

ANNEX B:

2012 Workplace and Gender Relations Survey of Reserve Component Members



2012 Workplace and Gender Relations Survey of Reserve Component Members

Introduction

The Department of Defense (DoD) continues to emphasize sexual assault and sexual harassment response and prevention in the Reserve components. This survey note discusses findings from the *2012 Workplace and Gender Relations Survey of Reserve Component Members (2012 WGRR)*, a source of information for evaluating these programs and for assessing the gender-relations environment in the Reserves. The *2012 WGRR* is the third Reserve component survey on gender-relations issues (the first Reserve component survey was administered in 2004 and the second in 2008) as mandated by U.S. Code Title 10. This survey assesses the prevalence of sexual assault and sexual harassment and other gender-related issues in the National Guard and Reserves.

This survey note and accompanying briefing (Appendix) provide information on the prevalence rates of sexual assault, sexual harassment and sexist behavior, and gender discriminatory behaviors and sex discrimination; personnel policies, practices, and training related to sexual assault and sexual harassment; and an assessment of progress.

The *2012 WGRR* was fielded from April to June 2012. Completed surveys were received from 13,868 eligible respondents. The overall weighted response rate was 23%.

This survey note provides top-line results for members by gender.¹ When *2012 WGRR* questions are comparable to questions in the previous 2004 and 2008 surveys, an analysis of trends is also presented. If the questions do not have comparable trend comparisons, then only results from 2012 are presented. When a result is annotated as higher or lower than another result, the reader should understand that to be a statistically significant difference at the .05 level of significance.

Overview

The ability to calculate annual prevalence rates is a distinguishing feature of this survey. This report includes rates of unwanted sexual contact, unwanted gender-related behaviors (i.e., sexual harassment and sexist behavior), and gender discriminatory behaviors and sex discrimination experienced during the past 12 months.

Unwanted Sexual Contact. The *2012 WGRR* survey includes a measure of unwanted sexual contact (i.e., sexual assault) originally developed for the *2006 Workplace and Gender Relations Survey of Active Duty Members*. Although this term does not appear in the Uniform Code of Military Justice (UCMJ), it is used as an umbrella term intended to include certain acts prohibited by the UCMJ. For the purposes of the *2012 WGRR* survey, the term “unwanted sexual contact” means intentional sexual contact that was against a person’s will or which occurred when the person did not or could not consent, and includes completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually-related areas of the

¹ Additional details are provided in the tabulation volume (DMDC 2012a).

body. Members were asked questions related to personal experiences of unwanted sexual contact in the 12 months prior to taking the survey. Members who indicated they experienced unwanted sexual contact were then asked to provide details of the experience that had the greatest effect (i.e., where the situation occurred and who the offenders were). Trend comparisons on unwanted sexual contact are presented from surveys administered in 2008 and 2012. Also included for the first time in *2012 WGRR* is a measure of unwanted sexual contact prior to entering and since joining the National Guard and Reserves.

Unwanted Gender-Related Behaviors. The *2012 WGRR* includes measures of unwanted gender-related behaviors (i.e., sexual harassment and sexist behavior) derived from the Sexual Experiences Questionnaire (Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). To determine the extent of unwanted gender-related behaviors, members were provided a list of 12 sexual harassment behaviors and four sexist behaviors and were asked to indicate how often they had experienced the behaviors in the past 12 months. The 12 sexual harassment behaviors comprise three components of sexual harassment—crude/offensive behavior (e.g., repeatedly told sexual stories or jokes that are offensive); unwanted sexual attention (e.g., unwanted attempts to establish a romantic sexual relationship despite efforts to discourage it); and sexual coercion (e.g., treated badly for refusing to have sex). To be included in the calculation of the sexual harassment rate, members must have experienced at least one behavior defined as sexual harassment and indicated they considered some or all of the behaviors to be sexual harassment. Sexist behavior is defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent (Fitzgerald et al., 1988). Members who indicated they experienced unwanted gender related behaviors were then asked to provide details of the experience that had the greatest effect (i.e., where the situation occurred and who the offenders were). Trend comparisons on unwanted gender-related behaviors are presented from surveys administered in 2004, 2008, and 2012.

Gender Discriminatory Behaviors and Sex Discrimination. Gender discriminatory behavior incident rates, constructed from 30 items, reflect whether members indicated they experienced gender-related insensitivity or discrimination. Members were asked to indicate if they had experienced any of the 12 behaviors or situations where they thought gender was a motivating factor during the 12 months prior to the survey. The 12 items form three incident rates—evaluation (gender was a factor in others’ judgments about their military performance), assignment (gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement), and career (gender was a factor in access to military resources and mentoring that aid in military career development). In order to be counted as having experienced sex discrimination, respondents must have indicated experiencing one of the 12 behaviors where gender was a factor and they must have indicated that they considered at least some of the behaviors experienced to have been sex discrimination. Trend comparisons are presented from surveys administered in 2004, 2008, and 2012.

Survey Results

Unwanted Sexual Contact. Overall, 2.8% of women and 0.5% of men indicated they experienced unwanted sexual contact in 2012. There were no statistically significant differences for women or men in the overall rate between 2008 and 2012. Of the 2.8% of women who experienced

| Unwanted Sexual Contact | |
|-------------------------|-------------|
| 2008 | 2012 |
| Women: 3.5% | Women: 2.8% |
| Men: 0.9% | Men: 0.5% |

unwanted sexual contact, 29% indicated the most serious behavior they experienced was unwanted sexual touching only, 32% indicated they experienced attempted sex, and 27% indicated they experienced completed sex. There were no statistically significant differences in the most serious behaviors for women between 2008 and 2012. Of the 0.5% of men who indicated experiencing unwanted sexual contact, 26% indicated the most serious behavior they experienced was unwanted sexual touching only and 11% indicated they experienced attempted sex. Indications of experiencing completed sex were not reportable for men. There were no statistically significant differences in the most serious behaviors for men between 2008 and 2012.

Unwanted Sexual Contact (USC) Details of the Experience That Had the Greatest Effect. Of the 2.8% of women who indicated experiencing USC, the circumstances of the experience that had the greatest effect were as follows:

- 28% indicated the situation occurred while they were activated and 16% indicated the situation occurred while they were deployed (both unchanged from 2008).
- 87% identified the offender(s) as male only (12 percentage points lower than 2008), 3% female only (unchanged from 2008), and 9% both male and females (unchanged from 2008).
- The top three types of offenders indicated were: military coworker(s) (49% – unchanged from 2008), another military person(s) of higher rank/grade who was not in their chain of command (37% – 29 percentage points lower than 2008), and someone in their military chain of command (30% – unchanged from 2008).
- 2% indicated the offender used drugs to knock them out, <1% indicated they or the offender had been using drugs before the incident, and 46% indicated they or the offender had been drinking alcohol before the incident.
- 46% indicated the offender used some degree of physical force, 17% indicated the offender threatened to ruin their reputation if they did not consent, and 9% indicated the offender threatened to physically harm them if they did not consent (all unchanged from 2008).
- 39% indicated that the offender sexually harassed them before or after the situation; 4% indicated the offender stalked them; and 22% indicated the offender both sexually harassed and stalked them.
- 10% indicated they reported the incident to a military authority or organization only and 10% reported to both a civilian and a military authority or organization.
 - Of the 20% of women who reported to a military authority, 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report.
 - The main reasons these women chose to report the incident were: to stop the offender from hurting others (90%), to seek closure on the incident (88%), and to stop the offender from hurting them again (87%).

- Of the 80% of women who did not report to a military authority, the main reasons they chose not to report the incident were: they did not want anyone to know (69%), they felt uncomfortable making a report (66%), and they were afraid of retaliation/reprisals from the person(s) who did it or from their friends (59%; all unchanged from 2008).

Of the 0.5% of men who indicated experiencing USC, the circumstances of their experience that had the greatest effect were as follows:²

- 49% indicated the situation occurred while they were activated and 26% indicated the situation occurred while they were deployed (both unchanged from 2008).
- The top three types of offenders indicated were: their military coworker(s) (51%), their military subordinate (31%), and other military person (23%; all unchanged from 2008).
- 2% indicated the offender used drugs to knock them out, 17% indicated they or the offender had been drinking alcohol before the incident, and 2% indicated they or the offender had been using drugs before the incident.
- 16% indicated the offender threatened to physically harm them if they did not consent, 14% indicated the offender used some degree of physical force, and 11% indicated the offender threatened to ruin their reputation if they did not consent (all unchanged from 2008).
- 14% indicated that the offender sexually harassed them before or after the situation and 15% indicated the offender both sexually harassed and stalked them.

Unwanted Sexual Contact Prior To Joining and Since Joining Military. Twenty-five percent of women and 4% of men indicated they experienced unwanted sexual contact prior to entry into the military. Including experiences of unwanted sexual contact in the past 12 months, 18% of women and 2% of men indicated they experienced unwanted sexual contact since joining military.³

Unwanted Gender-Related Behaviors. Eighteen percent of women and 2% of men indicated experiencing sexual harassment in past 12 months (both unchanged from 2008 and 2004). Thirty-one percent of women (7 percentage points lower than 2008 and 2004) and 15% of men (5 percentage points lower than 2008 and 6 percentage points lower than 2004) indicated experiencing crude/offensive behavior. Seventeen percent of women (unchanged from 2008 and 5 percentage points lower than 2004) and 3% of men (2 percentage points lower than 2008 and unchanged since 2004) indicated experiencing unwanted sexual attention. Six percent of women and 2% of men indicated experiencing sexual coercion (both unchanged from 2008 and 2004). Thirty-four percent of women (7 percentage points lower than 2008 and 6 percentage points lower than 2004) and 10% of men (4 percentage points lower than 2008 and 2004) indicated experiencing sexist behavior. Overall, 41% of women and 18% of men experienced one or more of the unwanted gender-related behaviors (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior).

² Some results are not reportable for men because of a small number of respondents.

³ This variable was constructed by combining the unwanted sexual contact (USC) rate for the past 12 months with Q116 that asked members, who did not experience USC in the past 12 months, if they have experienced USC since joining the military. This variable is designed to give an overall percentage of Reserve component men and women who had experienced USC in their military career.

Unwanted Gender-Related Behavior (UGR) Details of the Experience That Had the Greatest Effect. Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior), the circumstances of their experience that had the greatest effect were as follows:

- 85% indicated the situation occurred during duty hours and 81% indicated at their military work (both unchanged from 2008).
- 59% indicated the offender(s) was a military coworker (unchanged from 2008 and 2004).
- 22% indicated they reported the incident to a military authority or organization and 9% reported to both a civilian and a military authority or organization (both unchanged from 2008).
 - Of the 31% of women who reported to a military authority, 57% indicated the situation was resolved informally; 52% indicated the situation was/is being corrected; and 28% indicated their complaint was/is being investigated.
- Of the 79% of women who did not report to a military authority, the main reasons they chose not to report the incident were: they took care of the problem themselves (58% – unchanged from 2008 and 6 percentage points lower than 2004) and they thought it was not important enough to report (56% – 10 percentage points lower than 2008 and unchanged from 2004).

Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior), the circumstances of their experience that had the greatest effect were as follows:

- 75% indicated the situation occurred during duty hours and 74% at their military work (both unchanged from 2008).
- 49% indicated the offender(s) was a military coworker (unchanged from 2008 and 18 percentage points lower than 2004).
- 11% indicated they reported the incident to a military authority or organization and 6% reported to both a civilian and a military authority or organization (both unchanged from 2008).
 - Of the 17% of men who reported to a military authority, 59% indicated the situation was resolved informally; 54% indicated the situation was/is being corrected; and 29% indicated their complaint was/is being investigated.
- Of the 83% of men who did not report to a military authority, the main reasons they chose not to report the incident were: they thought it was not important enough to report (54% – 10 percentage points lower than 2008 and 20 percentage points lower than 2004) and they took care of the problem themselves (43% – unchanged from 2008 and 17 percentage points lower than 2004).

Gender Discriminatory Behaviors and Sex Discrimination. Twelve percent of women and 2% of men indicated experiencing sex discrimination in the past 12 months (both unchanged from 2008 and 2004). Seven percent of women and 2% of men indicated experiencing evaluation discrimination

(both unchanged from 2008 and 2 percentage points lower than 2004); 6% of women (unchanged from 2008 and 2 percentage points lower than 2004) and 1% of men (unchanged from 2008 and 2004) indicated experiencing assignment discrimination; and 6% of women (unchanged from 2008 and 3 percentage points lower than 2004) and 1% of men (unchanged from 2008 and 2 percentage points lower than 2004) indicated experiencing career discrimination.

Personnel Policies, Practices, and Training. Reserve component members were asked their perceptions of policies, practices, and training related to sexual assault and sexual harassment:

- 68% of women (11 percentage points higher than 2008) and 76% of men (7 percentage points higher than 2008) indicated they would feel free to report sexual assault without fear of reprisals to a large extent; 66% of women and 76% of men indicated their complaints about sexual harassment would be taken seriously to a large extent (both unchanged from 2008); and 65% of women (10 percentage points higher than 2008) and 75% of men (9 percentage points higher than 2008) would feel free to report sexual harassment without fear of reprisals to a large extent.
- 87% of women and 93% of men agree their leadership would respond appropriately in the event a sexual assault was reported; 86% of women and 92% of men agree their unit commander would respond appropriately in the event a sexual assault was reported; and 84% of women and 90% of men agree their leadership promotes a climate that is free of sexual assault.
- 69% of women and 72% of men indicated they are aware of the Safe Helpline, 60% of women and 68% of men were aware of the Sexual Assault Prevention Web site (www.myduty.mil), and 59% of women and 66% of men were aware of their installation's Sexual Assault Awareness Month programs.
- 70% of women (unchanged from 2008 and 8 percentage points higher than 2004) and 79% of men (6 percentage points higher than 2008 and 8 percentage points higher than 2004) indicated their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 69% of women (6 percentage points higher than 2008 and 10 percentage points higher than 2004) and 79% of men (7 percentage points higher than 2008 and 10 percentage points higher than 2004) indicated their senior leadership of their Reserve component makes honest and reasonable efforts to stop sexual harassment; and 67% of women (5 percentage points higher than 2008 and 11 percentage points higher than 2004) and 77% of men (7 percentage points higher than 2008 and 11 percentage points higher than 2004) indicated their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment.
- 93% of women (14 percentage points higher than 2008) and 94% of men (10 percentage points higher than 2008) indicated they had sexual assault training in the past 12 months.
 - Of those women who had training in the past 12 months, the top three aspects of sexual assault training were: it teaches how to avoid situations that might increase the risk of sexual assault (93% – unchanged from 2008), it teaches that the consumption of alcohol might increase the likelihood of sexual assault (93%), and it provides a good understanding of what actions are considered sexual assault (93% – unchanged from 2008).

- Of those men who had training in the past 12 months, the top two aspects of sexual assault training were: it teaches that the consumption of alcohol might increase the likelihood of sexual assault (94%) and it provides a good understanding of what actions are considered sexual assault (94% – unchanged from 2008).
- 95% of women (8 percentage points higher than 2008 and 23 percentage points higher than 2004) and 96% of men (5 percentage points higher than 2008 and 23 percentage points higher than 2004) indicated they had sexual harassment training in the past 12 months.
 - Of those women who had training in the past 12 months, the top three aspects of sexual harassment training were: provides a good understanding of what words and actions are considered sexual harassment (92% – unchanged from 2008 and 9 percentage points higher than 2004), teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole (92% – 5 percentage points higher than 2008 and 11 percentage points higher than 2004), and identifies behaviors that are offensive to others and should not be tolerated (92% – unchanged from 2008 and 7 percentage points higher than 2004).
 - Of those men who had training in the past 12 months, the top four aspects of sexual harassment training were: provides information about policies, procedures, and consequences of sexual harassment (93% – 3 percentage points higher than 2008 and 8 percentage points higher than 2004); teaches that sexual harassment reduces the cohesion and effectiveness of their component as whole (93% – 3 percentage points higher than 2008 and 9 percentage points higher than 2004); provides a good understanding of what words and actions are considered sexual harassment (93% – 3 percentage points higher than 2008 and 9 percentage points higher than 2004); and identifies behaviors that are offensive to others and should not be tolerated (93% – 2 percentage points higher than 2008 and 7 percentage points higher than 2004).

Assessment of Progress. Seventeen percent of women and 28% of men indicated sexual harassment in the nation is less of a problem today than four years ago. Fourteen percent of women and 26% of men indicated sexual assault in the nation is less of a problem today than four years ago. Twenty-eight percent of women and 39% of men indicated sexual assault in the military is less of a problem today than four years ago. Twenty-eight percent of women and 38% of men indicated sexual harassment in the military is less of a problem today than four years ago.

Survey Methodology

Statistical Design. The target population for the 2012 WGRR consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve (AGR/FTS/AR;⁴ Title 10 and Title 32), and Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy 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 had at least 6 months of service at the time the questionnaire was first fielded, and were below flag rank. The total sample consisted of 75,436 individuals drawn from the sample frame constructed

⁴ 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).

from the Defense Manpower Data Center's *Reserve Component Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) they were not in a Reserve component as of the first day of the survey, April 23, 2012 (0.63% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical unwanted sexual contact question) were received from 13,868 eligible DoD respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 23%.⁵

Presentation of Results. Each finding in *2012 WGRR* is presented in graphical or tabular form along with its margin of error. The margin of error represents the degree of certainty that the percentage or mean would fall within the interval in repeated samples of the population. For example, if 55% of individuals selected an answer and the margin of error was ± 3 , in repeated surveyed samples from the population the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3) in 95% of the samples. Because the results of comparisons are based on a weighted, representative sample, the reader can infer that the results generalize to the National Guard and Reserve, within the margin of error. The annotation "NR" used throughout the Appendix indicates that a specific result is not reportable due to low reliability.

Statistical Comparisons. When comparing results across survey years (e.g., 2012 compared to 2008), statistical tests for differences between means are used. All comparisons are made at the .05 level of significance.

References

- DMDC. (2012a). *2012 Workplace and Gender Relations Survey of Reserve Component Members: Tabulation Volume* (Report No. 2012-050). Alexandria, VA: DMDC.
- DMDC. (2012b). *2012 Workplace and Gender Relations Survey of Reserve Component Members: Administration, datasets, and codebook* (Report No. 2012-051). Alexandria, VA: DMDC.
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- Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology, 17*, 425-445.
- Fitzgerald, L. F., Shullman, S. L., Bally, N., Richards, M., Swecker, J, Gold, Y., Ormerod, M., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. *Journal of Vocational Behavior, 32*, 152-175.

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⁵ Additional details on coding are provided in DMDC 2012b and additional details on sampling and weighting are provided in DMDC 2012c.

2012 Workplace and Gender Relations Survey of Reserve Component Members

For further information, see <http://www.dmdc.osd.mil/surveys>.

