	e	How much do you agree or disagree with the following statements about the people you work with at your <u>military</u> workplace?	You are satisfied with the relationships you have with your coworkers.		24e
35	a	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	Your work provides you with a sense of pride.	44e	26a
35	b	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	Your work makes good use of your skills.	44f	26b
35	c	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	You like the kind of work you do.	44g	26c
35	d	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	Your job gives you the chance to acquire valuable skills.	44h	26d
35	e	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	You are satisfied with your job as a whole.		26e
35	f	How much do you agree or disagree with the following statements about the work you do at your <u>military</u> workplace?	Your day-to-day work is directly tied to your wartime job.		26f
36	a	Overall, how well prepared...	Are <u>you</u> to perform your wartime job?	46	27a
36	b	Overall, how well prepared...	Is <u>your unit</u> to perform its wartime mission?	47	27b
37	a	Overall, how would you rate...	<u>Your</u> current level of morale?		28a
37	b	Overall, how would you rate...	<u>Your unit's</u> current level of morale?		28b~
38	a	How much do you agree or disagree with the following statements about your National Guard/Reserve unit?	Members in your unit really care about each other.		29a~
38	b	How much do you agree or disagree with the following statements about your National Guard/Reserve unit?	Members in your unit work well as a team.		29b~
38	c	How much do you agree or disagree with the following statements about your National Guard/Reserve unit?	Members in your unit pull together to get the job done.		29c~
38	d	How much do you agree or disagree with the following statements about your National Guard/Reserve unit?	Members in your unit trust each other.		29d~
39	a	In the past month, how often have you...	Been upset because of something that happened unexpectedly?	52a	30a
39	b	In the past month, how often have you...	Felt that you were unable to control the important things in your life?	52b	30b

39	c	In the past month, how often have you...	Felt nervous and stressed?	52c	30c
39	d	In the past month, how often have you...	Felt confident about your ability to handle your personal problems?	52d	30d
39	e	In the past month, how often have you...	Felt that things were going your way?	52e	30e
39	f	In the past month, how often have you...	Found that you could not cope with all of the things you had to do?	52f	30f
39	g	In the past month, how often have you...	Been able to control irritations in your life?	52g	30g
39	h	In the past month, how often have you...	Felt that you were on top of things?	52h	30h
39	i	In the past month, how often have you...	Been angered because of things that were outside of your control?	52i	30i
39	j	In the past month, how often have you...	Felt difficulties were piling up so high that you could not overcome them?	52j	30j
40	a	How true or false is each of the following statements for you?	I am as healthy as anybody I know.	48a	31a
40	b	How true or false is each of the following statements for you?	I seem to get sick a little easier than other people.	48b	31b
40	c	How true or false is each of the following statements for you?	I expect my health to get worse.	48c	31c
40	d	How true or false is each of the following statements for you?	My health is excellent.	48d	31d
41	a	Overall, how would you rate the current level of stress in your...	<u>Military</u> life?	50	32a~
41	b	Overall, how would you rate the current level of stress in your...	<u>Personal</u> life?	51	32b
42	a	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You were rated lower than you deserved on your last military evaluation.	55a	33a~
42	b	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	Your last military evaluation contained unjustified negative comments.	55b	33b~
42	c	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You were held to a higher performance standard than others in your military job.	55c	33c~
42	d	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You did not get a military award or decoration given to others in similar circumstances.	55d	33d~
42	e	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	Your current military assignment has not made use of your job skills.	55e	33e~
42	f	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	Your current assignment is not good for your career if you continue in the military.	55f	33f~
42	g	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement.	55g	33g~

42	h	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	55h	33h~
42	i	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You did not learn <u>until it was too late</u> of opportunities that would have helped your military career.	55i	33i~
42	j	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You were unable to get straight answers about your military promotion possibilities.	55j	33j~
42	k	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You were excluded from social events important to military career development and being kept informed.	55k	33k~
42	l	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	You did not get a military job assignment that you wanted and for which you were qualified.	55l	33l~
42	m	You indicated "Yes, and your gender was a factor" in not getting a military job assignment that you wanted and for which you were qualified. Was this assignment legally open to women?	---	55m	33m~
42	n	During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?	Have you had any other gender-related experiences at your military workplace?		
42	sp	What other gender-related experiences at your military workplace have happened to you?	---		
43	a	Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been...	Sex discrimination?	56~	34a
43	b	Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been...	Racial/ethnic discrimination?		34b
43	c	Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been...	Age discrimination?		34c
43	d	Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been...	Religious discrimination?		34d
43	e	Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been...	Other?		34e
43	spo	Please specify what other type of discrimination you consider your experiences to have been?	---		

