

DMDC

Information and Technology for Better Decision Making

Armed Forces 2002 Sexual Harassment Survey

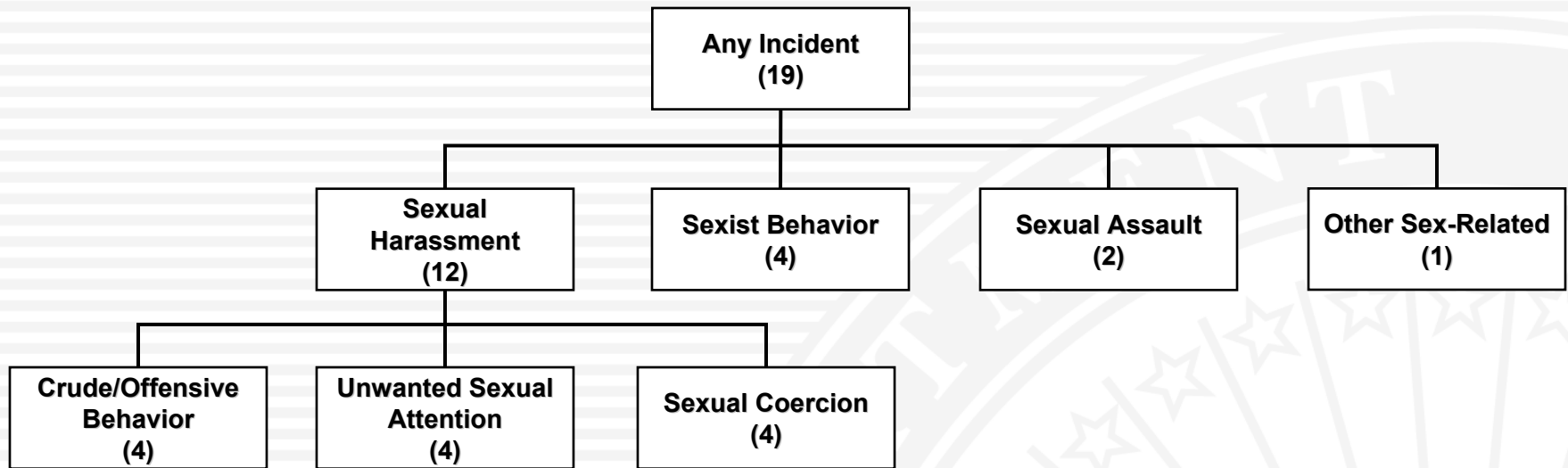


February 25, 2004

Study Methodology

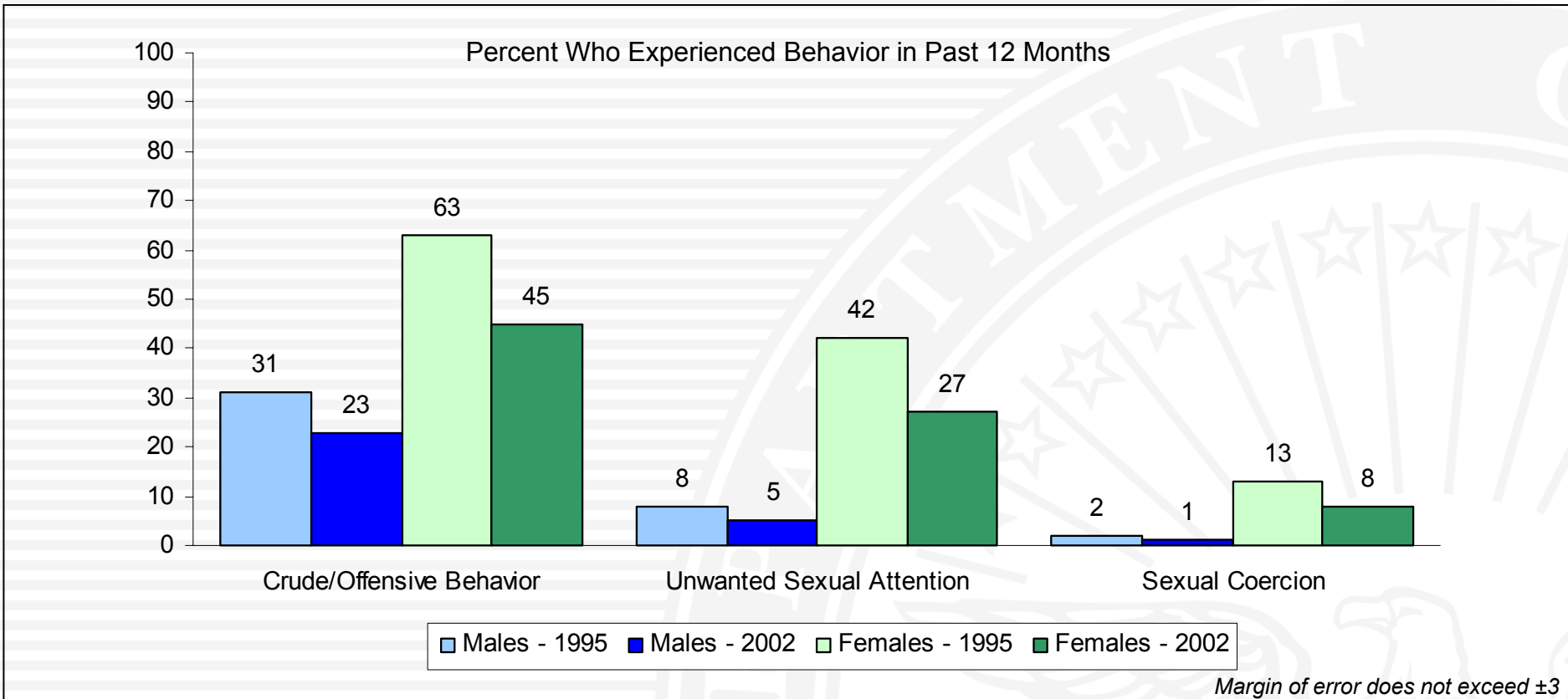
- Survey Design
 - Survey designed to allow comparisons to 1995 survey
 - Topics covered include demographics, workplace information, gender-related experiences in the military, and personnel policies and practices; other topics were included on this survey (e.g., mentoring, leadership), but are reported separately
- Survey Administration
 - Paper-and-pencil with Web option
 - Sample size: 60,415
 - Population consisted of all active-duty members of Army, Navy, Marine Corps, Air Force, and Coast Guard below the rank of admiral or general, with at least 6 months of active-duty service
 - Data collection December 2001-April 2002
 - Response rate 36%