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2012 Workplace and Gender Relations Survey of Reserve Component Members

Briefing on Sexual Assault and
Sexual Harassment





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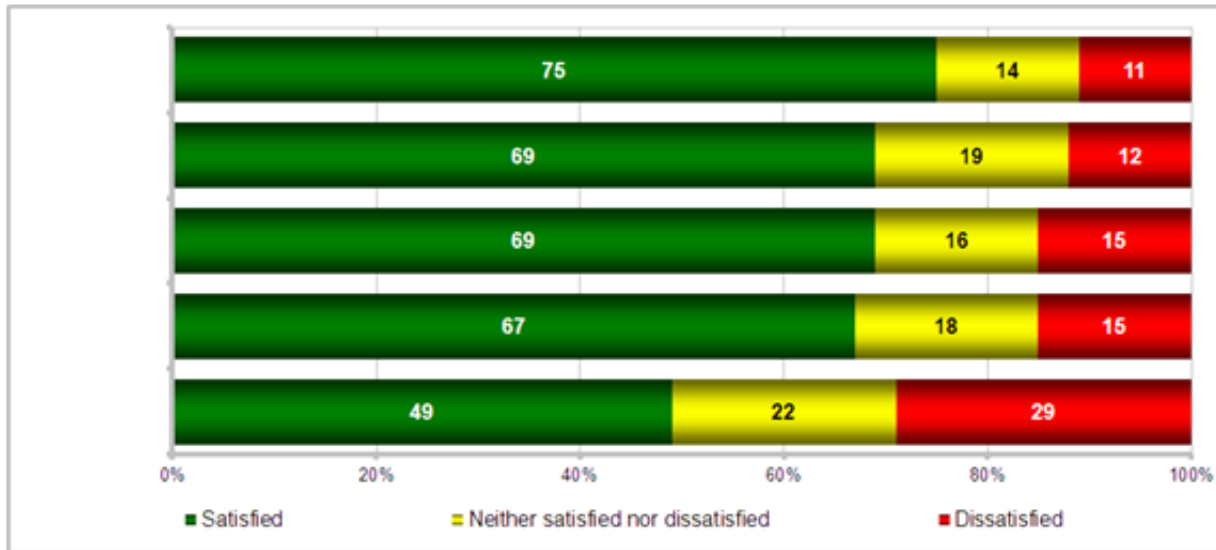
INTRODUCTION

- **Web-based, Reserve component survey fielded April 23 – June 28, 2012**
- **75K Reserve component members surveyed, weighted response rate of 23%**
- **Briefing includes results from survey items related to sexual assault; sexual harassment; gender discriminatory behaviors and sex discrimination; personnel policies, practices, and training related to sexual assault and sexual harassment; and assessment of progress**
- **For each survey item, briefing includes the following:**
 - Graphic displays of overall results by gender
 - When data are reportable, tables showing results by reporting categories (e.g., Reserve component by gender and paygrade by gender)
 - When applicable, trend analysis
 - Summary of findings

INTRODUCTION

Briefing Includes

- Graphic displays of overall results



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



Percentages are reported with margins of error based on 95% confidence intervals. The range of margin of error is presented for the question or group of questions/subitems.

INTRODUCTION

Briefing Includes

- **Tables showing results by reporting categories (e.g., Reserve component by gender and paygrade by gender)**
 - Statistical tests used to compare each subgroup to its respective “all other” group (i.e., to all others not in the subgroup)
 - For example, ARNG Women’s “all other” comparison group is USAR Women, USNR Women, USMCR Women, ANG Women, and USAFR Women
 - Results of statistical tests are shown by color coding significant differences among reporting categories of 2% or more
 - Results are not presented if the question does not apply to the reporting category or if the estimate is unstable
 - “NR” indicates the estimate is not reportable because it was based on fewer than 15 respondents or the relative standard error was high
 - “NA” indicates the response option was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| At your civilian job | 24 | 22 | 24 | 21 | 9 | 30 | 34 | 21 | 28 | 22 | 25 |
| In your or someone else’s quarters/home | 13 | 14 | 16 | 13 | 12 | 6 | 11 | 16 | 14 | 8 | 7 |
| At your civilian school | 7 | 9 | 5 | 7 | 4 | 5 | 5 | 11 | 5 | 4 | 1 |

INTRODUCTION

Briefing Includes

- Trends are shown as estimated percentages or means**

- Statistical tests used to compare current results with all previous survey administrations (2008 and 2004)
 - Purple cells indicate 2012 WGRR result is HIGHER
 - Yellow cells indicate 2012 WGRR result is LOWER

| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 20 | 11 | 17 |
| * Total Men | 13 | 8 | 8 |

Indicates most recent survey result is significantly higher than past survey result

Indicates most recent survey result is significantly lower than past survey result

- Summary of findings**

- Overall results followed by a listing of reporting categories and trend year comparisons that are statistically significant



INTRODUCTION

Reporting Categories

| Reserve Component by Gender |
|-----------------------------|
| ARNG Women |
| USAR Women |
| USNR Women |
| USMCR Women |
| ANG Women |
| USAFR Women |
| ARNG Men |
| USAR Men |
| USNR Men |
| USMCR Men |
| ANG Men |
| USAFR Men |

| Gender by Paygrade |
|--------------------|
| E1–E4 Women |
| E5–E9 Women |
| O1–O3 Women |
| O4–O6 Women |
| E1–E4 Men |
| E5–E9 Men |
| O1–O3 Men |
| O4–O6 Men |



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Unwanted Sexual Contact Incident Rates

- **Definition and measure of unwanted sexual contact:**

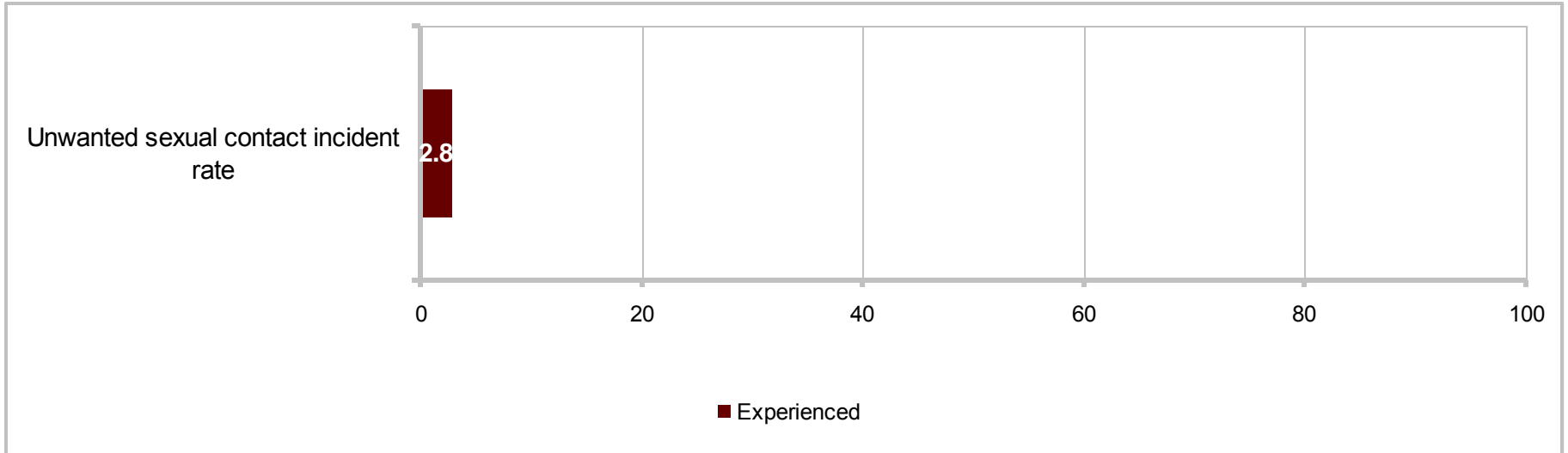
- The 2012 WGRR survey includes a measure of unwanted sexual contact (i.e., sexual assault). Although this term does not appear in the Uniform Code of Military Justice (UCMJ), it is used to refer to a range of activities and is an umbrella term intended to include certain acts prohibited by the UCMJ.
- Unwanted sexual contact is measured in the 2012 WGRR survey by asking members to refer to experiences in the past 12 months in which they experienced any of the following intentional sexual contacts that were against their will or which occurred when they did not or could not consent in which someone...
 - Sexually touched them (e.g., intentional touching of genitalia, breasts, or buttocks) or made them sexually touch someone,
 - Attempted to make them have sexual intercourse, but was not successful,
 - Made them have sexual intercourse,
 - Attempted to make them perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful, or
 - Made them perform or receive oral sex, anal sex, or penetration by a finger or object.
- A member is counted in the unwanted sexual contact incident rate if he or she replied “yes” to any of the behaviors listed.

- **Unwanted sexual contact one situation:**

- On the survey, members who had indicated they experienced USC were asked to consider the “one situation” occurring the past 12 months that had the greatest effect on them. With that one situation in mind, members then reported on the circumstances surrounding that experience (e.g., who were the offenders, where did the behaviors occur, were drugs/alcohol involved, was the experience reported, and were there any repercussions because of reporting the incident)
 - Results on the one situation of USC are not reportable for women or men by Reserve component and paygrade



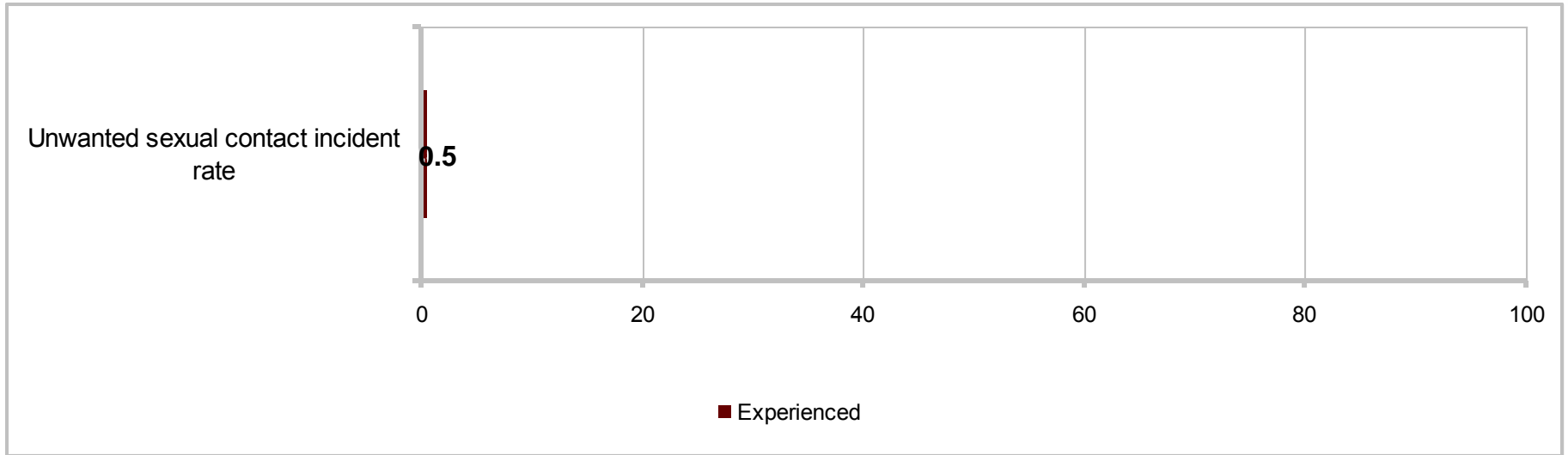
Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Women



- **2.8% of women indicated experiencing USC the past 12 months**



Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Men



- **0.5% of men indicated experiencing USC the past 12 months**



Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Members

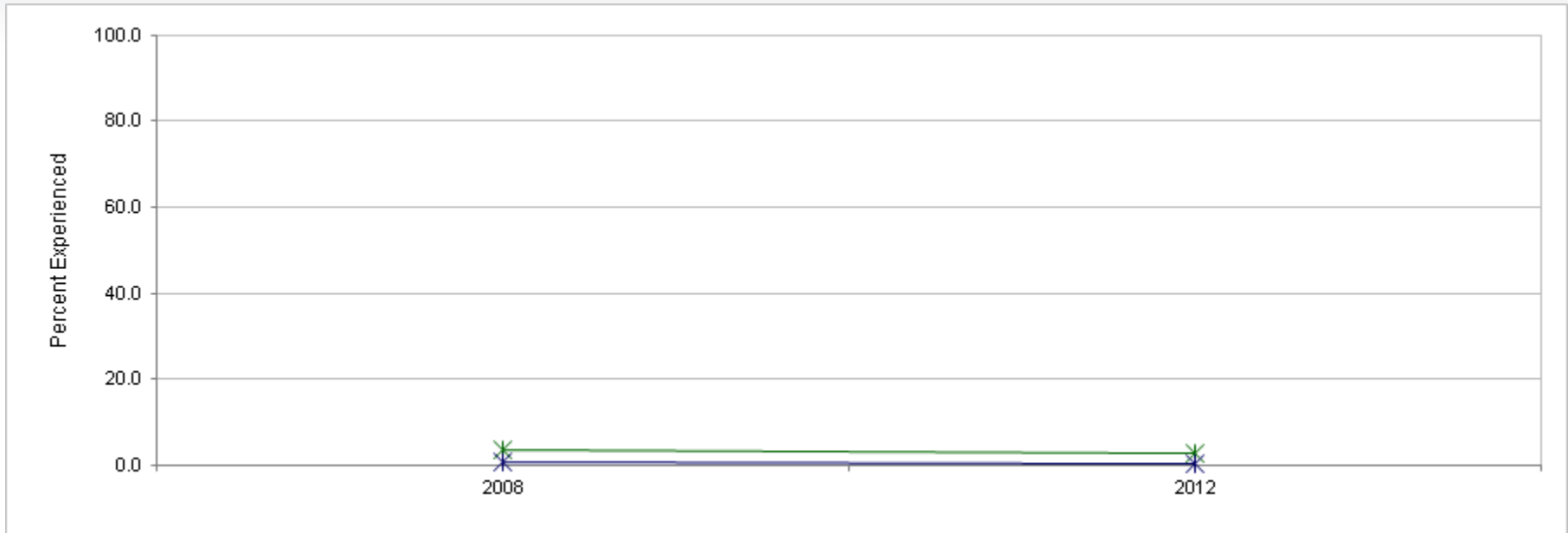
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---------------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Unwanted sexual contact incident rate | 2.8 | 3.3 | 3.2 | 2.0 | 3.5 | 1.5 | 2.5 | 3.4 | 2.6 | 2.1 | 1.7 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---------------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Unwanted sexual contact incident rate | 0.5 | 0.6 | 0.5 | 0.6 | 0.2 | 0.1 | 0.5 | 0.4 | 0.6 | 0.1 | 0.5 |

- There are no statistically significant differences for women or men by Reserve component or by paygrade



Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Members, by Gender

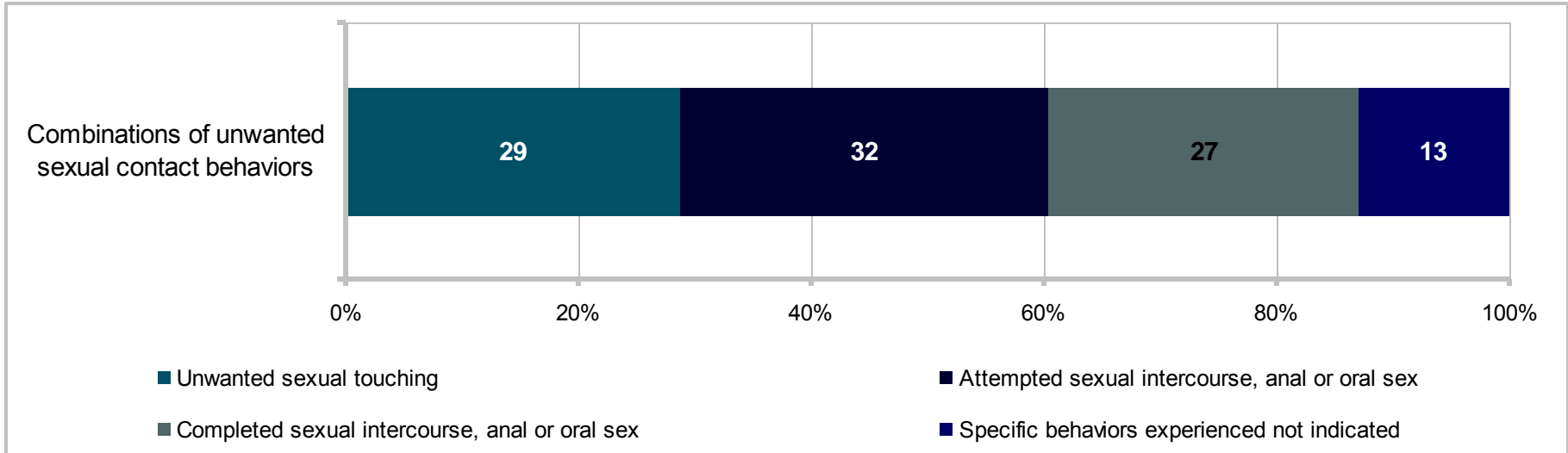


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 3.5 | 2.8 |
| * Total Men | 0.9 | 0.5 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Most Serious Unwanted Sexual Contact Behaviors Experienced in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

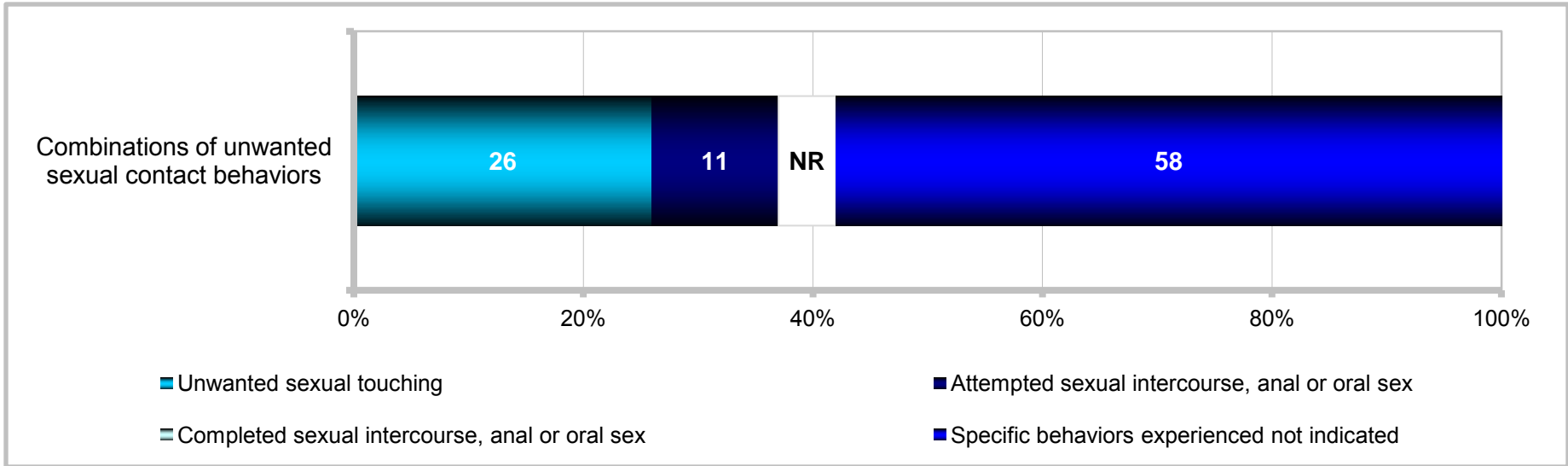


- **Of the 2.8% of women who experienced USC:**

- 29% indicated experiencing unwanted sexual touching
- 32% indicated experiencing attempted sexual intercourse, anal or oral sex
- 27% indicated experiencing completed sexual intercourse, anal or oral sex
- 13% did not indicate what behaviors they experienced

Most Serious Unwanted Sexual Contact Behaviors Experienced in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