44	a	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Repeatedly told sexual stories or jokes that were offensive to you?	57a	35a
44	b	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Referred to people of your gender in insulting or offensive terms?	57b	35b
44	c	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)?	57c	35c
44	d	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)?	57d	35d
44	e	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made offensive remarks about your appearance, body, or sexual activities?	57e	35e
44	f	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made gestures or used body language of a sexual nature that embarrassed or offended you?	57f	35f

44	g	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?	57g~	35g
44	h	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	57h	35h
44	i	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Put you down or was condescending to you because of your gender?	57i	35i
44	j	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	57j	35j
44	k	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	57k	35k
44	l	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Made you feel threatened with some sort of retaliation for not being sexually cooperative (e.g., by mentioning an upcoming review)?	57l	35l

44	m	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Touched you in a way that made you feel uncomfortable?	57m	35m
44	n	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Intentionally cornered you or leaned over you in a sexual way?		35n
44	o	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Treated you badly for refusing to have sex?	57o	35o
44	p	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Implied faster promotions or better treatment if you were sexually cooperative?	57p	35p
44	q	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Attempted to have sex with you without your consent or against your will, but was not successful?	57q	35r
44	r	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Had sex with you without your consent or against your will?	57r	35s

44	s	In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.  How often during the past 12 months have you been in situations involving  [b-1] Military Personne	Other unwanted gender-related behavior?	57s	35t
44	spo	Please describe other unwanted gender-related behaviors you've experienced during the past 12 months.	---		
45	---	How many of these behaviors that <u>you marked as happening to you</u> , do you consider to have been sexual harassment?	---	58~	36
46	a	Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the <u>one situation that had the greatest effect on you</u> . Which of the following categories best describe(s) the behavior(s) in the situation?	<u>Sexist Behavior</u> (e.g., mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)		37a
46	b	Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation?	<u>Crude/Offensive Behavior</u> (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you)		37b
46	c	Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation?	<u>Unwanted Sexual Attention</u> (e.g., someone attempted to establish a sexual/romantic relationship with you, even though you objected)		37c
46	d	Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation?	<u>Sexual Coercion</u> (e.g., someone implied preferential treatment in exchange for your sexual cooperation)		37d
46	e	Think about the situation(s) you experienced in the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation?	<u>Other</u>		37e

46	spo	What other category of behaviors occurred during the one situation in the past 12 months that had the greatest effect on you?	---		
47	---	How many of the behaviors you experienced in the situation do you consider to have been sexual harassment?	---		39
48	---	Where did this situation occur?	---	61a~	40~
49	a	Did any of the behaviors in the situation on base occur...	At your military work (the place where you perform your military duties)?		40b~
49	b	Did any of the behaviors in the situation on base occur...	During duty hours?		40c~
49	c	Did any of the behaviors in the situation on base occur...	In a military work environment where members of your gender are uncommon?		40e~
49	d	Did any of the behaviors in the situation on base occur...	At a military non-work location (e.g., gym, exchange/commissary, bowling alley)?		
50	a	Did any of the behaviors in the situation occur while you were...	Activated?		
50	b	Did any of the behaviors in the situation occur while you were...	Deployed?	61d~	
50	c	Did any of the behaviors in the situation occur while you were...	At your civilian job?	61d~	40f~
50	d	Did any of the behaviors in the situation occur while you were...	At your civilian school?	61e~	
50	e	Did any of the behaviors in the situation occur while you were...	In your or someone else's quarters/home?	61f~	
51	---	Was the offender(s)...?	---	63~	41
52	a	Was the offender(s)...	Someone in your military chain-of-command?		42a
52	b	Was the offender(s)...	Other military person(s) of higher rank/grade than you?	67c~	42b
52	c	Was the offender(s)...	Your military co-worker(s)?	67d~	42c
52	d	Was the offender(s)...	Your military subordinate(s)?	67e~	42d
52	e	Was the offender(s)...	Other military person(s)?	67g~	42e
52	f	Was the offender(s)...	DoD/DHS civilian employee(s)?	67h~	42f
52	g	Was the offender(s)...	DoD/DHS civilian contractor(s)?	67i~	42g
52	h	Was the offender(s)...	Person(s) in the local community?	67j~	42h
52	i	Was the offender(s)...	Unknown person(s)?		42i
53	---	During the course of the situation, how often did the event(s) occur?	---	68	43
54	---	How long did the situation last, or if continuing, how long has it been going on?	---	69~	44
55	a	As a result of the situation, did you...	Ignore the behavior?		45a
55	b	As a result of the situation, did you...	Avoid the person(s) who bothered you?	71a~	45b
55	c	As a result of the situation, did you...	Tell the offender(s) to stop?	71k~	45c
55	d	As a result of the situation, did you...	Ask someone else to speak to the offender(s) for you?		45d