2002 Measures



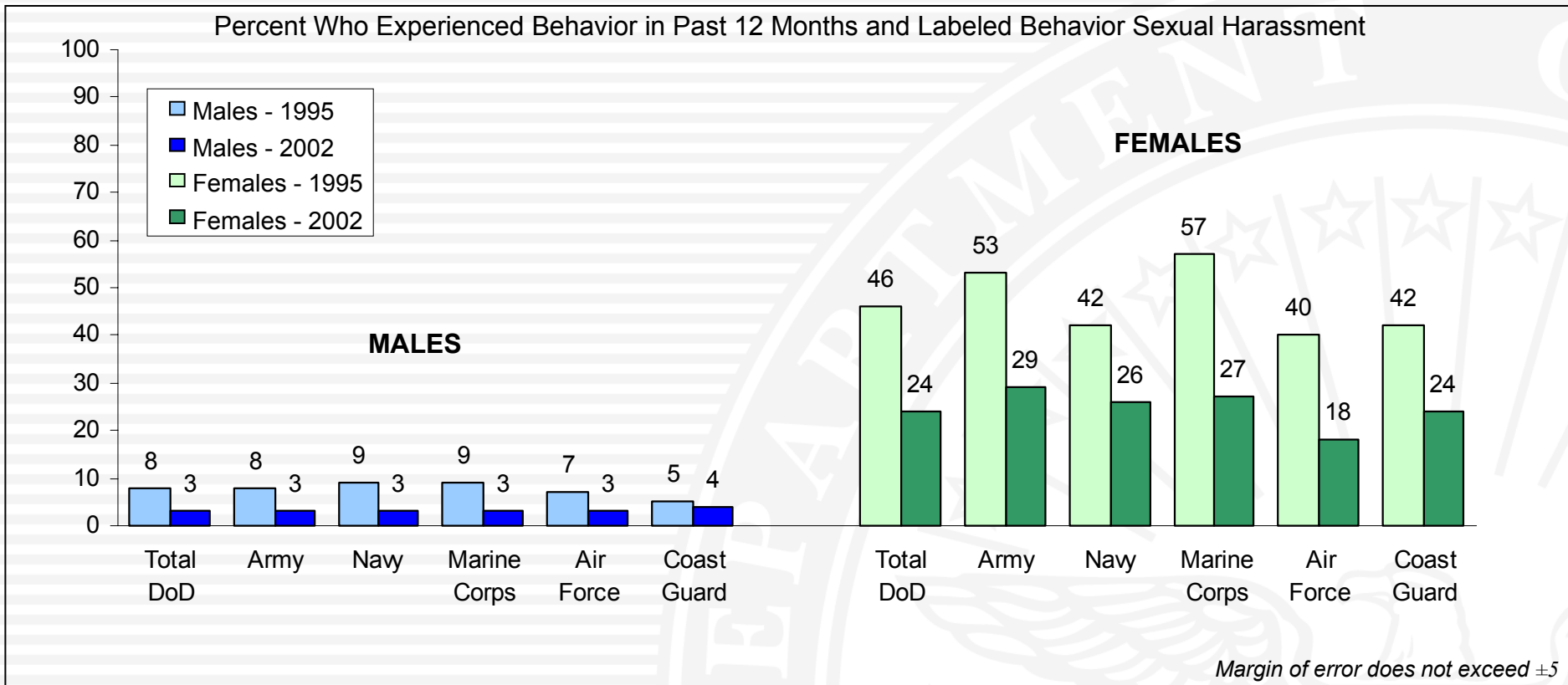
- Core measure consists of 19 items representing a spectrum of unprofessional, gender-related behaviors (including a write-in that is not included in measure)
- SH measure has 12 behavioral items plus 1 labeling item
 - 12 items that measure unprofessional, gender-related behaviors
 - And, one item that asks Service members, "Do you consider ANY of these behaviors which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?"