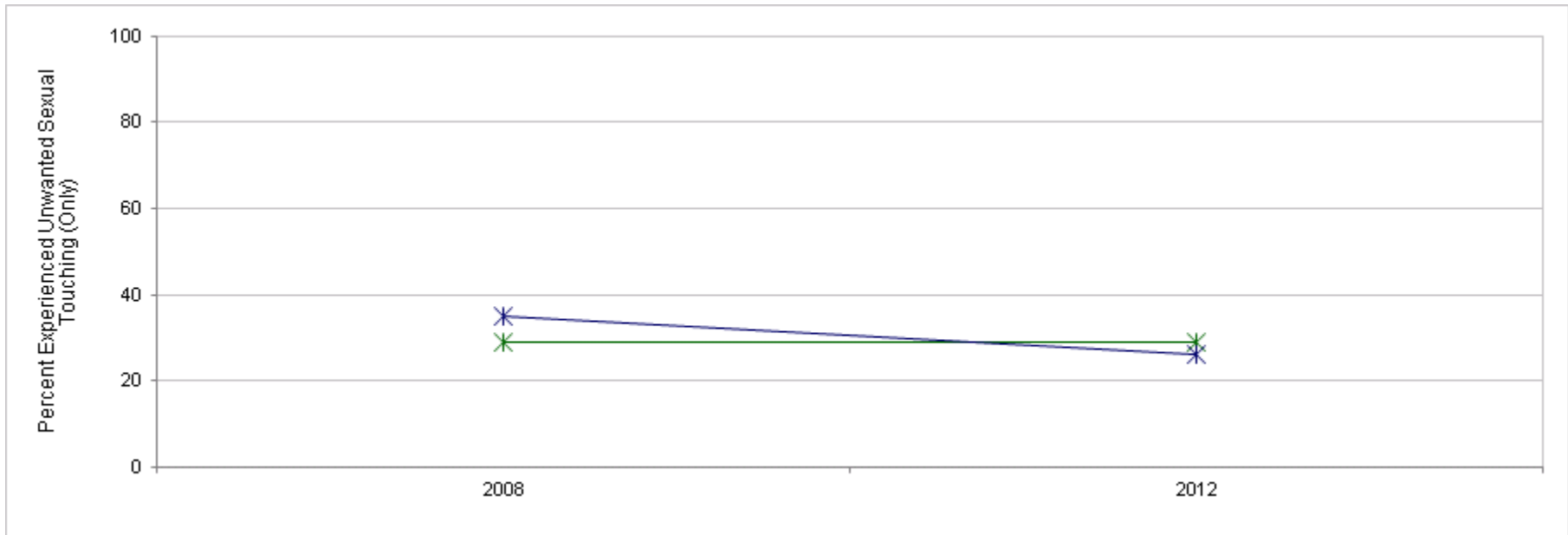
Of the 0.5% of men who experienced USC:

- 26% indicated experiencing unwanted sexual touching
- 11% indicated experiencing attempted sexual intercourse, anal or oral sex
- The percentage for men indicating experiencing completed sexual intercourse, anal or oral sex is not reportable
- 58% did not indicate what behaviors they experienced



Experienced Unwanted Sexual Touching Only

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



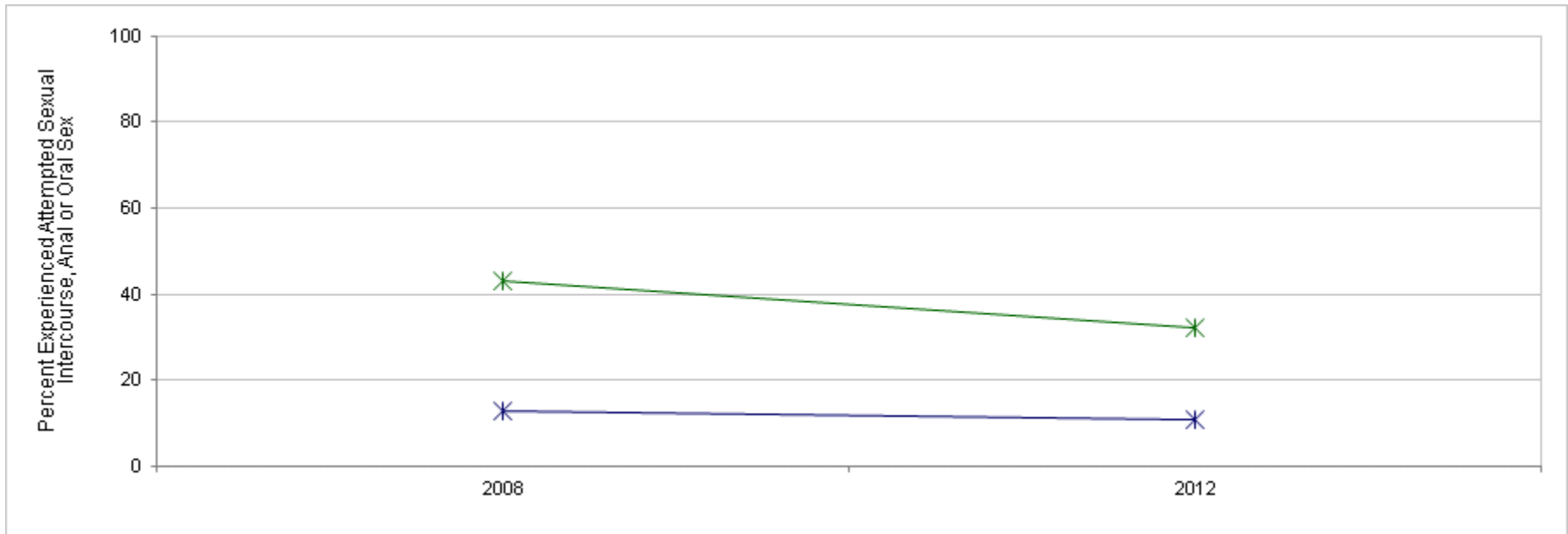
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 29 | 29 |
| * Total Men | 35 | 26 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Experienced Attempted Sexual Intercourse, Anal or Oral Sex

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

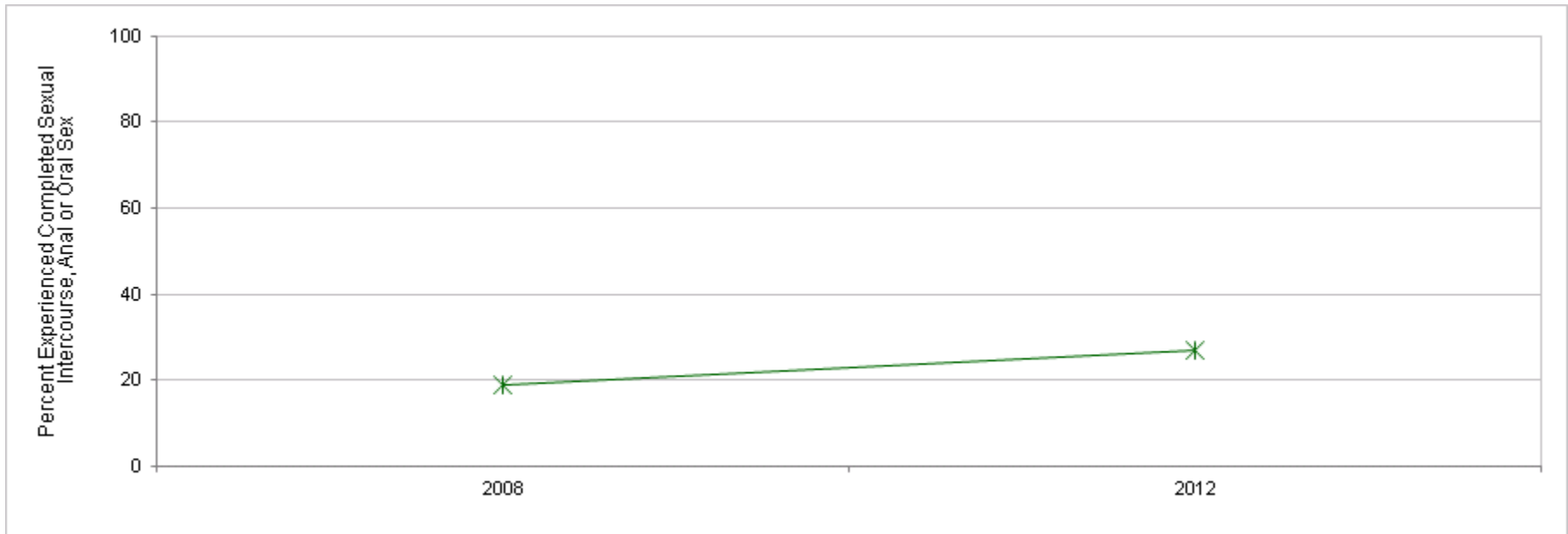


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 43 | 32 |
| * Total Men | | | 13 | 11 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Experienced Completed Sexual Intercourse, Anal or Oral Sex Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

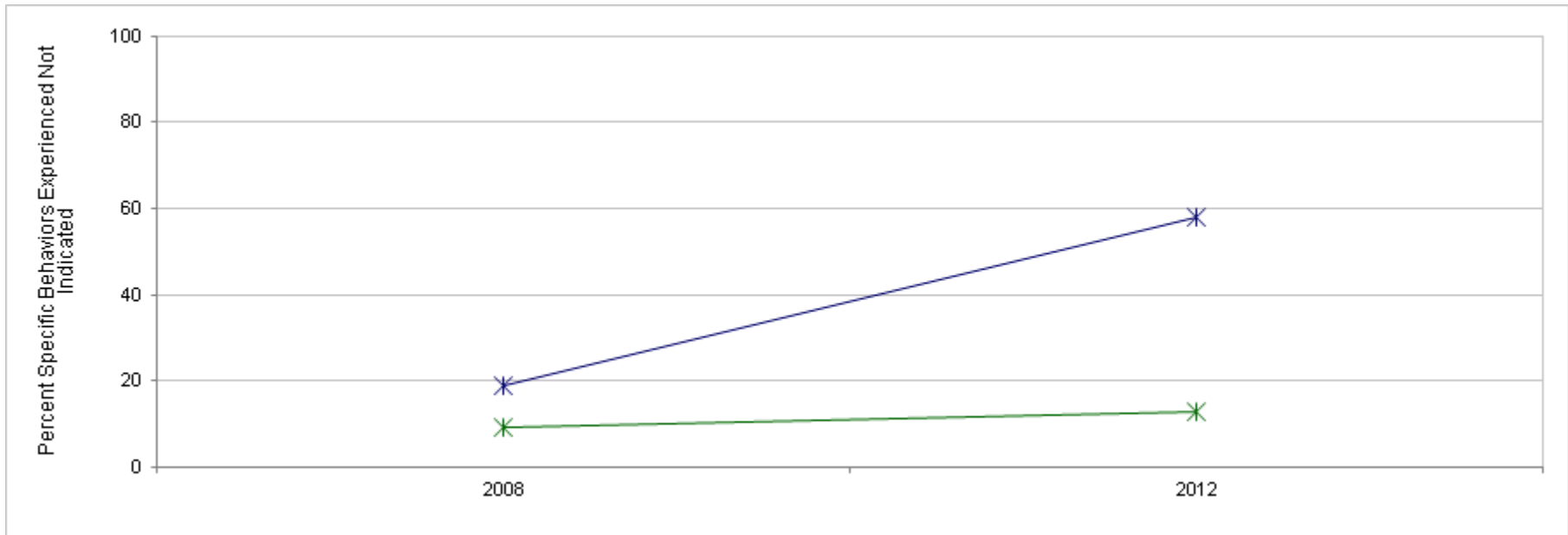


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 19 | 27 |
| * Total Men | NR | NR |

- There are no statistically significant differences for women between 2012 and 2008

Specific Behaviors Experienced Not Indicated

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

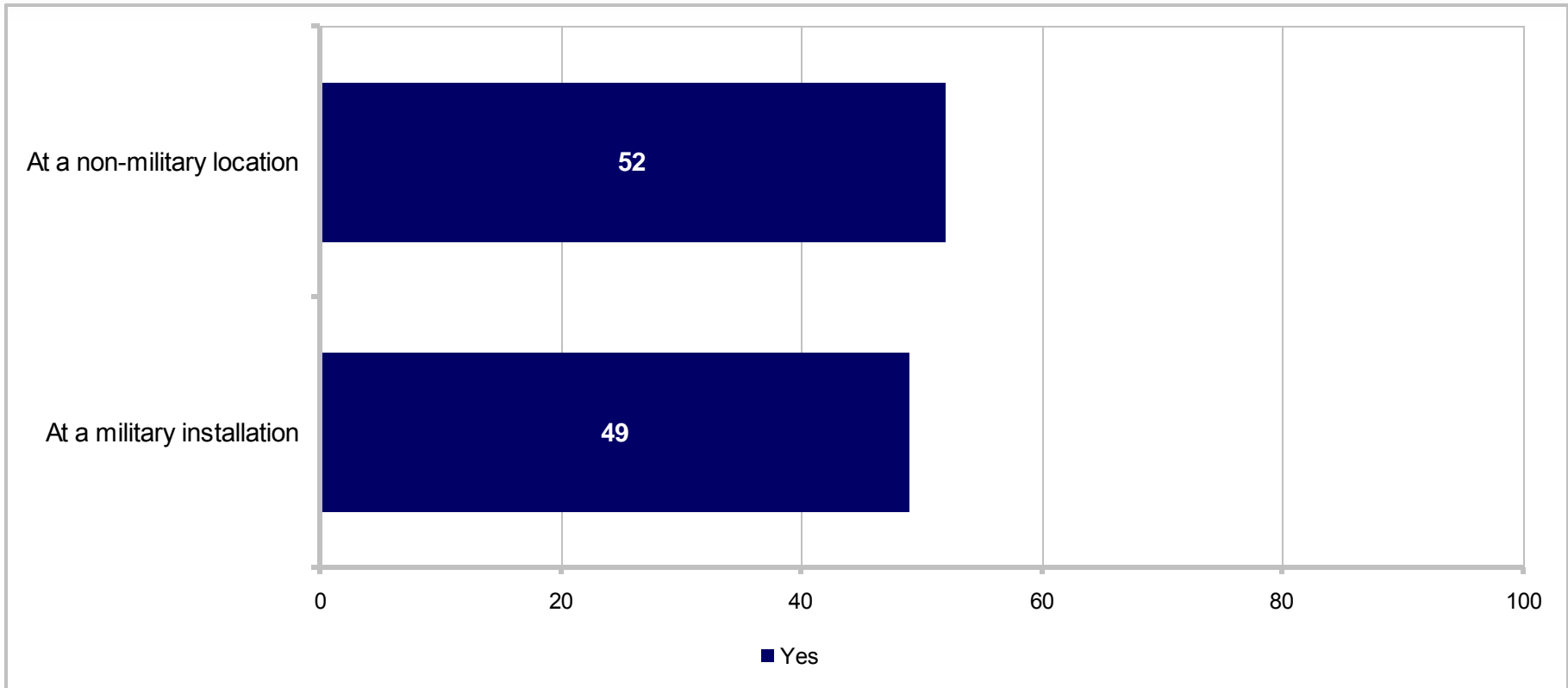


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 9 | 13 |
| * Total Men | 19 | 58 |

- For men, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for women

Location Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

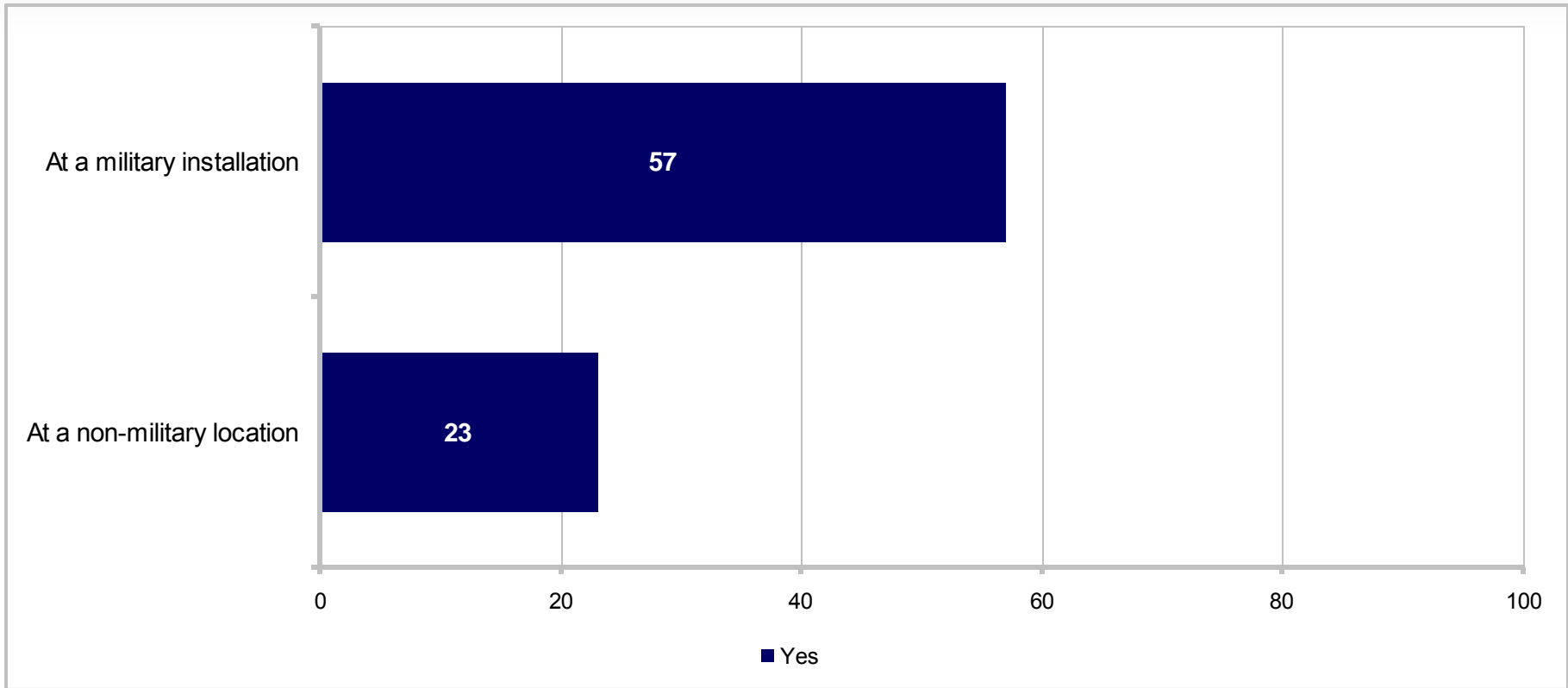


- **Of the 2.8% of women who experienced USC:**
 - 52% indicated the situation occurred at a non–military location
 - 49% indicated the situation occurred at a military installation



Location Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

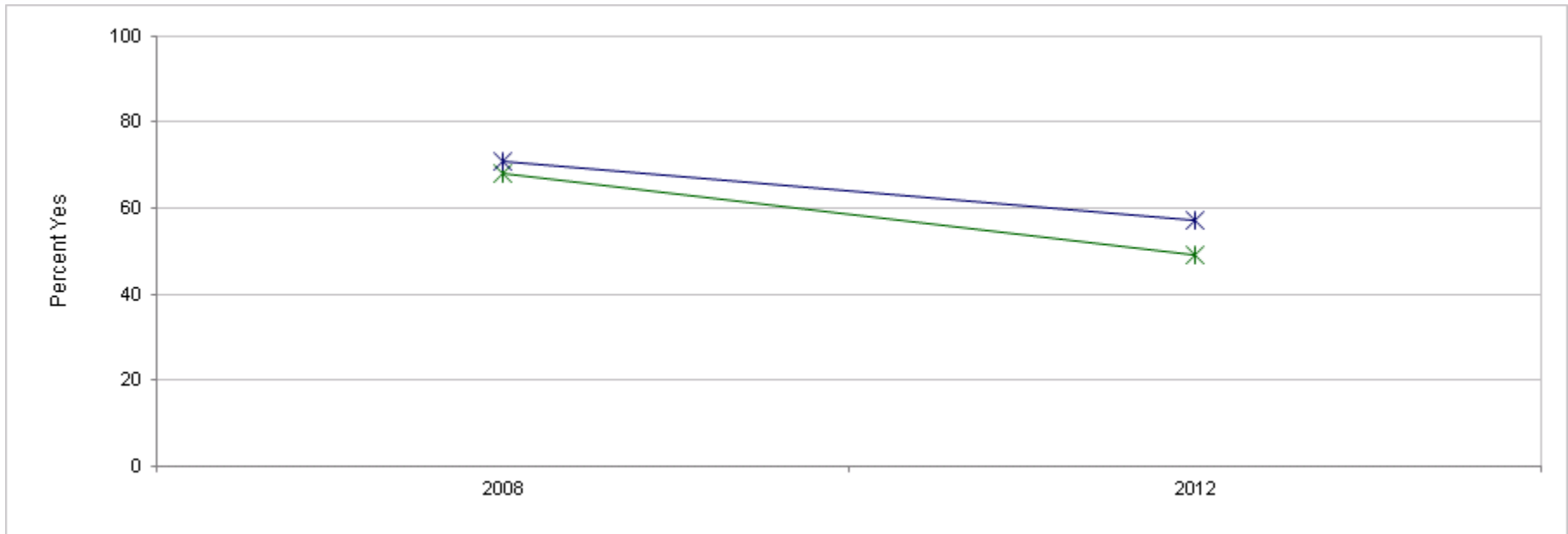


- **Of the 0.5% of men who experienced USC:**
 - 57% indicated the situation occurred at a military installation
 - 23% indicated the situation occurred at a non–military location