55	e	As a result of the situation, did you...	Blame yourself for what happened?	71n~	45e
55	f	As a result of the situation, did you...	Act as though it did not bother you?		45f
55	g	As a result of the situation, did you...	Call a hotline for advice/information (not to file a complaint)?		45g
55	h	As a result of the situation, did you...	Request a transfer?		45h
55	i	As a result of the situation, did you...	Think about getting out of your Reserve component?		45i
55	j	As a result of the situation, did you...	Accomplish less than you normally would at work?		45j
55	k	As a result of the situation, did you...	Other?	71r~	45k
55	spo	What other actions did you take as a result of the situation?	---		
56	a	Did you discuss/report the situation with/to any of the following <u>civilian</u> individuals or organizations?	Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace	73a	
56	b	Did you discuss/report the situation with/to any of the following <u>civilian</u> individuals or organizations?	Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school	73b	
56	c	Did you discuss/report the situation with/to any of the following <u>civilian</u> individuals or organizations?	Community officials, offices, or courts (e.g., local police or harassment hotline)	73c	
57	a	Did you discuss/report the situation with/to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	Someone in your military chain-of-command		48a
57	b	Did you discuss/report the situation with/to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	Someone in the military chain-of-command of the person(s) who did it	74c~	48b
57	c	Did you discuss/report the situation with/to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	Special military office responsible for handling these kinds of complaints (e.g., Military Equal Opportunity or Civil Rights Office)	74d~	48c
57	d	Did you discuss/report the situation with/to any of the following <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	Other military person or office with responsibility for follow-up	74e~	48d
58	a	What actions were taken in response to your discussing/reporting the situation?	Person(s) who bothered you was/were talked to about the behavior.	76a	49a
58	b	What actions were taken in response to your discussing/reporting the situation?	Your complaint was/is being investigated.	76b	49b

58	c	What actions were taken in response to your discussing/reporting the situation?	The situation was resolved informally.		49c
58	d	What actions were taken in response to your discussing/reporting the situation?	You were encouraged to drop the complaint.	76c	49d
58	e	What actions were taken in response to your discussing/reporting the situation?	Your complaint was discounted or not taken seriously.	76d~	49e
58	f	What actions were taken in response to your discussing/reporting the situation?	The rules on harassment were explained to everyone in the unit/office/place where the problem had occurred.		49f
58	g	What actions were taken in response to your discussing/reporting the situation?	The situation was/is being corrected.		49g
58	h	What actions were taken in response to your discussing/reporting the situation?	Some action was/is being taken against the person(s) who bothered you.		49h
58	i	What actions were taken in response to your discussing/reporting the situation?	Some action was/is being taken against you.		49i
59	---	Did you formally report the situation?	---		50
60	---	Was your complaint found to be true?	---	79	51
61	---	How satisfied were you with the outcome of your complaint?	---	81	52
62	a	How satisfied were/are you with the following aspects of the reporting process?	Availability of information about how to file a complaint	77a	53a
62	b	How satisfied were/are you with the following aspects of the reporting process?	Treatment by personnel handling your complaint	77b	53b
62	c	How satisfied were/are you with the following aspects of the reporting process?	Amount of time it took/is taking to resolve your complaint	77c	53c
62	d	How satisfied were/are you with the following aspects of the reporting process?	How well you were/are kept informed about the progress of your complaint	77d	53d
62	e	How satisfied were/are you with the following aspects of the reporting process?	The complaint process overall		53e
63	a	As a result of reporting the situation, did you experience any...	Professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?		54a
63	b	As a result of reporting the situation, did you experience any...	Social retaliation (e.g., ignored by coworkers, being blamed for the situation)?		54b
64	a	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You thought it was not important enough to report.	83a	55a
64	b	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You did not know how to report.	83b	55b
64	c	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You felt uncomfortable making a report.	83c	55c