Components of Sexual Harassment Measure, by Year



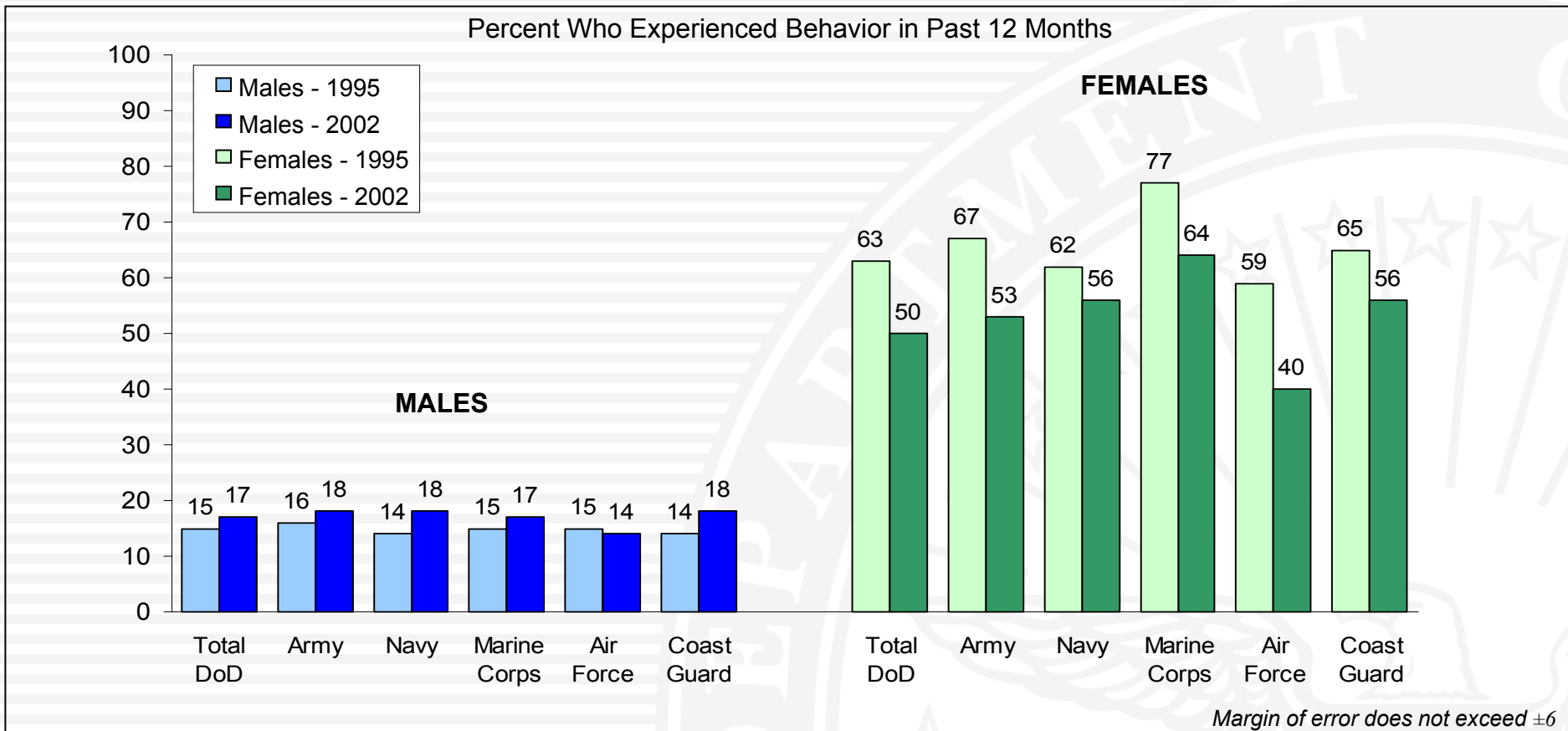
- Reported experiences of *Crude/Offensive Behavior* and *Unwanted Sexual Attention* decreased for women and men between 1995 and 2002