One Situation Occurred at a Military Installation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

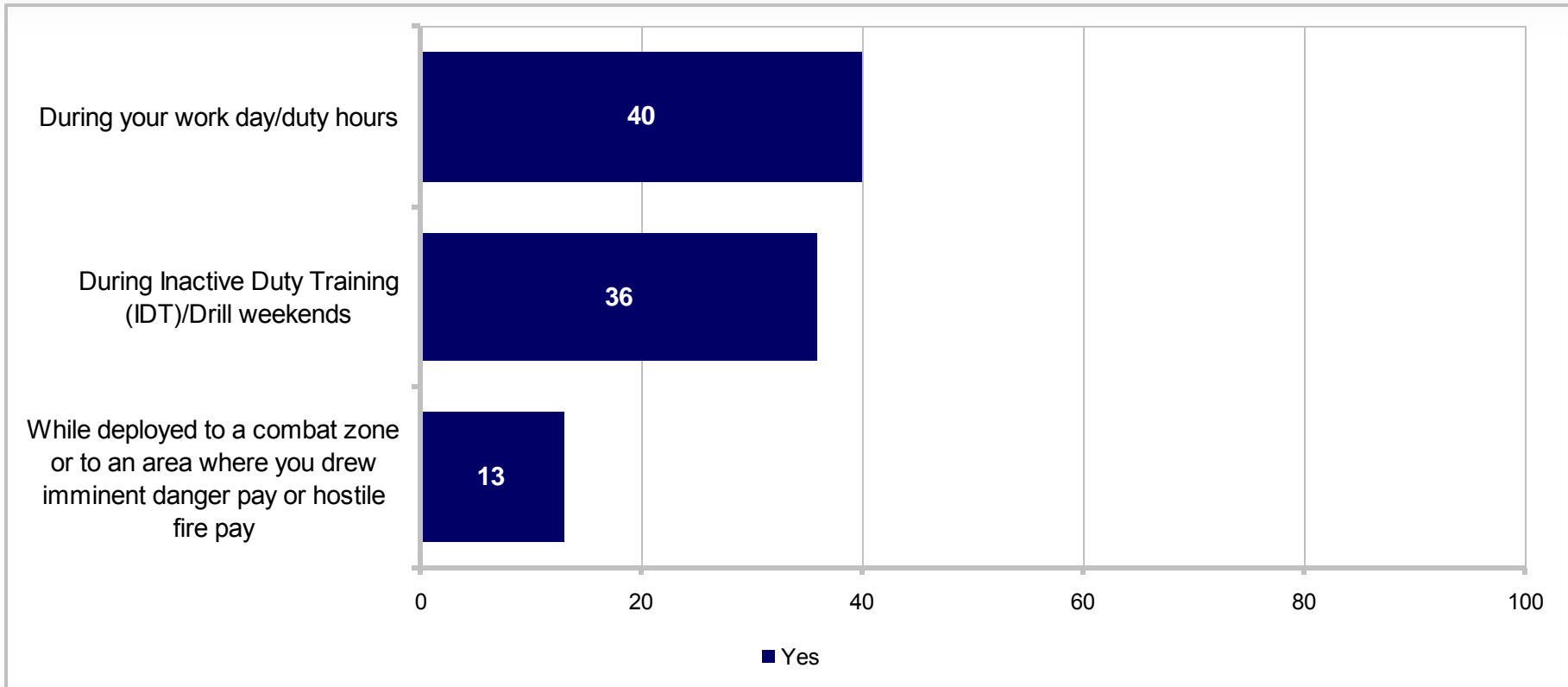


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 68 | 49 |
| * Total Men | 71 | 57 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Characteristics of the Military Setting Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

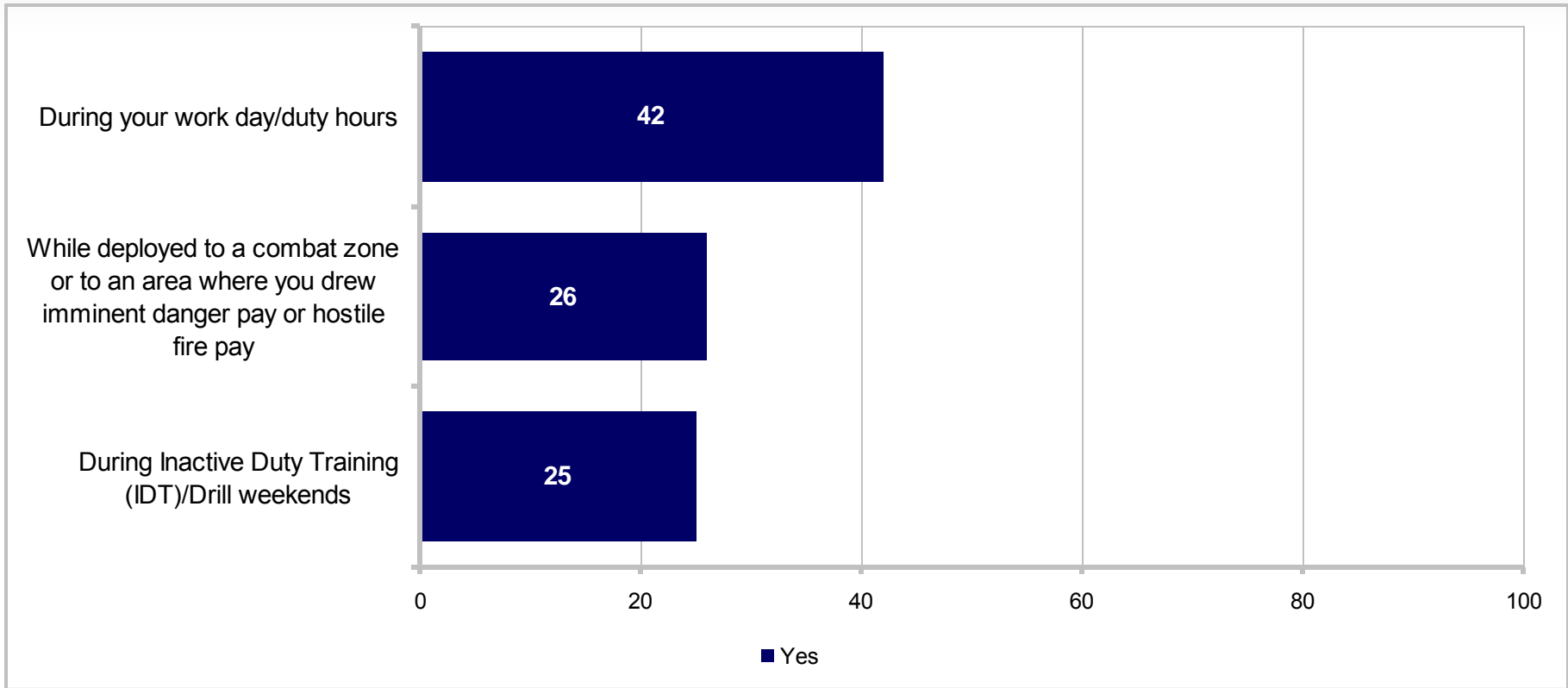


- **Of the 2.8% of women men who experienced USC:**

- 40% indicated the situation occurred during their work day/duty hours
- 36% indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends
- 13% indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay

Characteristics of the Military Setting Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



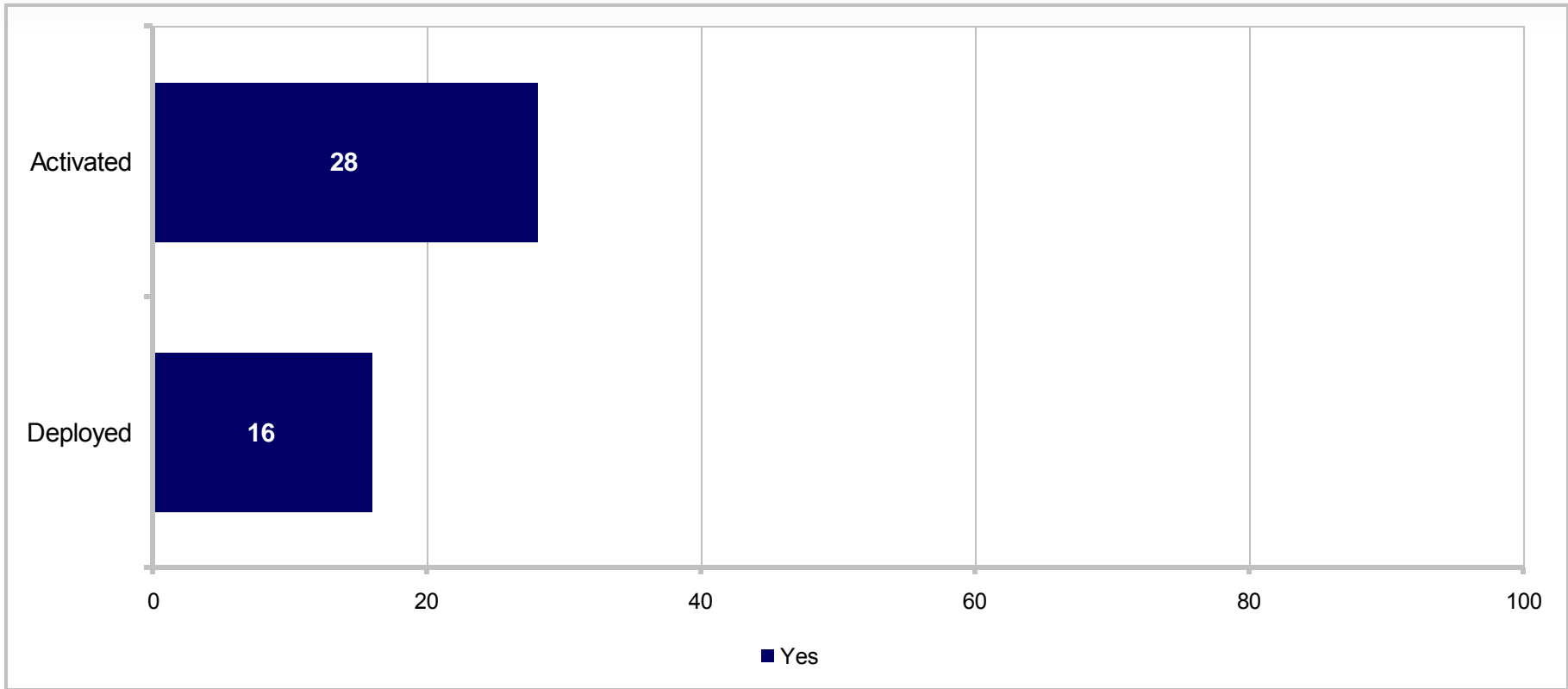
- **Of the 0.5% of men who experienced USC:**

- 42% indicated the situation occurred during their work day/duty hours
- 26% indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
- 25% indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends



Status When the One Situation Occurred

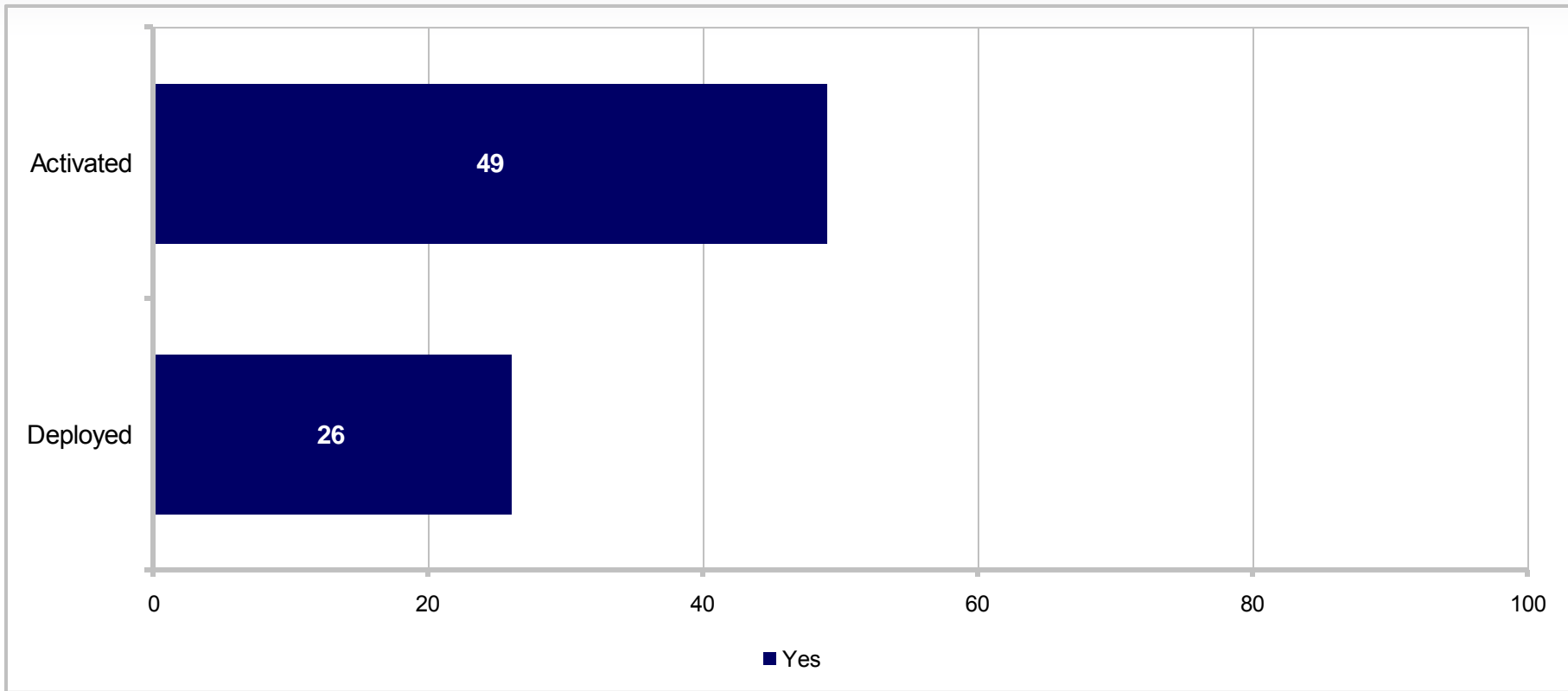
Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



- **Of the 2.8% of women who experienced USC:**
 - 28% indicated the situation occurred while they were activated
 - 16% indicated the situation occurred while they were deployed

Status When the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

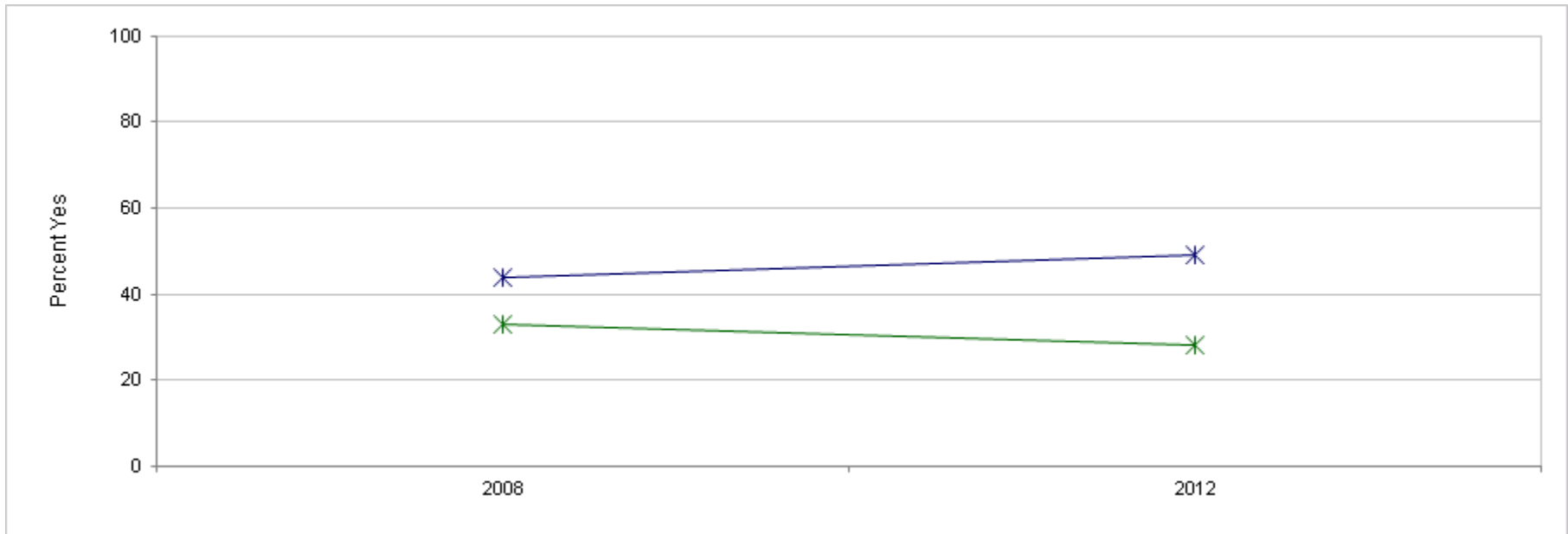


- **Of the 0.5% of men who experienced USC:**
 - 49% indicated the situation occurred while they were activated
 - 26% indicated the situation occurred while they were deployed



Activated When the One Situation Occurred

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



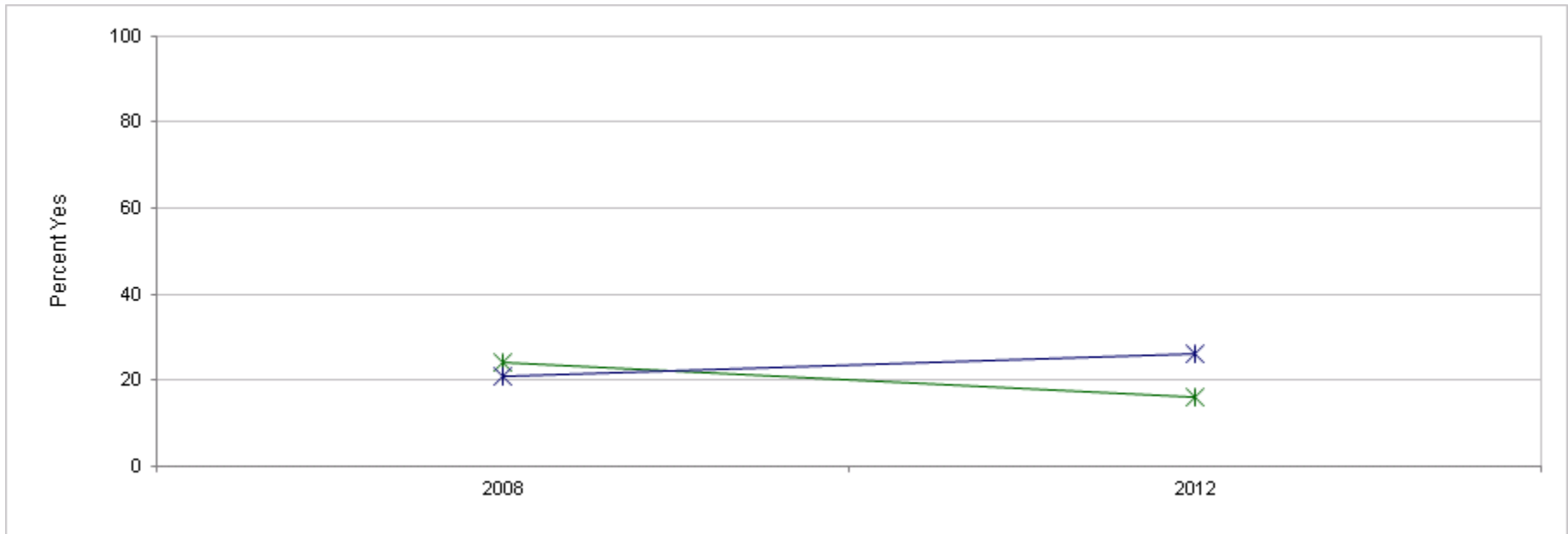
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 33 | 28 |
| * Total Men | | 44 | 49 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Deployed When the One Situation Occurred