64	d	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You took care of the problem yourself.	83d	55d
64	e	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You did not think anything would be done.	83f~	55e
64	f	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You thought you would not be believed.	83g~	55f
64	g	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You thought reporting would take too much time and effort.	83j	55g
64	h	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	83pq	55h
64	i	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You were afraid of negative professional outcomes.	83st~	55i
64	j	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	You thought you would be labeled a troublemaker.	83k	55j
64	k	What were your reasons for not reporting the situation to any of the <u>National Guard/Reserve/DoD/DHS</u> individuals or organizations?	Other	83w	55k
64	spo	What were your other reasons for not reporting the situation?	---		
65	---	In the past 12 months, have you experienced any of the following sexual contacts that were <u>against your will</u> or occurred when you did not or could not <u>consent</u> where someone...  [b-1] Sexually touched you (e.g., intentional touching of genitalia, breasts,	---		56
66	a	Think about the situation(s) you experienced in the <u>past 12 months</u> that involved the behaviors in the previous question. Tell us about the <u>one event that had the greatest effect on you</u> . What did the person(s) do during the situation?	<u>Sexually touched you</u> (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them		57a
66	b	Think about the situation(s) you experienced in the <u>past 12 months</u> that involved the behaviors in the previous question. Tell us about the <u>one event that had the greatest effect on you</u> . What did the person(s) do during the situation?	<u>Attempted</u> to make you have sexual intercourse, but was not successful		57b

66	c	Think about the situation(s) you experienced in the <u>past 12 months</u> that involved the behaviors in the previous question. Tell us about the <u>one event that had the greatest effect on you</u> . What did the person(s) do during the situation?	<u>Made you</u> have sexual intercourse		57c
66	d	Think about the situation(s) you experienced in the <u>past 12 months</u> that involved the behaviors in the previous question. Tell us about the <u>one event that had the greatest effect on you</u> . What did the person(s) do during the situation?	<u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful		57d
66	e	Think about the situation(s) you experienced in the <u>past 12 months</u> that involved the behaviors in the previous question. Tell us about the <u>one event that had the greatest effect on you</u> . What did the person(s) do during the situation?	<u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object		57e
67	a	Did the situation occur...	At a military installation (e.g. on base)?		58a
67	b	Did the situation occur...	While activated?		
67	c	Did the situation occur...	While deployed?		58b
68	---	Where did the situation occur?	---		60~
68	spo	Please describe the other location.	---		
69	---	Was the offender(s)...	---		61
70	a	Was the offender(s)...	Someone in your military chain-of-command?		62a
70	b	Was the offender(s)...	Other military person(s) of higher rank/grade than you?		62b
70	c	Was the offender(s)...	You military co-worker(s)?		62c
70	d	Was the offender(s)...	Your military subordinate(s)?		62d
70	e	Was the offender(s)...	Other military person(s)?		62e
70	f	Was the offender(s)...	DoD/DHS civilian employee(s)?		62f
70	g	Was the offender(s)...	DoD/DHS civilian contractor(s)?		62g
70	h	Was the offender(s)...	Person(s) in the local community?		62h
70	i	Was the offender(s)...	Unknown person(s)?		
71	a	Did the situation occur...	When your judgment was impaired due to alcohol?		63a
71	b	Did the situation occur...	When you were so intoxicated that you were unable to consent?		63b
71	c	Did the situation occur...	When the offender(s) was intoxicated?		63c
71	d	Did the situation occur...	After the offender(s) used drugs to knock you out (e.g., date rape drugs, sedatives, etc.)?		63d
72	a	Did the offender(s)...	Threaten to ruin your reputation if you did not consent?		64a
72	b	Did the offender(s)...	Threaten to physically harm you if you did not consent?		64b
72	c	Did the offender(s)...	Threaten to physically harm a member of your family if you did not consent?		64c