Sexual Harassment Incident Rates, by Service and Year



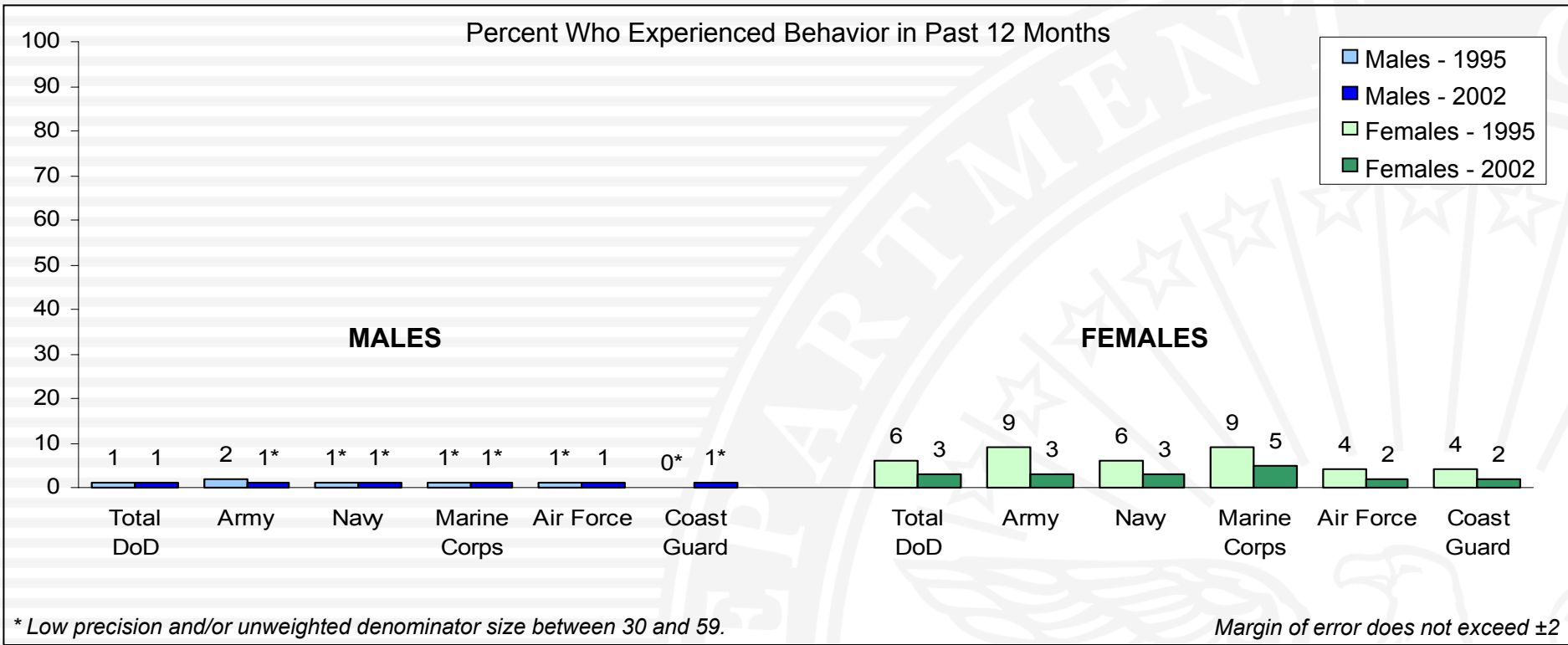
- In 2002, nearly a quarter of women reported experiencing *Sexual Harassment* (24%)
 - For women, Air Force members reported experiences at lowest rate (18% vs. 24-29%)
- Reported incident rates declined between 1995 and 2002 for women and men
 - Largest improvement for Marine Corps women (57% vs. 27%)

Percent of Members Reporting Sexist Behavior, by Service and Year



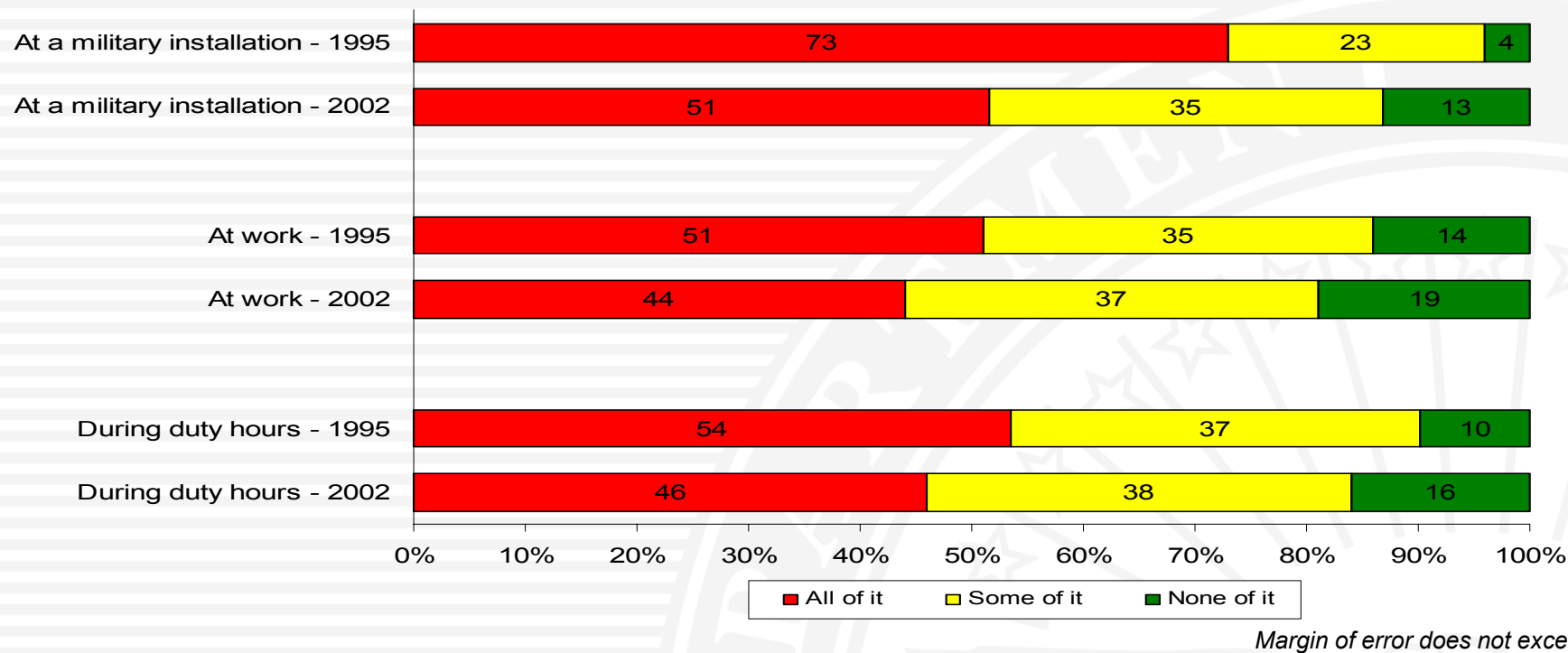
- For women, Air Force members reported experiencing the lowest rate of *Sexist Behavior* (40%); Marine Corps members reported experiencing the highest rate (64%)
 - Largest percentage-point decline from 1995 to 2002 for Air Force women (59% vs. 40%)