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



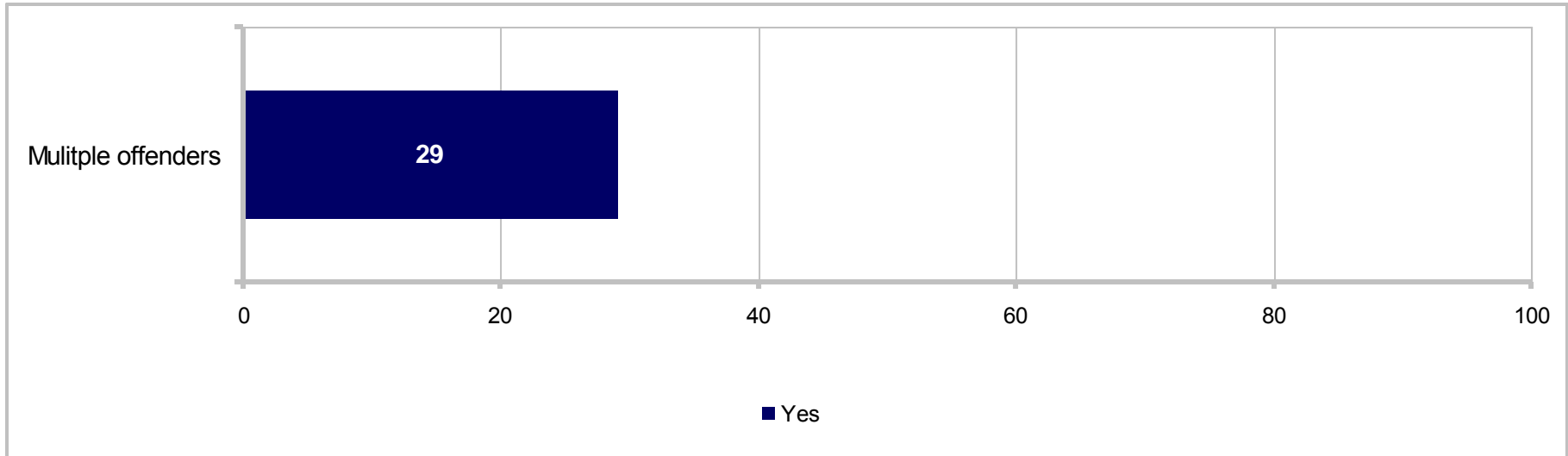
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 24 | 16 |
| * Total Men | 21 | 26 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Multiple Offenders Involved in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

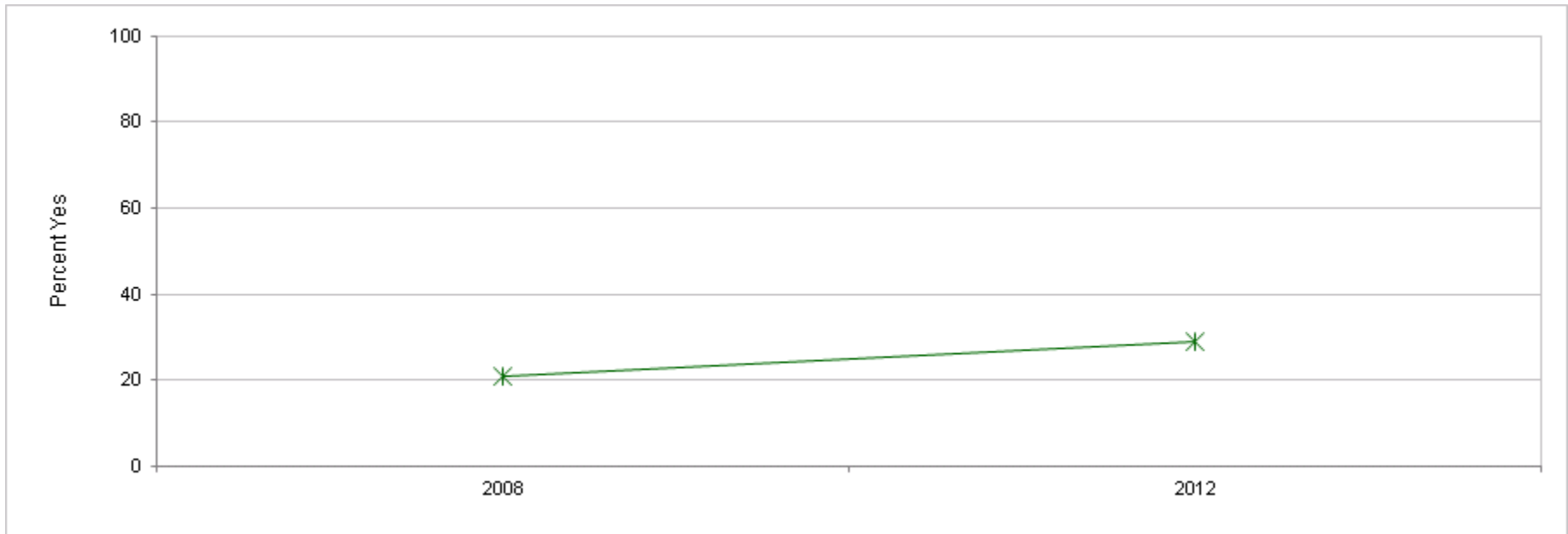


- **Of the 2.8% of women who experienced USC:**
 - 29% indicated the situation involved multiple offenders
- **Results for men are not reportable**



Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

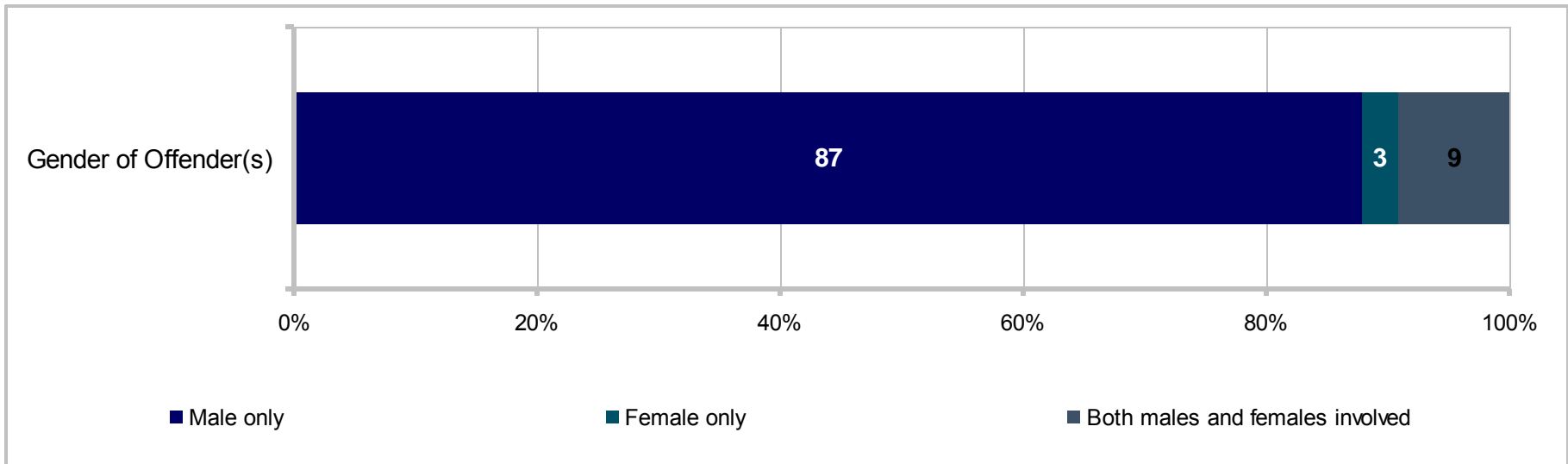


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 21 | 29 |
| * Total Men | NR | NR |

- There are no statistically significant differences for women between 2012 and 2008

Gender of Offender(s) in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

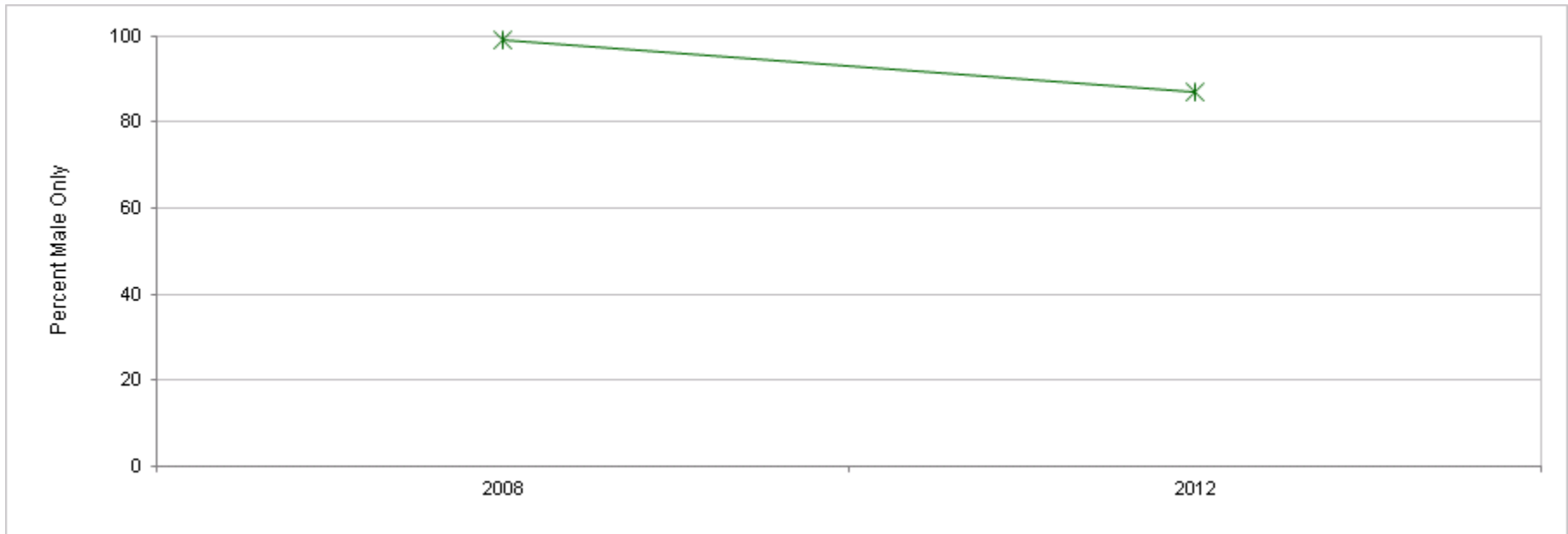


- **Of the 2.8% of women who experienced USC:**
 - 87% indicated the offender(s) were male only; 3% indicated the offender(s) were female only; and 9% indicated the offenders were both males and females
- **Results for men are not reportable**



Male Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



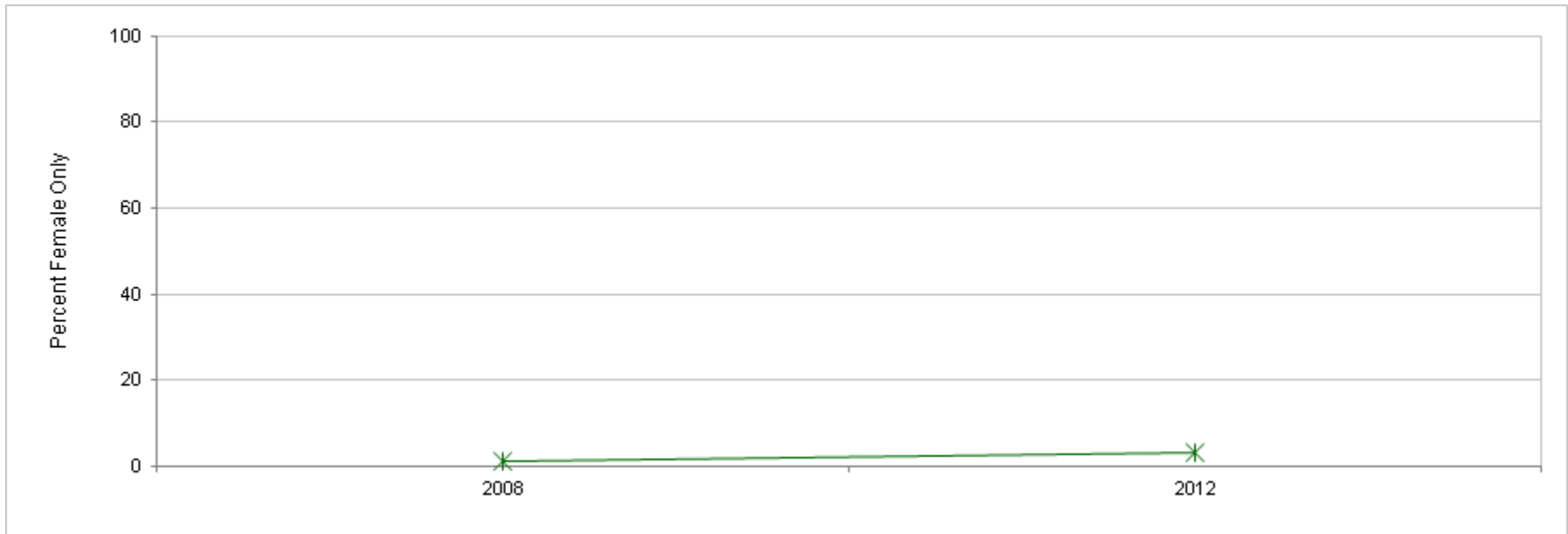
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 99 | 87 |
| * Total Men | | NR | NR |

- For women, the percentage is significantly lower in 2012 than in 2008



Female Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



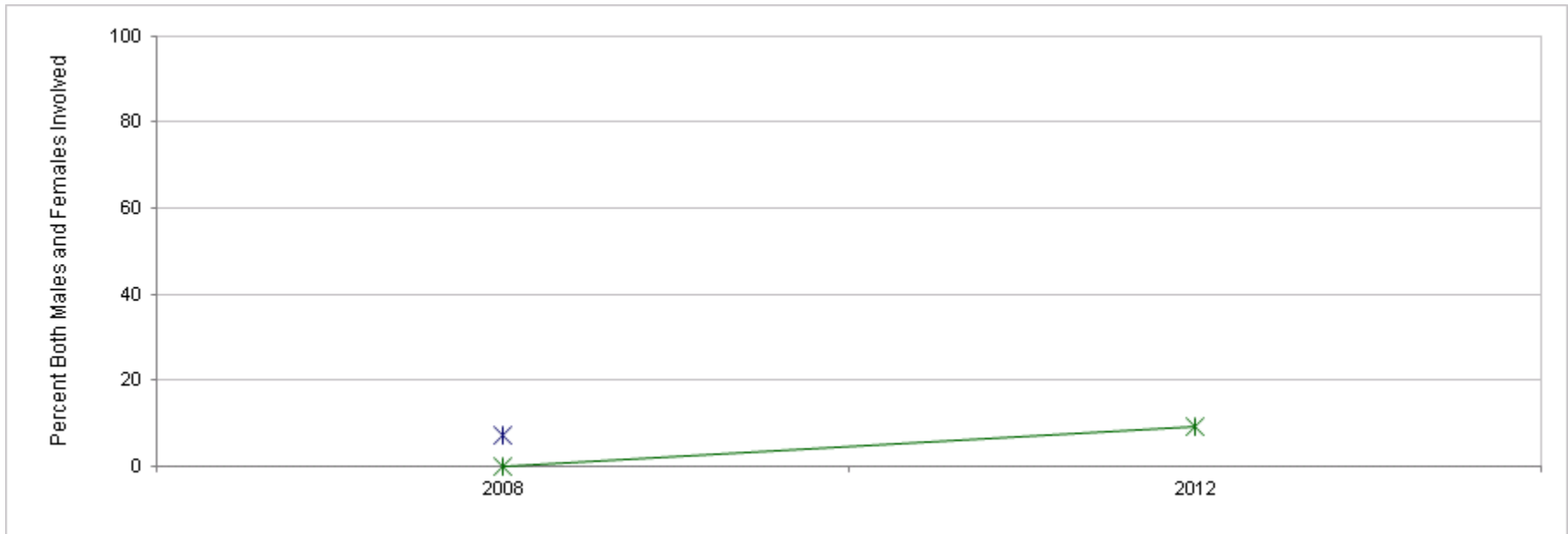
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 1 | 3 |
| * Total Men | NR | NR |

- There are no statistically significant differences for women between 2012 and 2008



Both Male and Female Offenders in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



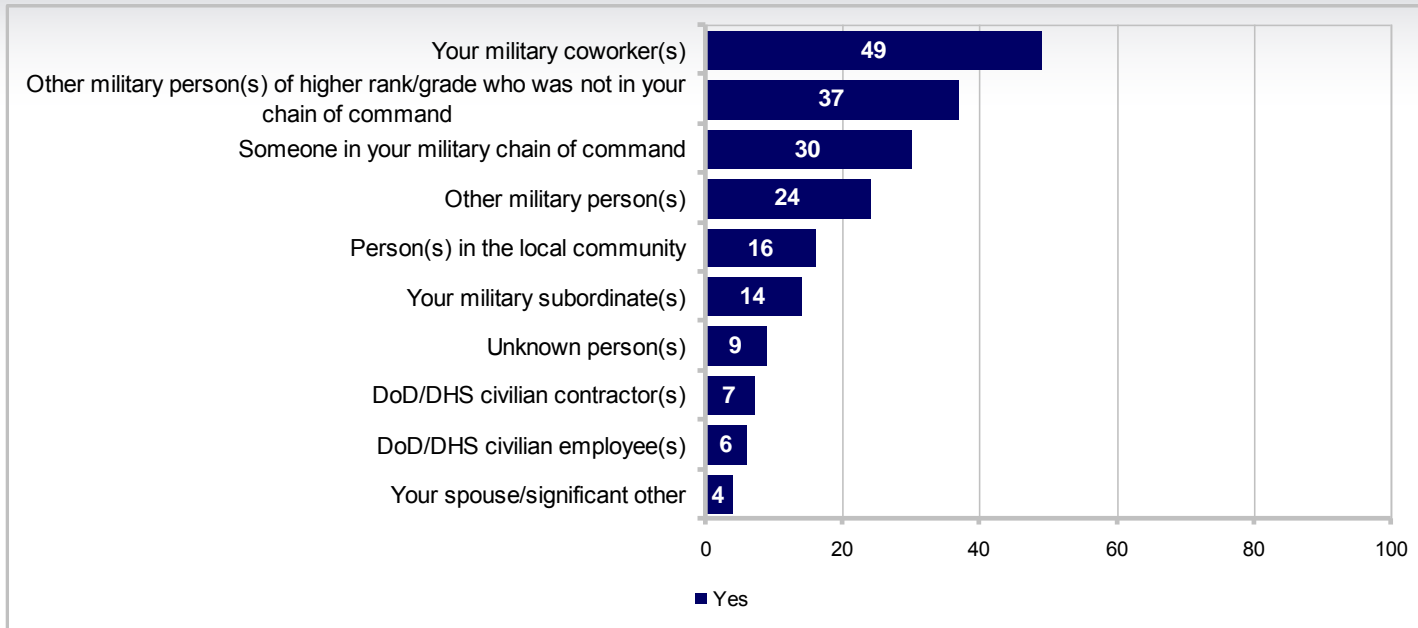
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 0 | 9 |
| * Total Men | | 7 | NR |

- There are no statistically significant differences for women between 2012 and 2008