72	d	Did the offender(s)...	Use some degree of physical force (e.g., holding you down)?		64d
72	e	Did the offender(s)...	Use their authority for a search (e.g., body/personal search)?		64e
72	f	Did the offender(s)...	Use their authority for a medical or dental exam/procedure?		64f
72	g	Did the offender(s)...	Use their authority as a military/civilian supervisor?		64g
73	a	Prior to the situation, did any of the offender(s)...	Sexually harass you?		65a
73	b	Prior to the situation, did any of the offender(s)...	Stalk you?		65b
74	a	Did you <u>talk</u> about the situation with...	Your spouse/significant other?		66a
74	b	Did you <u>talk</u> about the situation with...	A friend?		66b
74	c	Did you <u>talk</u> about the situation with...	A family member (e.g., parent, brother/sister)?		66c
74	d	Did you <u>talk</u> about the situation with...	A chaplain, counselor, ombudsman, or health care provider?		66d
74	e	Did you <u>talk</u> about the situation with...	A civilian hotline or crisis center?		66e
74	f	Did you <u>talk</u> about the situation with...	A military hotline or Military OneSource?		66f
75	---	Did you seek professional help/treatment or use other support services following the situation?	---		67
76	---	How satisfied are you with the professional help/treatment you received?	---		68
77	---	Did you discuss/report the situation with/to any authority or organization?	---		69
78	a	Did you discuss/report the situation with/to any of the following authorities or organizations?	Your immediate military supervisor		70a
78	b	Did you discuss/report the situation with/to any of the following authorities or organizations?	Someone else in your military chain-of-command		70b
78	c	Did you discuss/report the situation with/to any of the following authorities or organizations?	Sexual Assault Response Coordinator (SARC)/Victim Advocate		70c
78	d	Did you discuss/report the situation with/to any of the following authorities or organizations?	Chaplain or counselor		70d
78	e	Did you discuss/report the situation with/to any of the following authorities or organizations?	Health care provider		70e
78	f	Did you discuss/report the situation with/to any of the following authorities or organizations?	Legal services or criminal investigators		70f
78	g	Did you discuss/report the situation with/to any of the following authorities or organizations?	Other		70g
78	spo	What other authorities or organizations did you discuss/report this situation with/to?	---		
79	a	What actions were taken in response to your report?	Your report was/is being investigated		71a

79	b	What actions were taken in response to your report?	You were/are being kept informed of the status of the investigation		71b
79	c	What actions were taken in response to your report?	Action was/is being taken against the offender		71c
79	d	What actions were taken in response to your report?	You were encouraged to drop the complaint/withdraw your report		71d
79	e	What actions were taken in response to your report?	Action was/is being taken against you		71e
79	f	What actions were taken in response to your report?	Some other action was/is being taken		71f
80	a	How satisfied have you been with...	The quality of sexual assault advocacy services you received?		72a
80	b	How satisfied have you been with...	The quality of counseling services you received?		72b
80	c	How satisfied have you been with...	The quality of medical care you received?		72c
80	d	How satisfied have you been with...	Your treatment by the Sexual Assault Victim Advocate assigned to you?		72d
80	e	How satisfied have you been with...	Your treatment by the Sexual Assault Response Coordinator (SARC) handling your report?		72e
80	f	How satisfied have you been with...	Your treatment by the Commander handling your report?		72f
80	g	How satisfied have you been with...	Your treatment by the criminal investigator handling your report?		72g
80	h	How satisfied have you been with...	Your treatment by the Trial Defense Office personnel?		72h
80	i	How satisfied have you been with...	Your treatment by the Legal Office personnel (prosecution)?		72i
80	j	How satisfied have you been with...	The amount of time investigation process took/is taking?		72j
80	k	How satisfied have you been with...	How well you were/are kept informed about the progress of your case?		72k
80	l	How satisfied have you been with...	Availability of information about how to file a restricted report?		72l
80	m	How satisfied have you been with...	Availability of information about how to file an unrestricted report?		72m
80	n	How satisfied have you been with...	The reporting process overall?		72n