Percent of Members Reporting Sexual Assault, by Service and Year



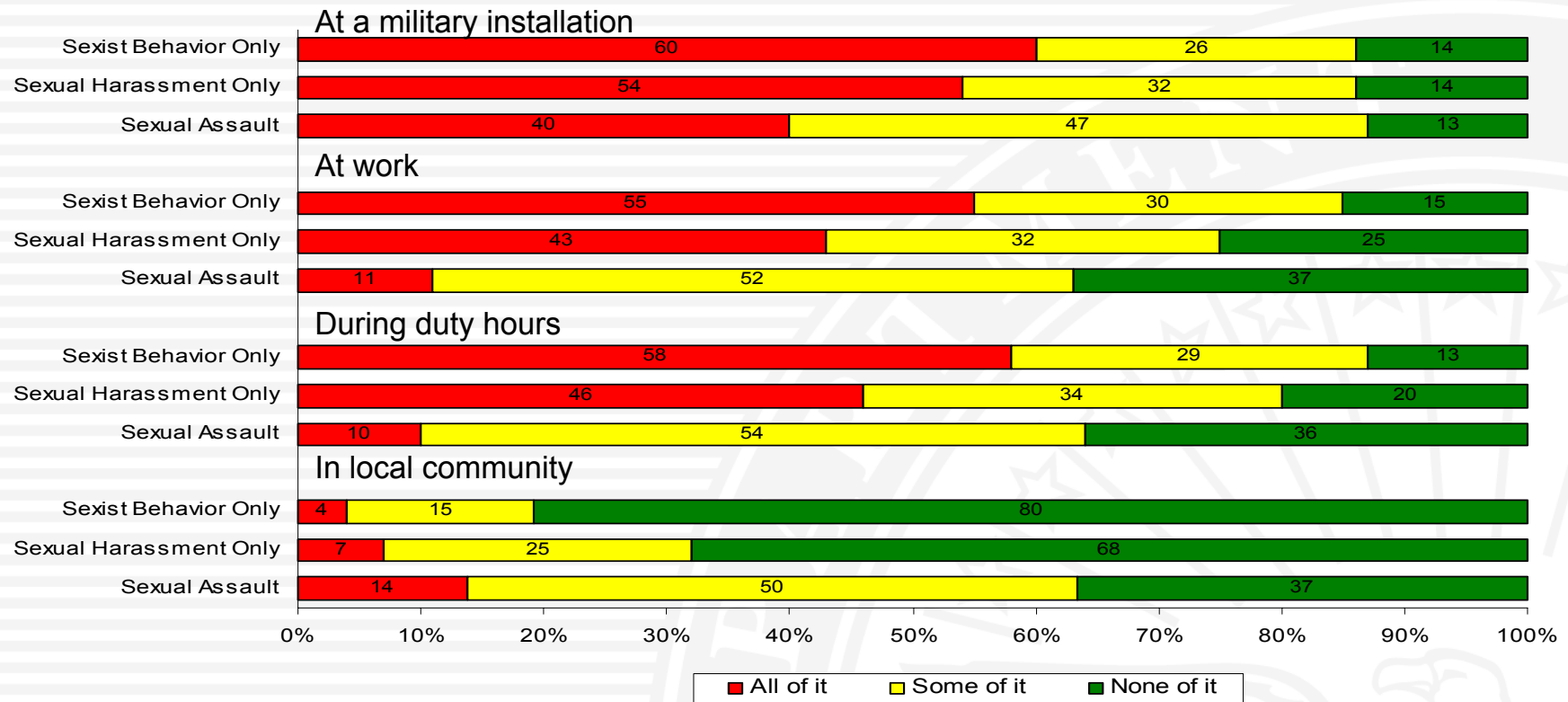
- For women, the decrease in the *Sexual Assault* rate was significant across all Services—with the greatest decline occurring for Army women (9% vs. 3%)