Offender(s) in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



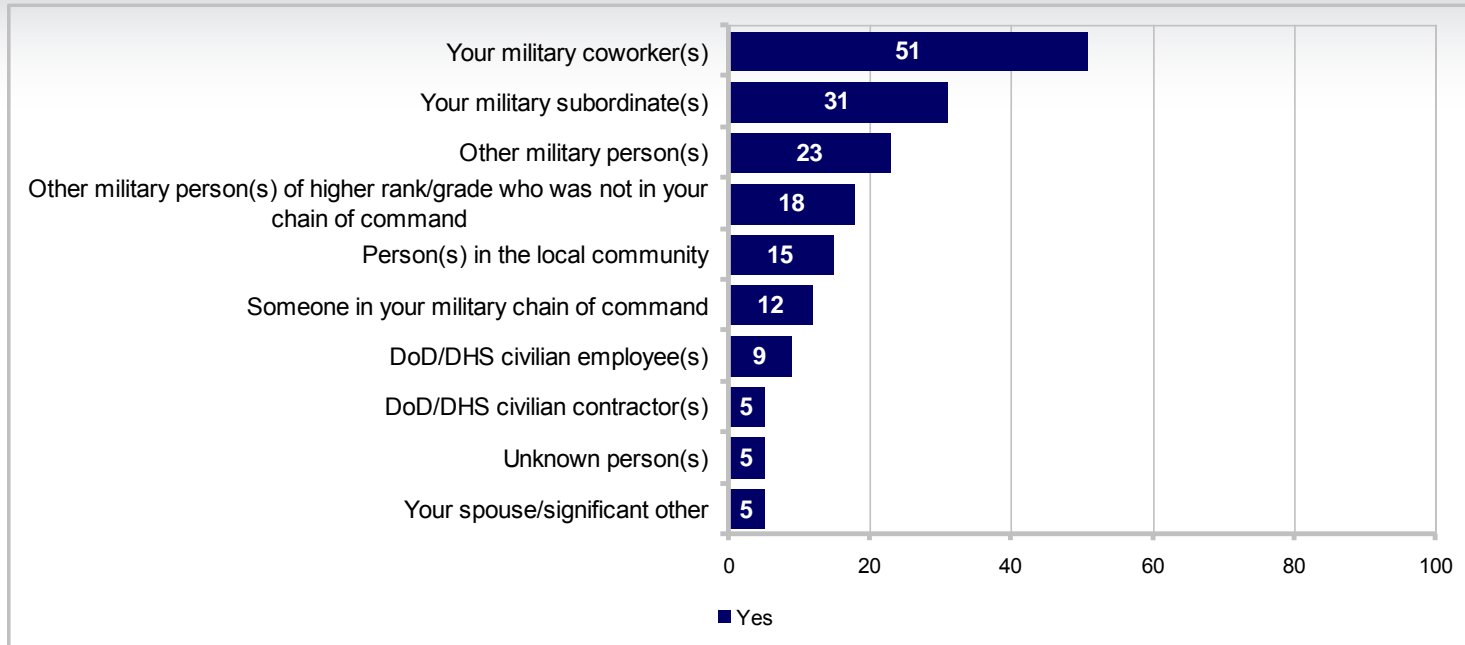
- **Of the 2.8% of women who experienced USC:**

- 49% indicated the offender was their military coworker(s)
- 37% indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
- 30% indicated the offender was someone in their military chain of command
- 24% indicated the offender was another military person(s)
- 16% indicated the offender was a person(s) in the local community
- 14% indicated the offender was their military subordinate(s)
- 9% indicated the offender was unknown
- 7% indicated the offender was a DoD/DHS civilian contractor(s)
- 6% indicated the offender was a DoD/DHS civilian employee(s)
- 4% indicated the offender was their spouse/significant other



Offender(s) in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

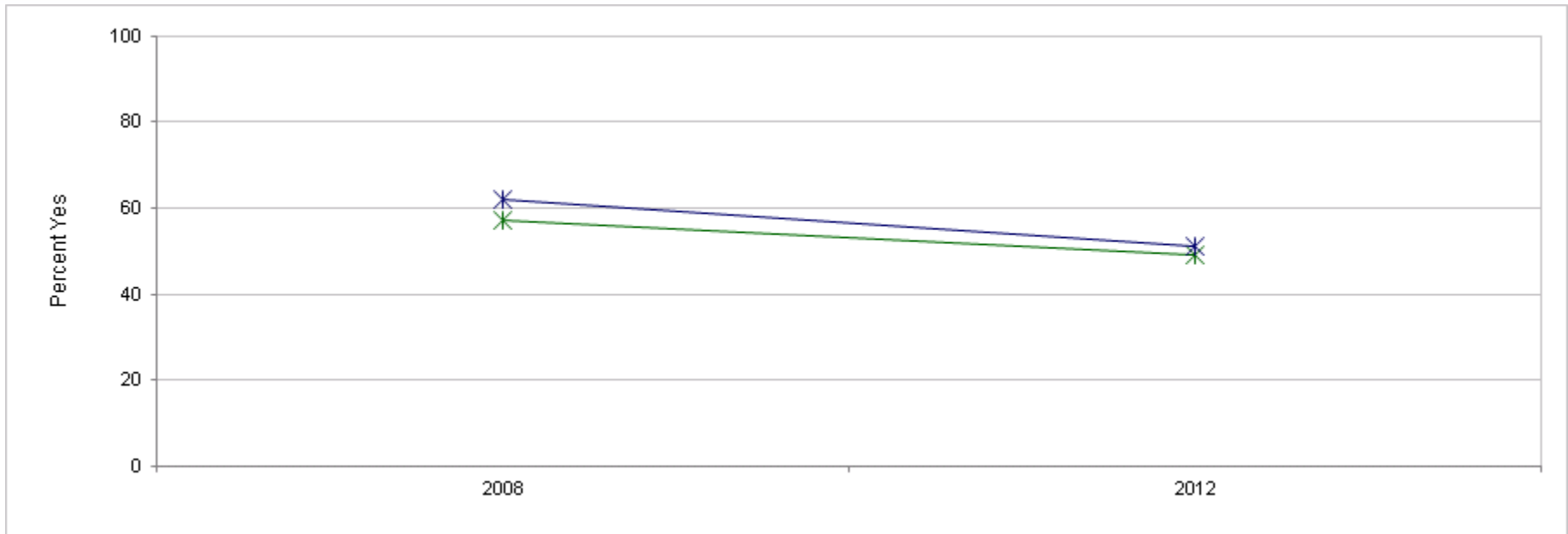


- **Of the 0.5% of men who experienced USC:**

- 51% indicated the offender was their military coworker(s)
- 31% indicated the offender was their military subordinate(s)
- 23% indicated the offender was another military person(s)
- 18% indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
- 15% indicated the offender was a person(s) in the local community
- 12% indicated the offender was someone in their military chain of command
- 9% indicated the offender was a DoD/DHS civilian employee(s)
- 5% indicated the offender was unknown
- 5% indicated the offender was a DoD/DHS civilian contractor(s)
- 5% indicated the offender was their spouse/significant other

Offender Was Military Coworker

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



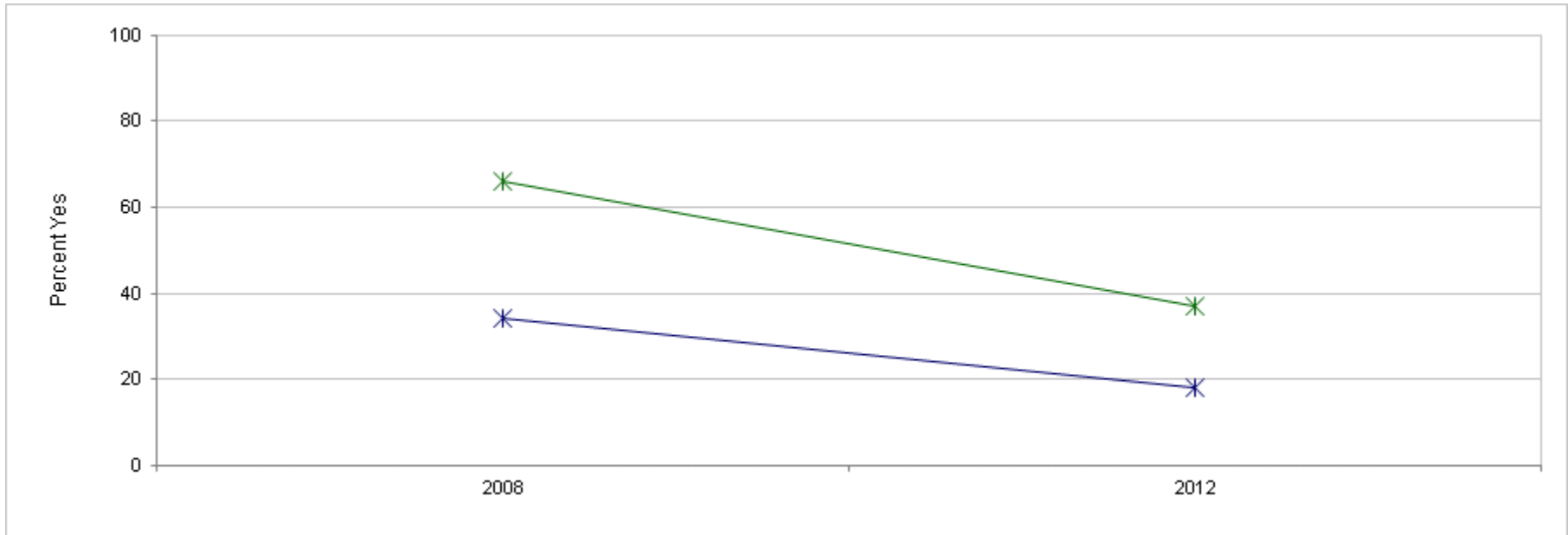
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 57 | 49 |
| * Total Men | 62 | 51 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was Other Military Person Of Higher Rank/Grade Who Was Not in Your Chain of Command

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



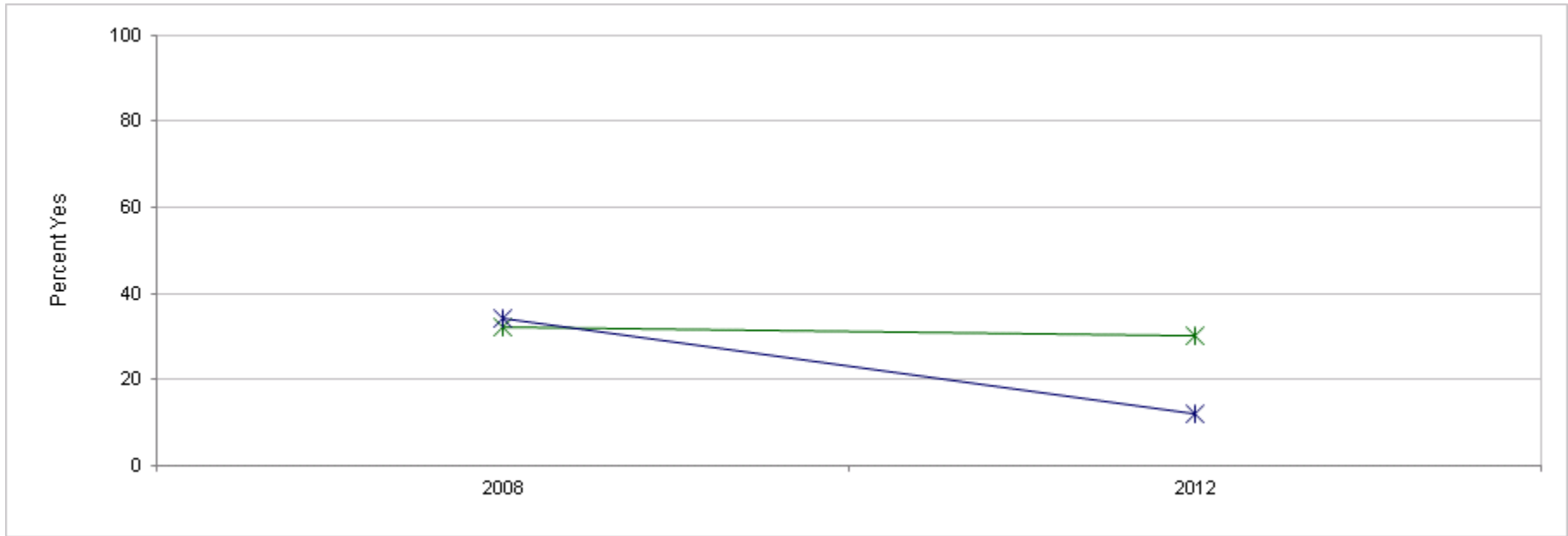
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 66 | 37 |
| * Total Men | 34 | 18 |

- For women, the percentage is significantly lower in 2012 than in 2008; there are no statistically significant differences for men



Offender Was Someone in Your Military Chain of Command

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



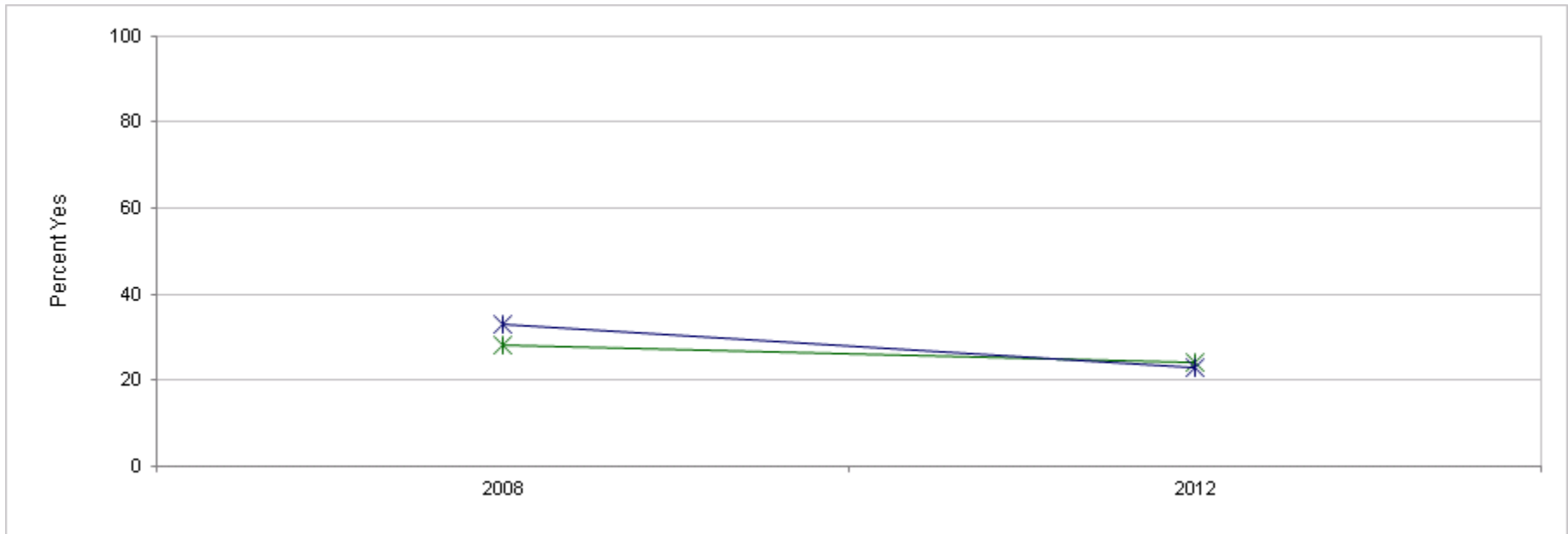
| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 32 | 30 |
| * Total Men | | | 34 | 12 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was Other Military Person

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



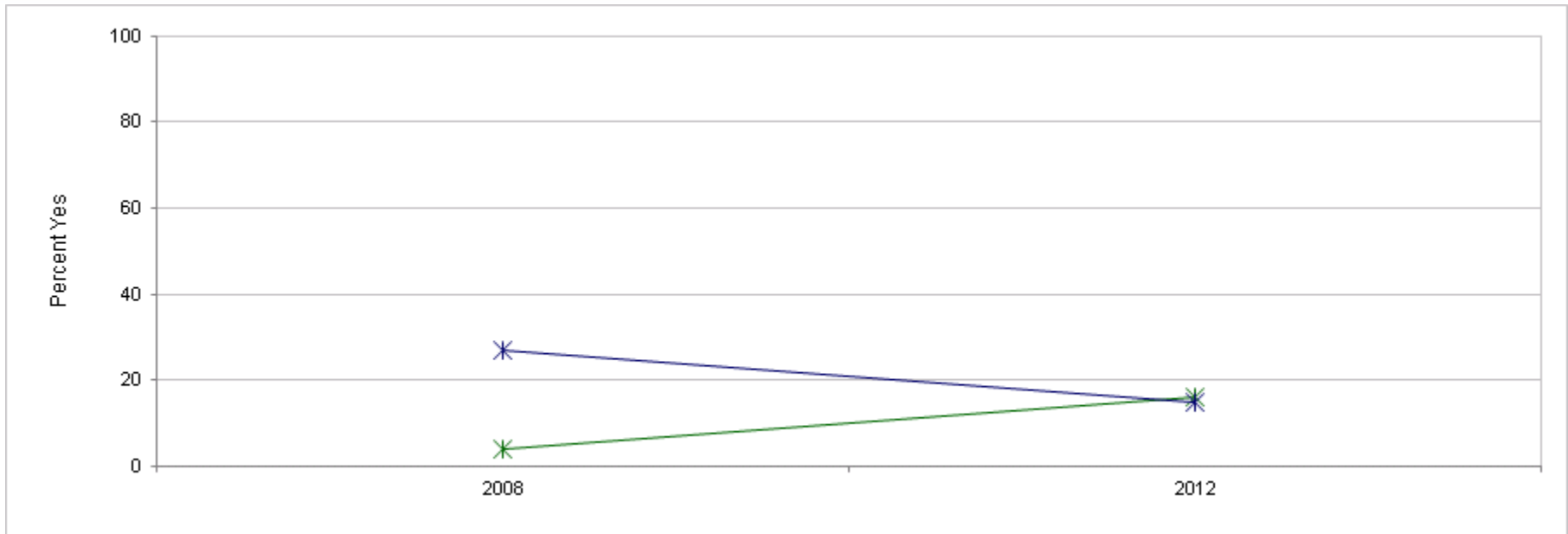
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 28 | 24 |
| * Total Men | | 33 | 23 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was Person in the Local Community

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

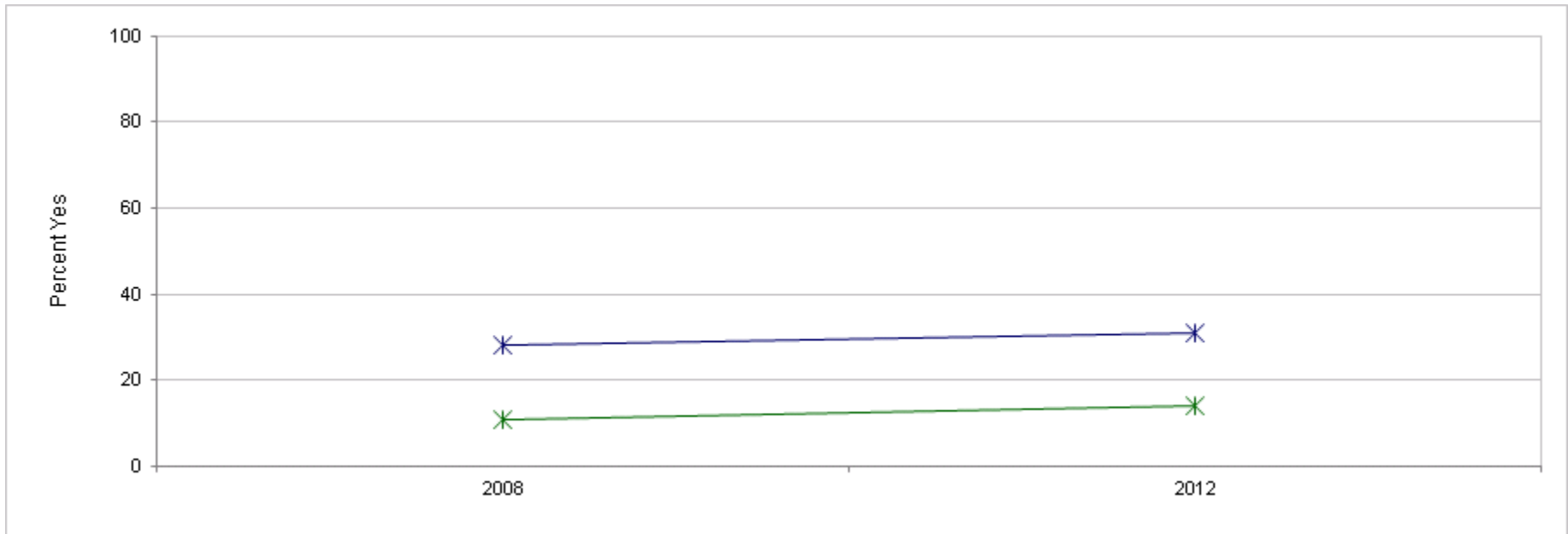


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 4 | 16 |
| * Total Men | 27 | 15 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Offender Was Military Subordinate