81	a	As a result of reporting the situation, did you...	Experience any professional retaliation (e.g., loss of privileges, denied promotion/training, transferred to less favorable job)?		73a
81	b	As a result of reporting the situation, did you...	Experience any social retaliation (e.g., ignored by coworkers, being blamed for the situation)?		73b
81	c	As a result of reporting the situation, did you...	Get placed on a medical hold?		73c
81	d	As a result of reporting the situation, did you...	Get placed on a legal hold?		73d
81	e	As a result of reporting the situation, did you...	Get an involuntary transfer to a different assignment?		73e
81	f	As a result of reporting the situation, did you...	Get a requested transfer to a different assignment?		73f
81	g	As a result of reporting the situation, did you...	Feel you were overprotected (e.g., smothered or treated like a child)?		73g
82	a	When you reported the situation were you offered...	Sexual assault advocacy services (e.g., referrals or offers to accompany/transport you to appointments)?		74a
82	b	When you reported the situation were you offered...	Counseling services?		74b
82	c	When you reported the situation were you offered...	Medical or forensic services?		74c
82	d	When you reported the situation were you offered...	Legal services?		74d
83	---	How soon after the situation occurred did you report (restricted or unrestricted) your experience to any authority or organization?	---		75~
84	a	What were your reasons for not reporting the situation?	You thought it was not important enough to report.		76a
84	b	What were your reasons for not reporting the situation?	You did not know how to report.		76b
84	c	What were your reasons for not reporting the situation?	You felt uncomfortable making a report.		76c
84	d	What were your reasons for not reporting the situation?	You did not think anything would be done.		76d
84	e	What were your reasons for not reporting the situation?	You thought you would not be believed.		76e
84	f	What were your reasons for not reporting the situation?	You thought reporting would take too much time and effort.		76f
84	g	What were your reasons for not reporting the situation?	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.		76g
84	h	What were your reasons for not reporting the situation?	You thought your performance evaluation or chance for promotion would suffer.		76h

84	i	What were your reasons for not reporting the situation?	You thought you would be labeled a troublemaker.		76i
84	j	What were your reasons for not reporting the situation?	You did not want anyone to know.		76j
84	k	What were your reasons for not reporting the situation?	You feared you or others would be punished for infractions/violations, such as underage drinking or fraternization.		76k
84	l	What were your reasons for not reporting the situation?	Other		76l
84	spo	What were your other reasons for not reporting the situation?	---		
85	a	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.	Senior leadership of your Reserve component	85a	77a~
85	b	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.	Senior leadership of your installation/ship	85b	77b
85	c	Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.	Your immediate military supervisor	85c	77c
86	a	In your <u>military</u> work group, to what extent...	Would members of your work group feel free to report <u>sexual harassment</u> without fear of reprisals?		78a
86	b	In your <u>military</u> work group, to what extent...	Would members of your work group feel free to report <u>sexual assault</u> without fear of reprisals?		78b
86	c	In your <u>military</u> work group, to what extent...	Would complaints about <u>sexual harassment</u> be taken seriously no matter who files them?		78c
86	d	In your <u>military</u> work group, to what extent...	Would people be able to get away with <u>sexual harassment</u> if it was reported?		78d
86	e	In your <u>military</u> work group, to what extent...	Would people be able to get away with <u>sexual assault</u> if it was reported?		78e
87	a	At your installation/ship, to what extent are...	Policies forbidding <u>sexual harassment</u> publicized?	90h	79a
87	b	At your installation/ship, to what extent are...	Complaint procedures related to <u>sexual harassment</u> publicized?	90i	79b
87	c	At your installation/ship, to what extent are...	Reports of <u>sexual harassment</u> taken seriously?	90j~	79c
87	d	At your installation/ship, to what extent are...	<u>Sexual assault</u> reporting procedures publicized?		79d
87	e	At your installation/ship, to what extent are...	Reports of <u>sexual assault</u> taken seriously?		79e