Where and When Situation Occurred for Women, by Year



- Fewer women reported in 2002 than in 1995 that all of the behaviors occurred during duty hours, at a military installation, and at work
 - Women in each of the Services were at least 20 percentage points less likely to indicate in 2002 than in 1995 that all the behaviors occurred on a military installation—this decline was significant for women in each of the paygrades
- For women in 2002, junior enlisted members were the least likely, and senior officers were the most likely, to report all their experiences occurred at work and during duty hours

Where and When Situation Occurred for Women, by Type



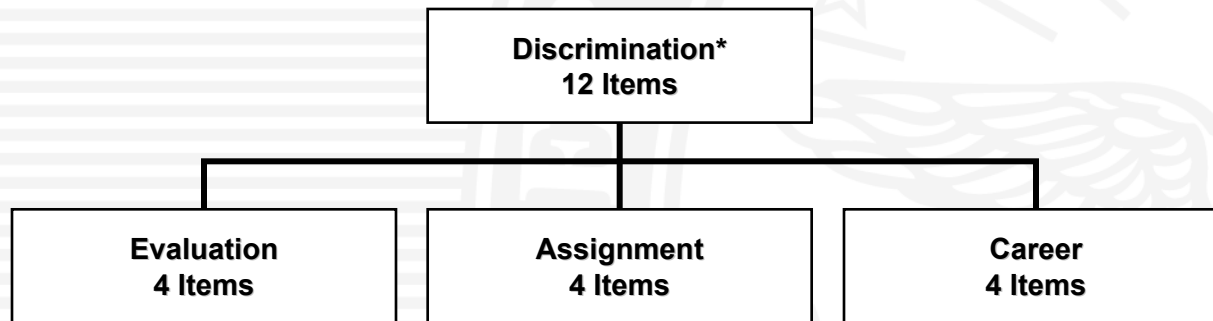
Margins of error for Sexist Behavior/Sexual Harassment do not exceed ± 3

Margin of error for Sexual Assault does not exceed ± 9

- Situations involving sexual assault (in combination with other behaviors) are less likely than those only involving sexist behavior or sexual harassment to occur on an installation, at work, or during duty hours
 - And more likely to occur in local communities around installations
 - There were too few cases of sexual assault to analyze separately from also experiencing other behaviors

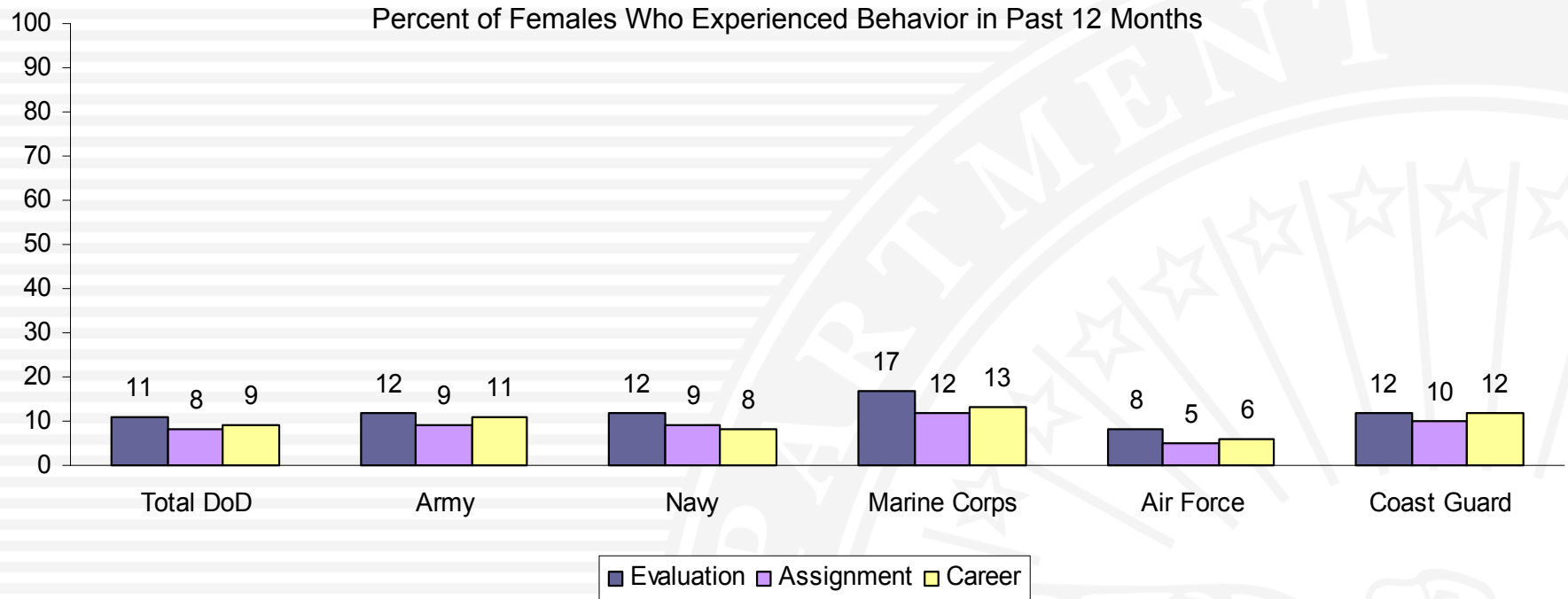
New Measure of Perceived Gender-Related Discrimination