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



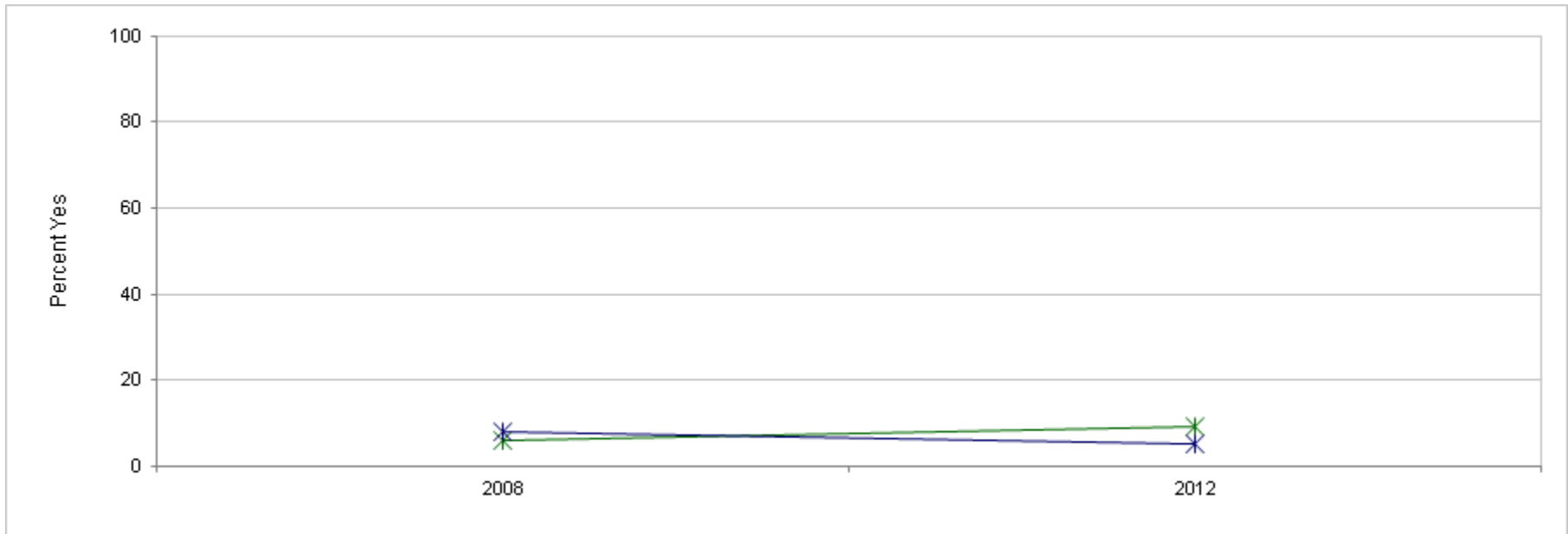
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 11 | 14 |
| * Total Men | 28 | 31 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was Unknown Person

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



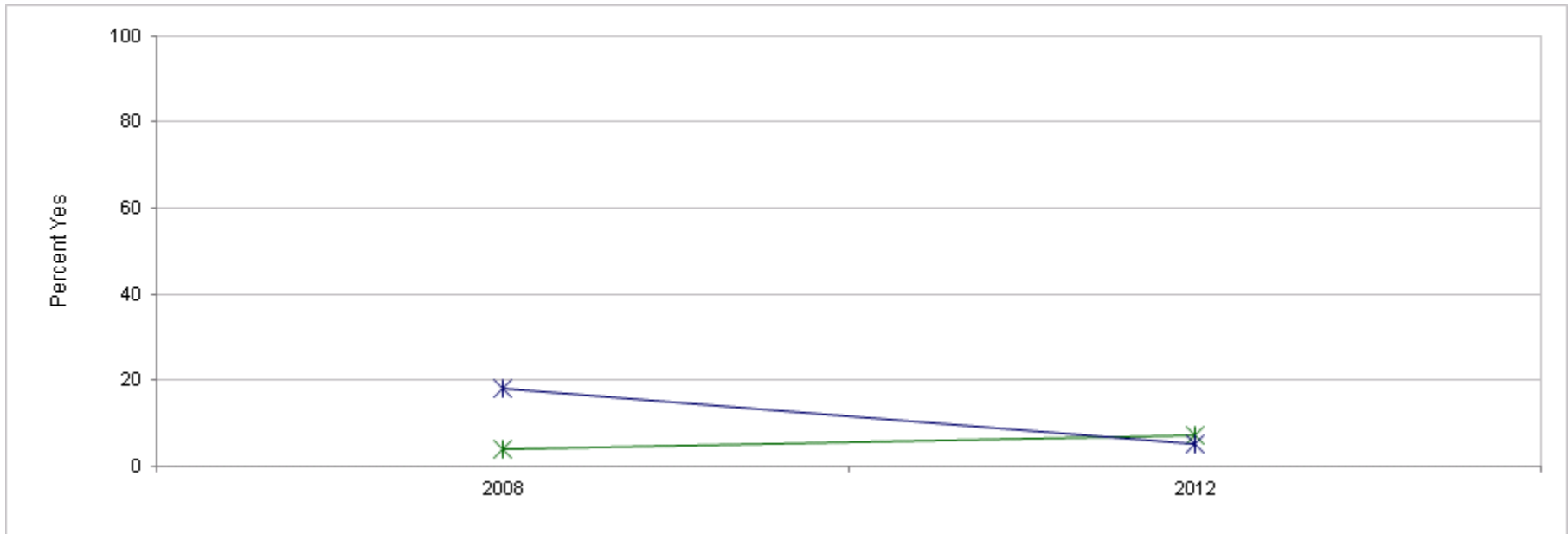
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 6 | 9 |
| * Total Men | 8 | 5 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was DoD/DHS Civilian Contractor

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



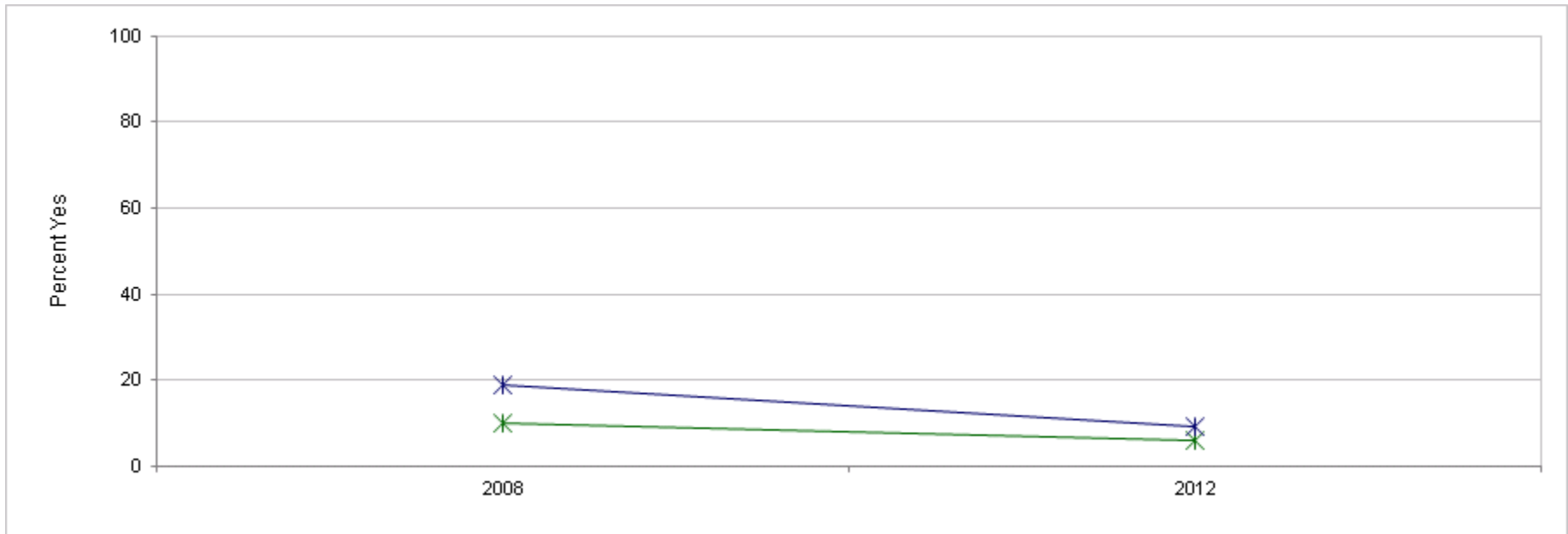
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 4 | 7 |
| * Total Men | 18 | 5 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was DoD/DHS Civilian Employee

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

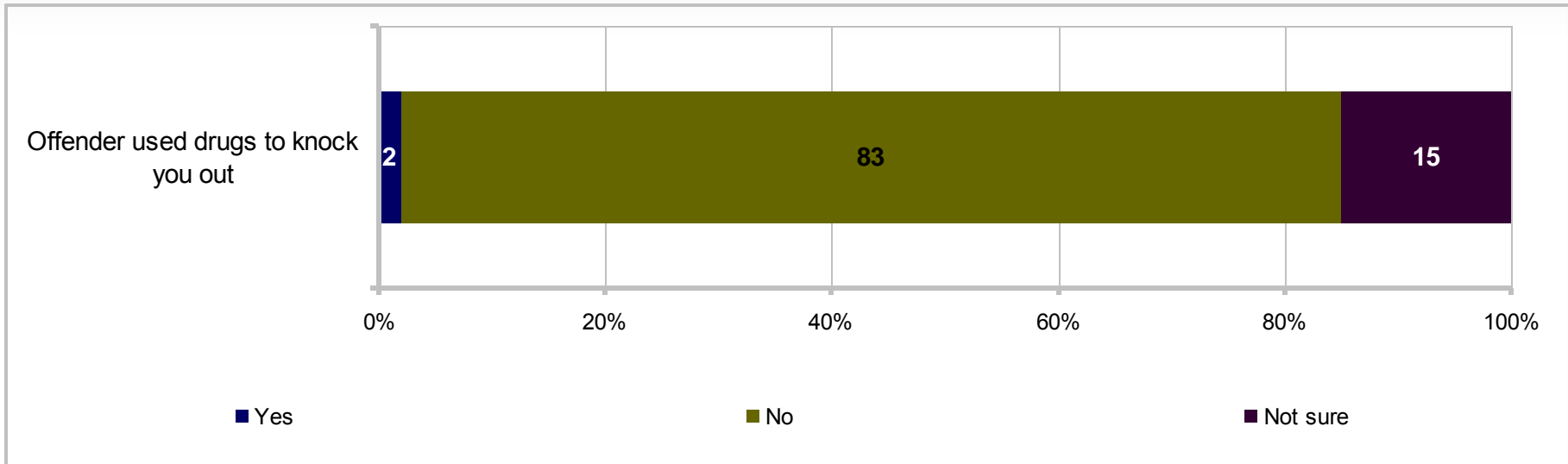


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 10 | 6 |
| * Total Men | | | 19 | 9 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Knock Out Drugs Used in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



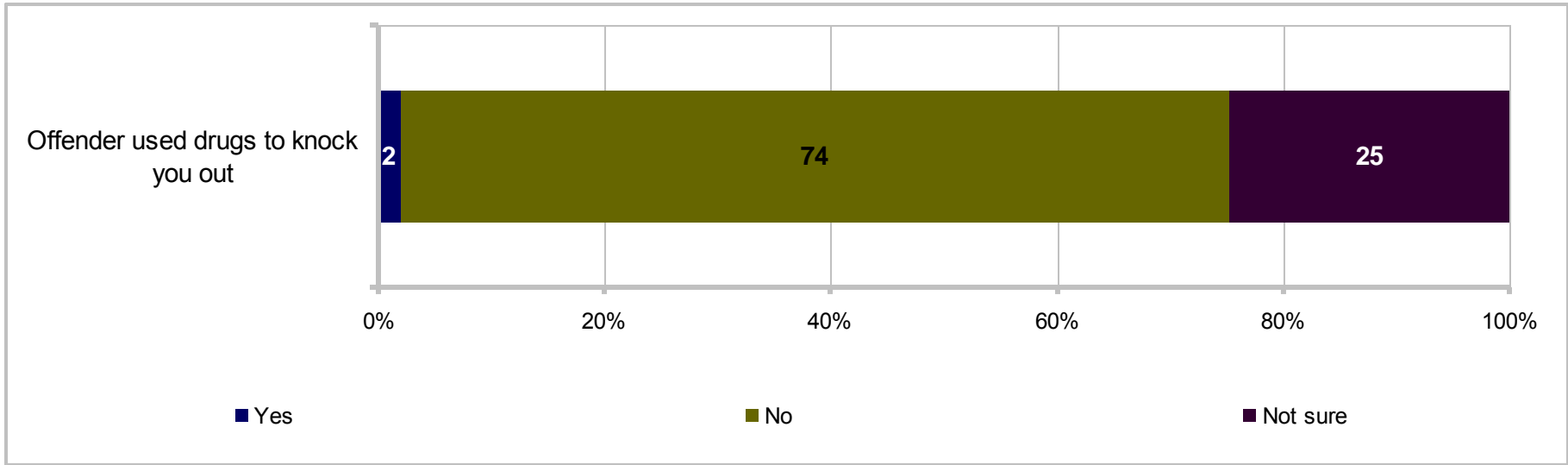
- **Of the 2.8% of women who experienced USC:**

- 2% indicated the offender used drugs to knock them out; 83% of women indicated the offender did not; and 15% of women were not sure



Knock Out Drugs Used in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

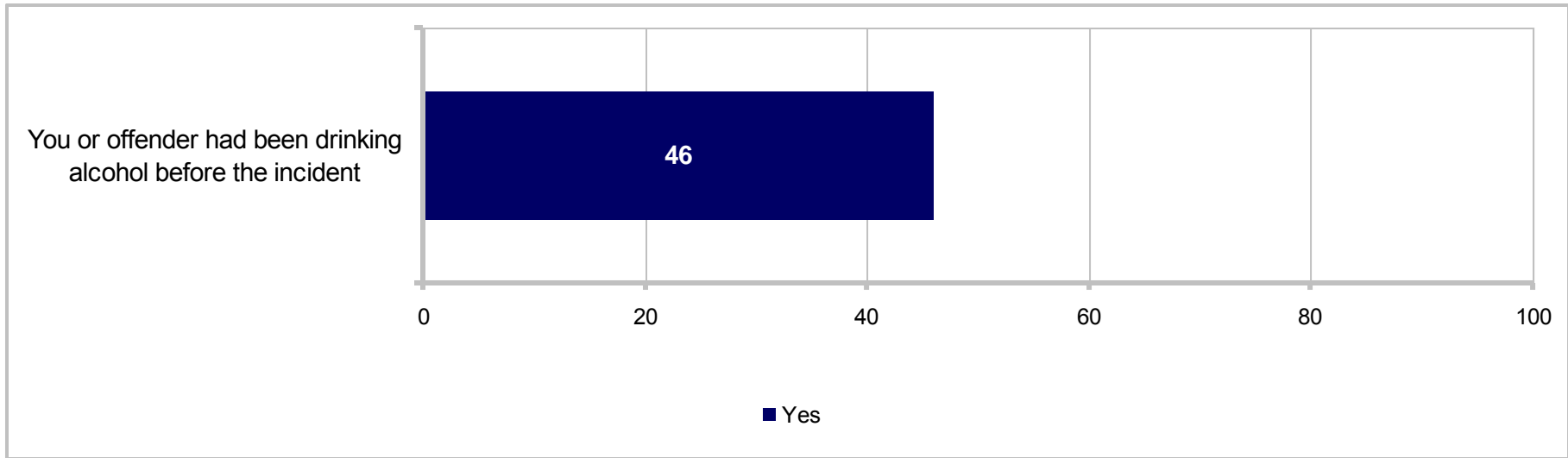


- **Of the 0.5% of men who experienced USC:**

- 2% indicated the offender used drugs to knock them out; 74% of men indicated the offender did not; and 25% of men were not sure

Alcohol Used in the One Situation

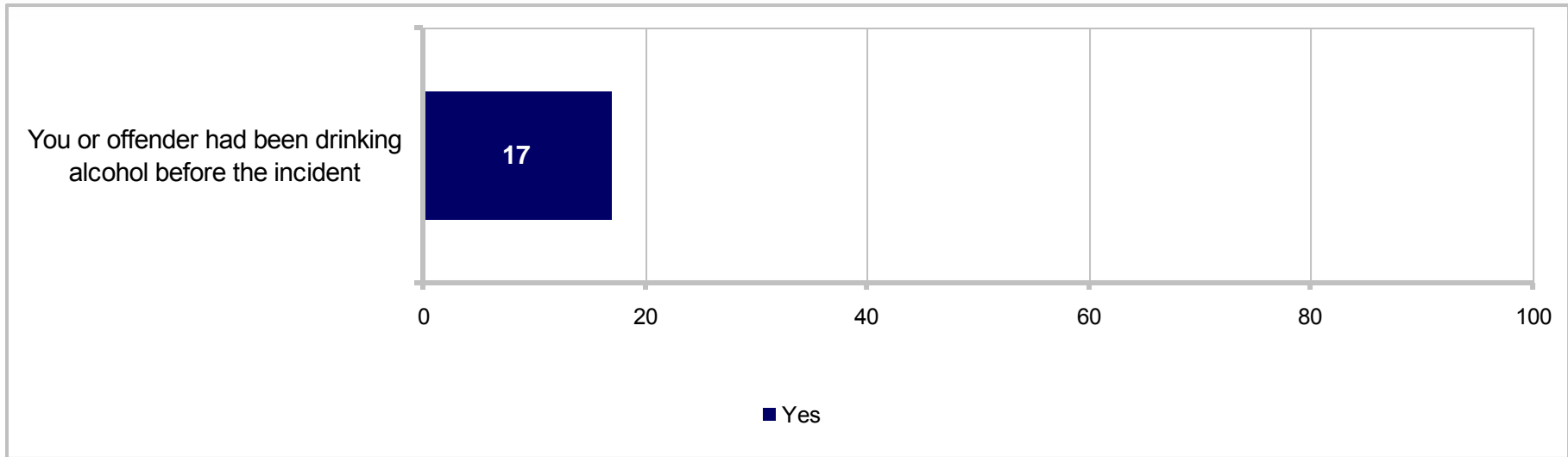
Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



- **Of the 2.8% of women who experienced USC:**
 - 46% indicated they or the offender had been drinking alcohol before the incident