88	---	Have you had any military training during the past 12 months on topics related to <i>sexual harassment</i> ?	---	86	80
89	---	In the past 12 months, how many times have you had military training on topics related to <i>sexual harassment</i> ?	---	87	81
90	a	My National Guard/Reserve component's <i>sexual harassment</i> training...	Provides a good understanding of what words and actions are considered sexual harassment.	88a	82a~
90	b	My National Guard/Reserve component's <i>sexual harassment</i> training...	Teaches that sexual harassment reduces the cohesion and effectiveness of my Reserve component as a whole.	88b	82b~
90	c	My National Guard/Reserve component's <i>sexual harassment</i> training...	Identifies behaviors that are offensive to others and should not be tolerated.	88d	82c~
90	d	My National Guard/Reserve component's <i>sexual harassment</i> training...	Gives useful tools for dealing with sexual harassment.	88e	82d~
90	e	My National Guard/Reserve component's <i>sexual harassment</i> training...	Explains the process for reporting sexual harassment.		82e~
90	f	My National Guard/Reserve component's <i>sexual harassment</i> training...	Makes me feel it is safe to complain about unwanted sex-related attention.	88f	82f~
90	g	My National Guard/Reserve component's <i>sexual harassment</i> training...	Provides information about policies, procedures, and consequences of sexual harassment.	88g	82g~
91	---	In your opinion, how effective was the training you received in <u>actually reducing/preventing</u> behaviors that might be seen as <i>sexual harassment</i> ?	---	89	83
92	---	Have you had any military training during the past 12 months on topics related to <i>sexual assault</i> ?	---		84
93	---	In the past 12 months, how many times have you had military training on topics related to <i>sexual assault</i> ?	---		85
94	a	My National Guard/Reserve component's <i>sexual assault</i> training...	Provides a good understanding of what actions are considered sexual assault.		86a~
94	b	My National Guard/Reserve component's <i>sexual assault</i> training...	Teaches how to avoid situations that might increase the risk of sexual assault.		86b~
94	c	My National Guard/Reserve component's <i>sexual assault</i> training...	Teaches how to obtain medical care following a sexual assault.		86c~
94	d	My National Guard/Reserve component's <i>sexual assault</i> training...	Explains the role of the chain-of-command in handling sexual assaults.		86d~

94	e	My National Guard/Reserve component's <i>sexual assault</i> training...	Explains the reporting options available if a sexual assault occurs.		86e~
94	f	My National Guard/Reserve component's <i>sexual assault</i> training...	Identifies the points of contact for reporting sexual assault (e.g., SARC, Victim Advocate).		86f~
94	g	My National Guard/Reserve component's <i>sexual assault</i> training...	Explains how sexual assault is a mission readiness problem.		86g~
95	a	In your opinion, how effective was the training you received in...	Actually reducing/preventing sexual assault or behaviors related to sexual assault?		87a~
95	b	In your opinion, how effective was the training you received in...	Explaining the difference between restricted and unrestricted reporting of sexual assault?		87b~
96	a	At your installation/ship, is there a...	Specific office with the authority to investigate sexual harassment?	90k	88a~
96	b	At your installation/ship, is there a...	Sexual Assault Response Coordinator (SARC) to help those who experience sexual assault?		88b~
96	c	At your installation/ship, is there a...	Sexual Assault Victim Advocate to help those who experience sexual assault?		88c~
97	a	Prior to your entry into the military, were you ever...	Sexually harassed?		89a~
97	b	Prior to your entry into the military, were you ever...	Sexually assaulted?		89b~
98		In your opinion, has <i>sexual harassment</i> in our <u>nation</u> become more or less of a problem over the last 4 years?	---	91	90
99		In your opinion, has <i>sexual assault</i> in our <u>nation</u> become more or less of a problem over the last 4 years?	---		91
100		In your opinion, has <i>sexual harassment</i> in the <u>military</u> become more or less of a problem over the last 4 years?	---	92	92
101		In your opinion, has <i>sexual assault</i> in the <u>military</u> become more or less of a problem over the last 4 years?	---		93
102		In your opinion, how often does <i>sexual harassment</i> occur in the <u>military</u> now, as compared with a few years ago?	---	93	94
103		In your opinion, how often does <i>sexual assault</i> occur in the <u>military</u> now, as compared with a few years ago?	---		95
104		If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.	---	97	96