- Investigation into Army's Aberdeen situation indicated that gender discrimination was a pervasive issue
 - DMDC developed measure of perceived racial/ethnic discrimination in the workplace and included measure in 1996 Equal Opportunity Survey (EOS)
 - Dimensions included: Evaluations, Assignments, and Career
- Based on results from 1996 EOS, gender version of measure developed and included in this survey



**Q54L and Q54M were combined into one item*

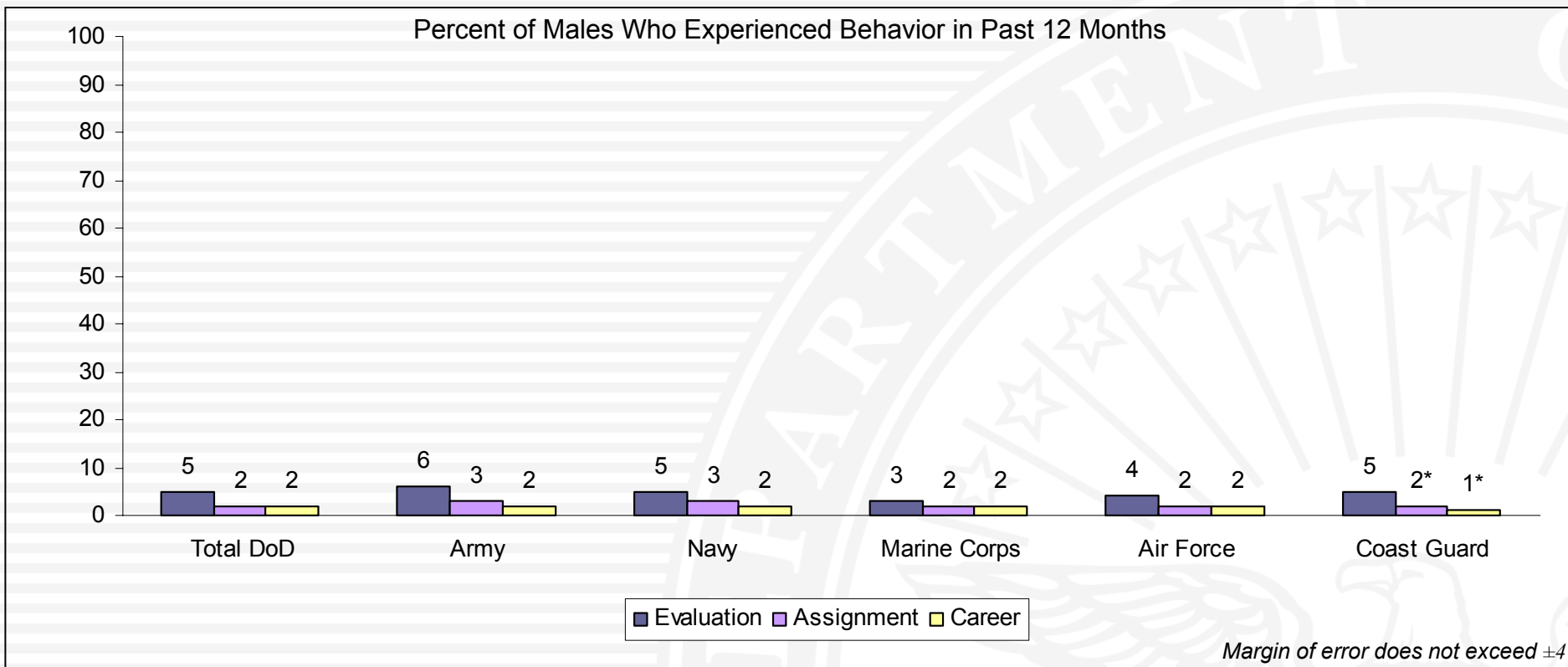
Gender-Related Discrimination For Women, by Service



Margin of error does not exceed ± 2 ; Margin of error for Marine Corps and Coast Guard does not exceed ± 4

- Marine Corps women reported highest incident rate of *Evaluation* (17%); Air Force women reported lowest incident rate of *Evaluation* (8%)
- Air Force women reported lowest *Assignment* incident rate (5% vs. 9-12%)
- Air Force (6%) and Navy (8%) women reported a lower rate of *Career* than women in other Services (11-13%)

Gender-Related Discrimination For Men, by Service



- For men, rate of *Evaluation* was twice as high as *Assignment* and *Career*
- Two percent of men reported experiencing *Assignment* and *Career*

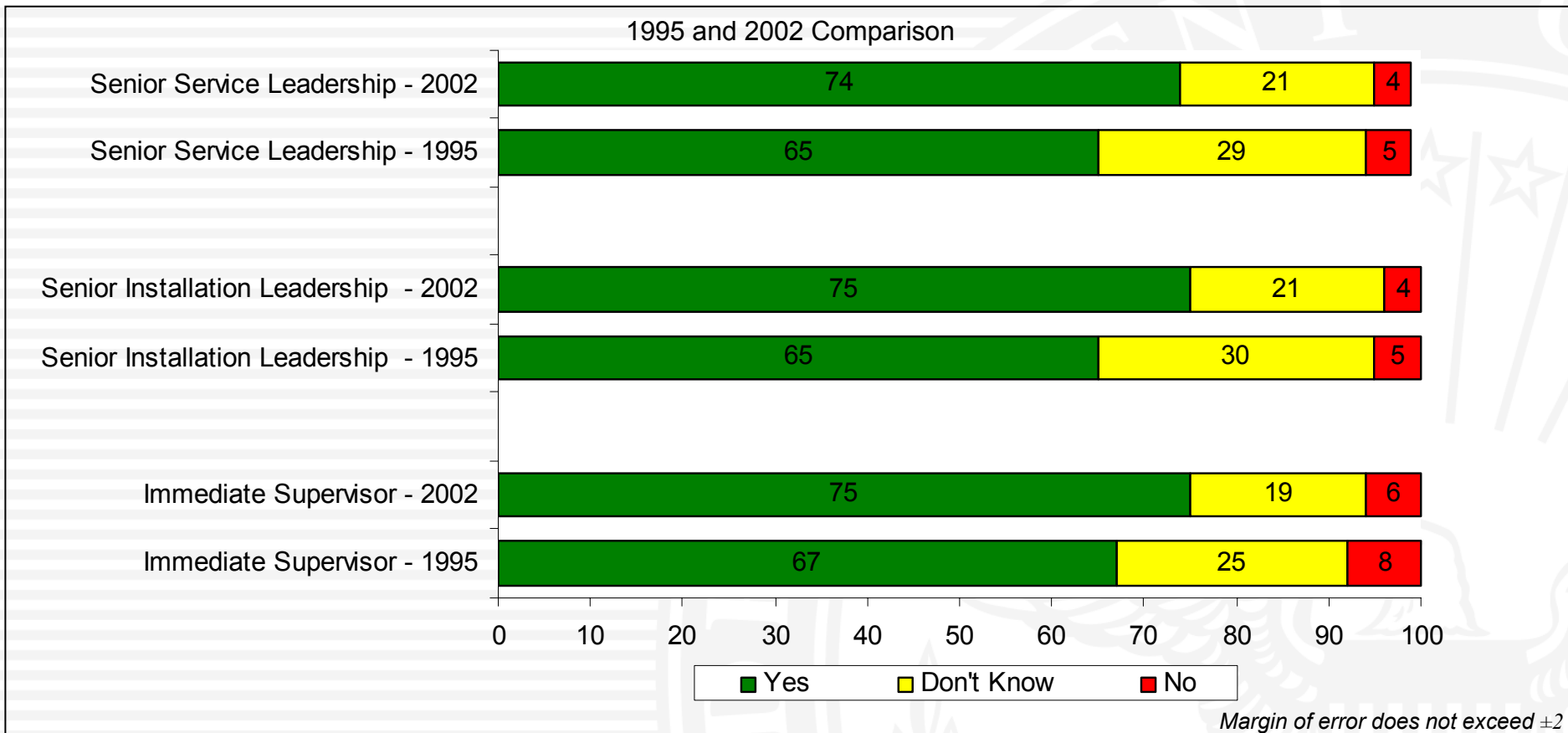
Effectiveness of Training

Percent Who Had Training

- At least 75% of women and men agreed their Service's sexual harassment training effectively conveyed the following:
 - a good understanding of what words and actions are considered sexual harassment (both 90%)
 - behaviors that are offensive to others and should not be tolerated (both 92%)
 - sexual harassment reduces the cohesion and effectiveness of your Service as a whole (females 89%, males 90%)
 - sexual harassment makes it difficult for Service members to perform their duties (females 90%, males 91%)
 - useful tools for dealing with sexual harassment (females 83%, males 84%)
 - information about policies, procedures, and consequences of sexual harassment (both 91%)
 - it is safe to complain about unwanted, sex-related attention (females 76%, males 83%)

Leadership Efforts To Stop Sexual Harassment, by Year

Please Give Your Opinion About Whether the Persons Below Make Honest and Reasonable Efforts To Stop Sexual Harassment, Regardless of What Is Said Officially.



- Between 1995 and 2002, there was an increase in the number of Service members who reported that each of the three leadership levels was trying to stop sexual harassment