Alcohol Used in the One Situation

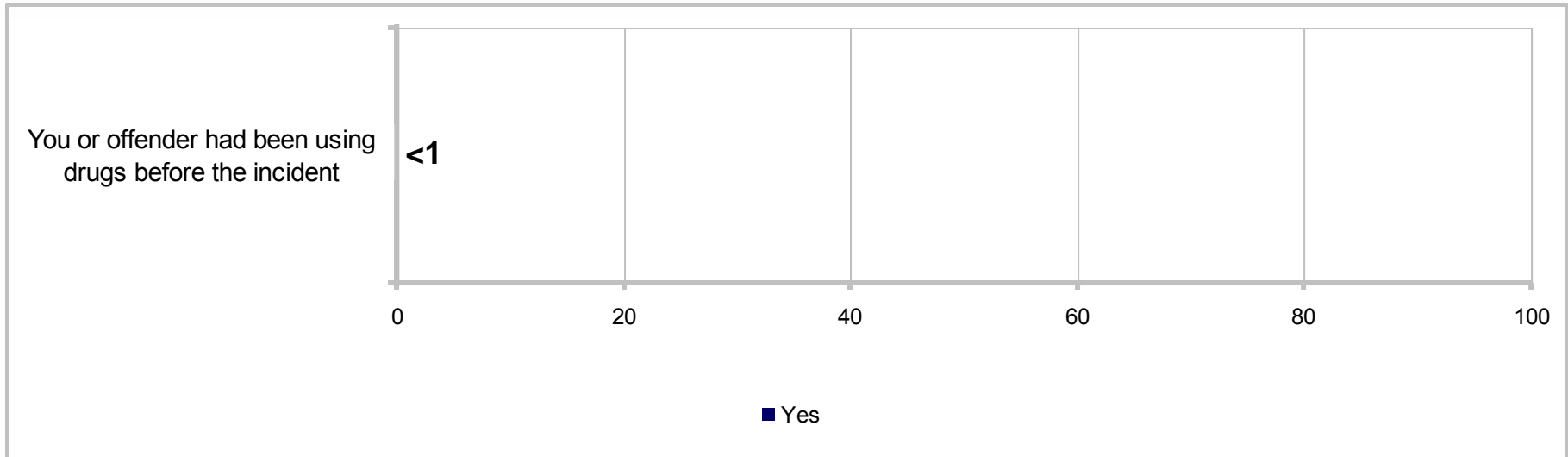
Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



- **Of the 0.5% of men who experienced USC:**
 - 17% indicated they or the offender had been drinking alcohol before the incident

Drugs Used in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

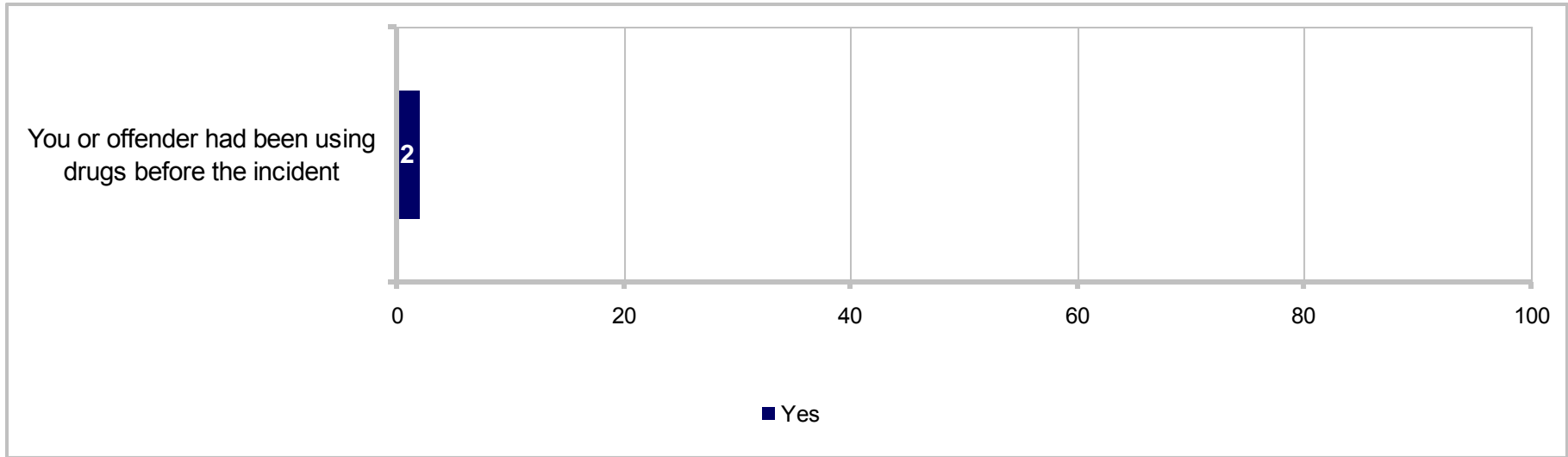


- **Of the 2.8% of women who experienced USC:**
 - <1% indicated they or the offender had been using drugs before the incident



Drugs Used in the One Situation

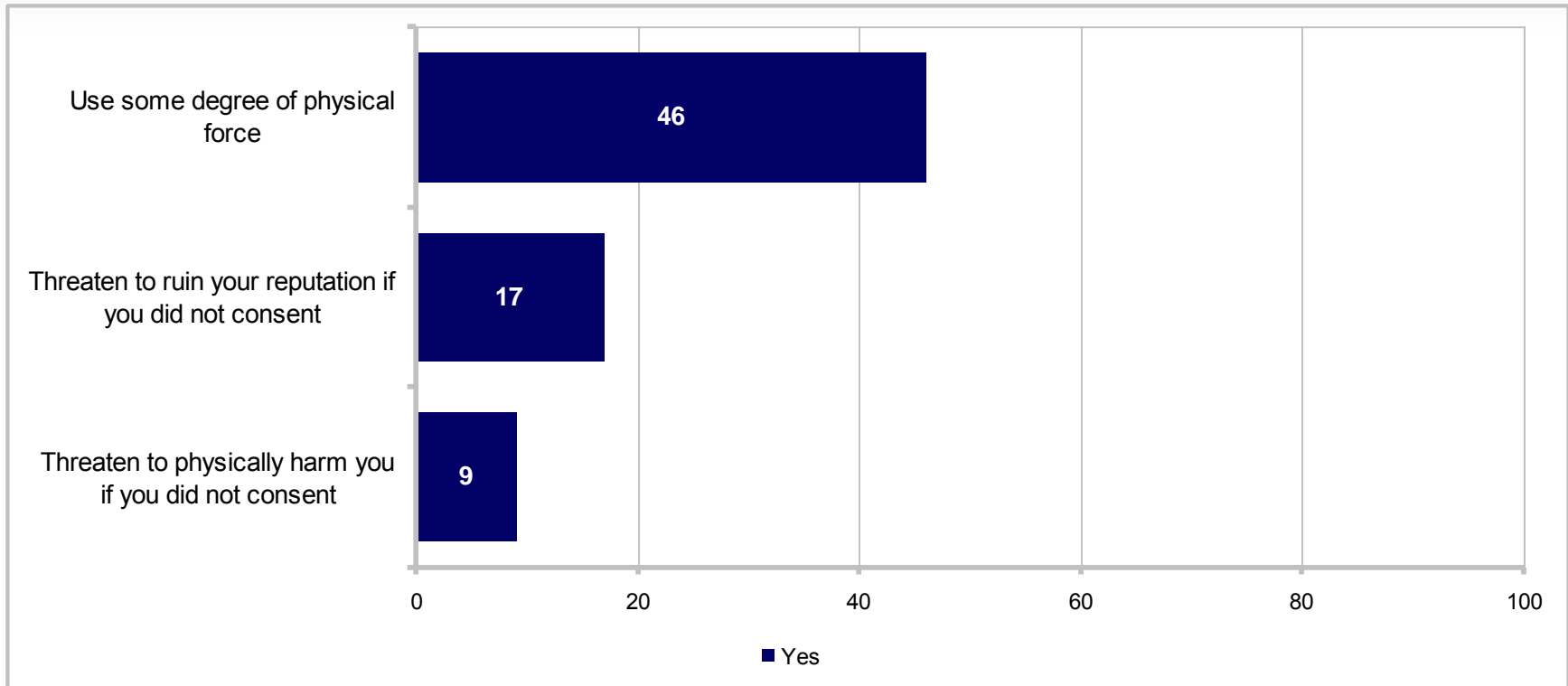
Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



- **Of the 0.5% of men who experienced USC:**
 - 2% indicated they or the offender had been using drugs before the incident

Threats/Force Used in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

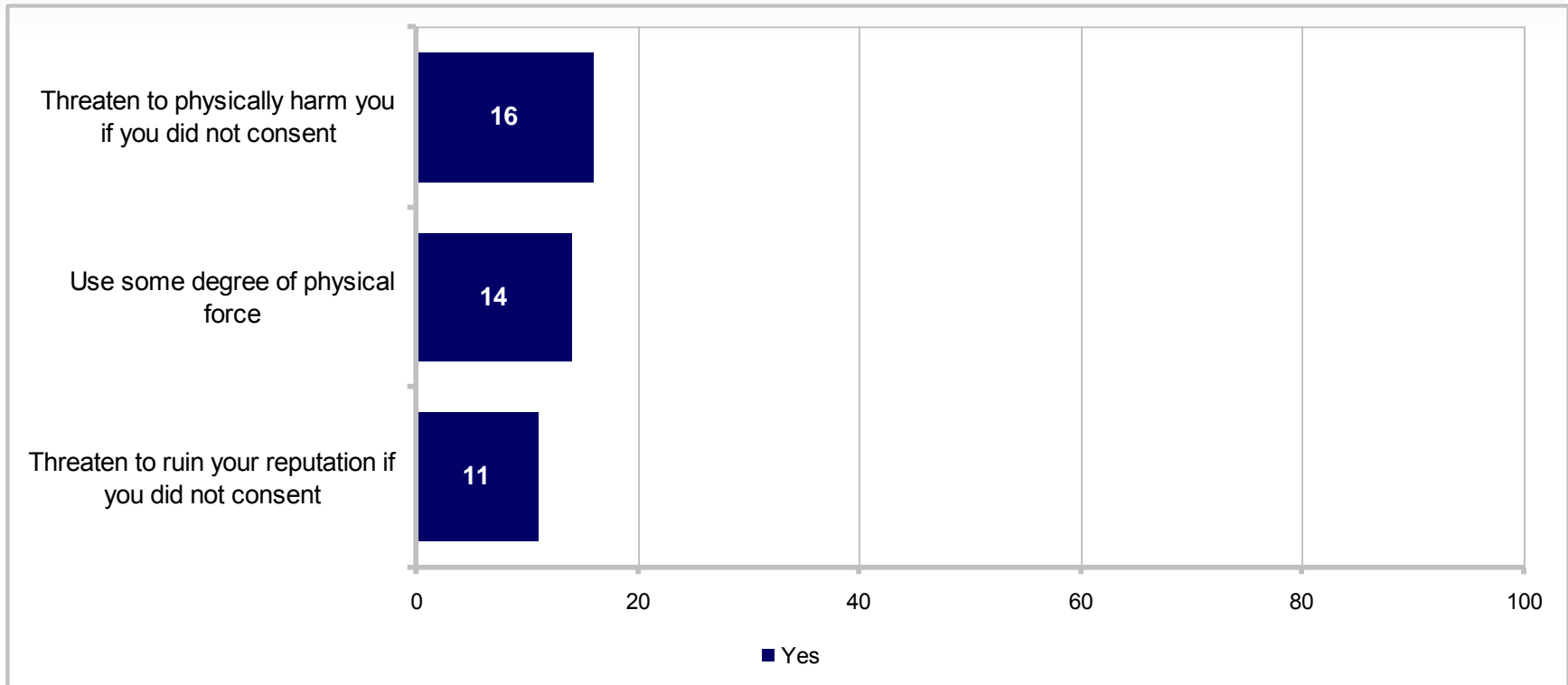


- **Of the 2.8% of women who experienced USC:**

- 46% indicated the offender used some degree of physical force
- 17% indicated the offender threatened to ruin their reputation if they did not consent
- 9% indicated the offender threatened to physically harm them if they did not consent

Threats/Force Used in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



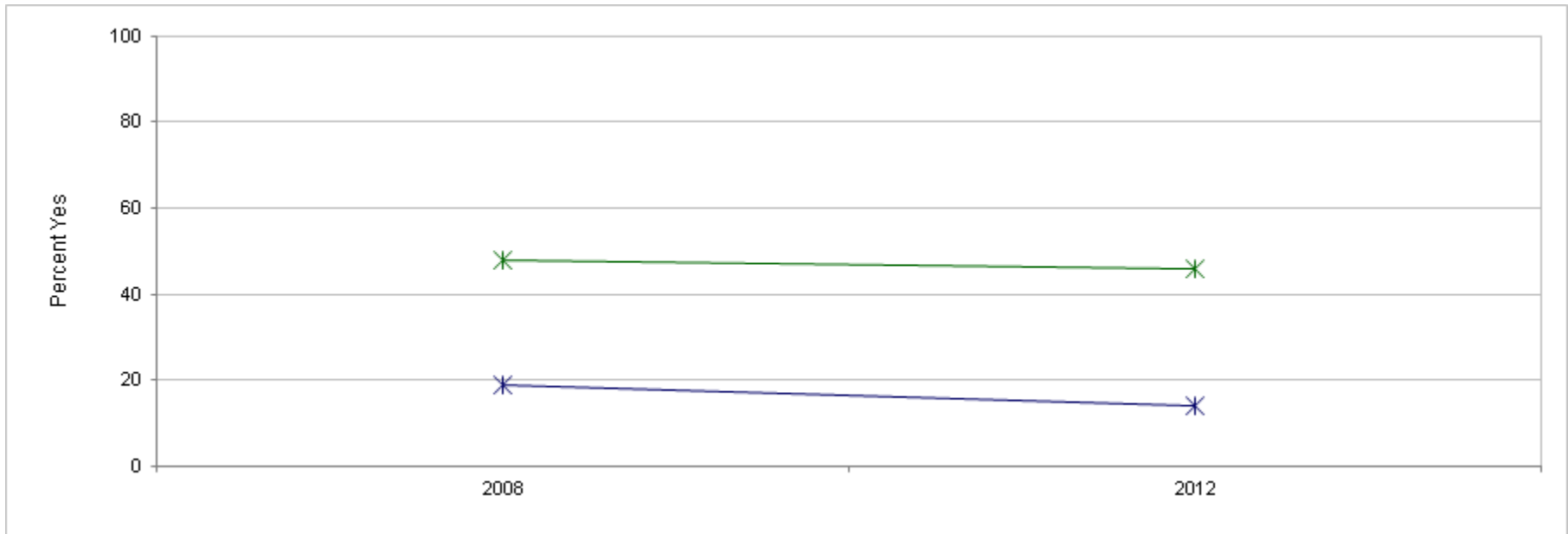
- **Of the 0.5% of men who experienced USC:**

- 16% indicated the offender threatened to physically harm them if they did not consent
- 14% indicated the offender used some degree of physical force
- 11% indicated the offender threatened to ruin their reputation if they did not consent



Offender Used Some Degree of Physical Force

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

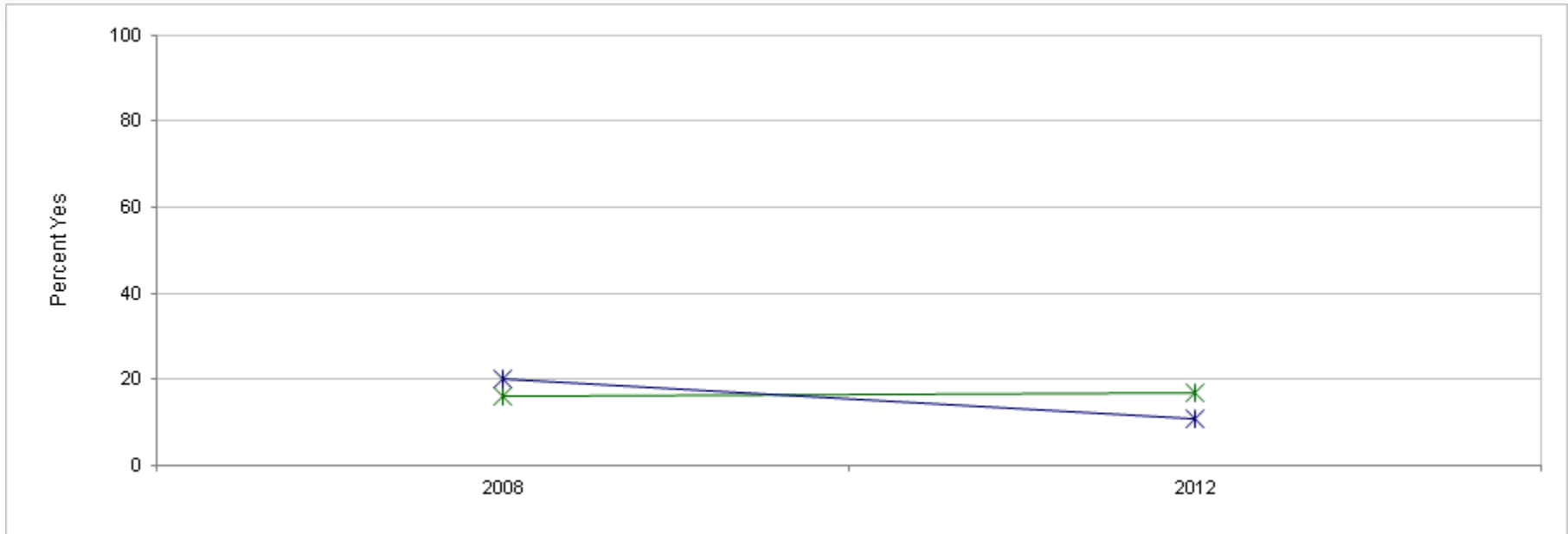


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 48 | 46 |
| * Total Men | | 19 | 14 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Threatened To Ruin Your Reputation if You Did Not Consent Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

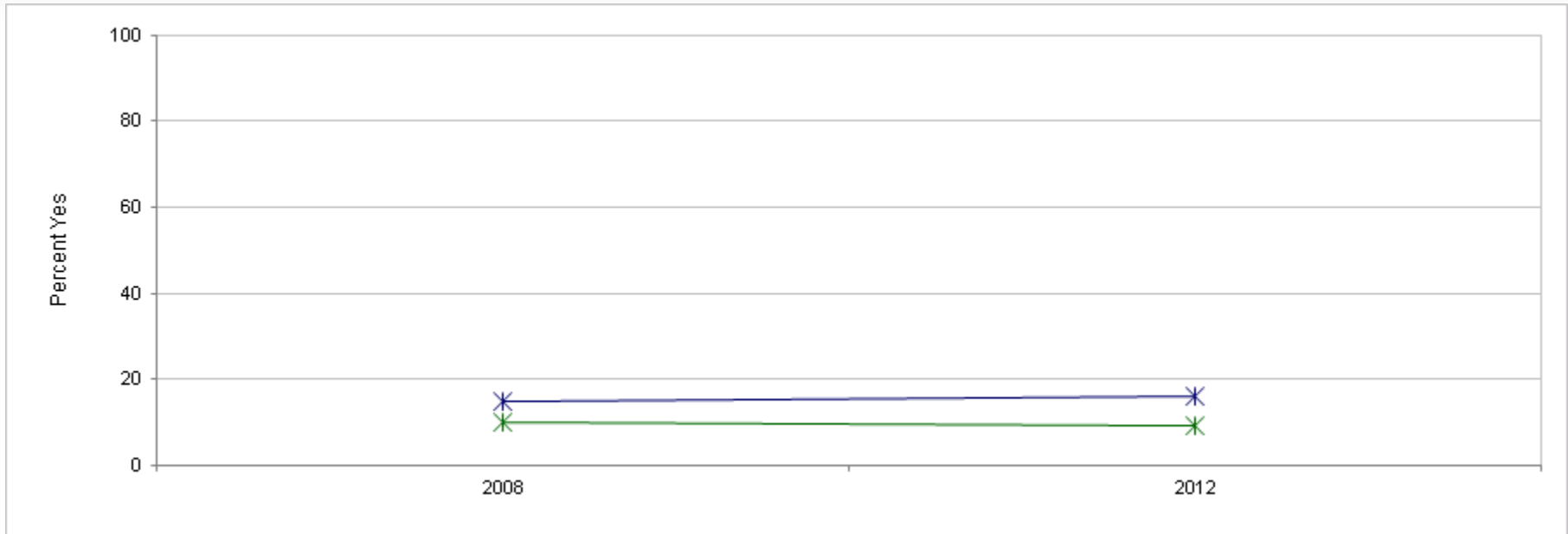


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 16 | 17 |
| * Total Men | 20 | 11 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Threatened To Physically Harm You if You Did Not Consent Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

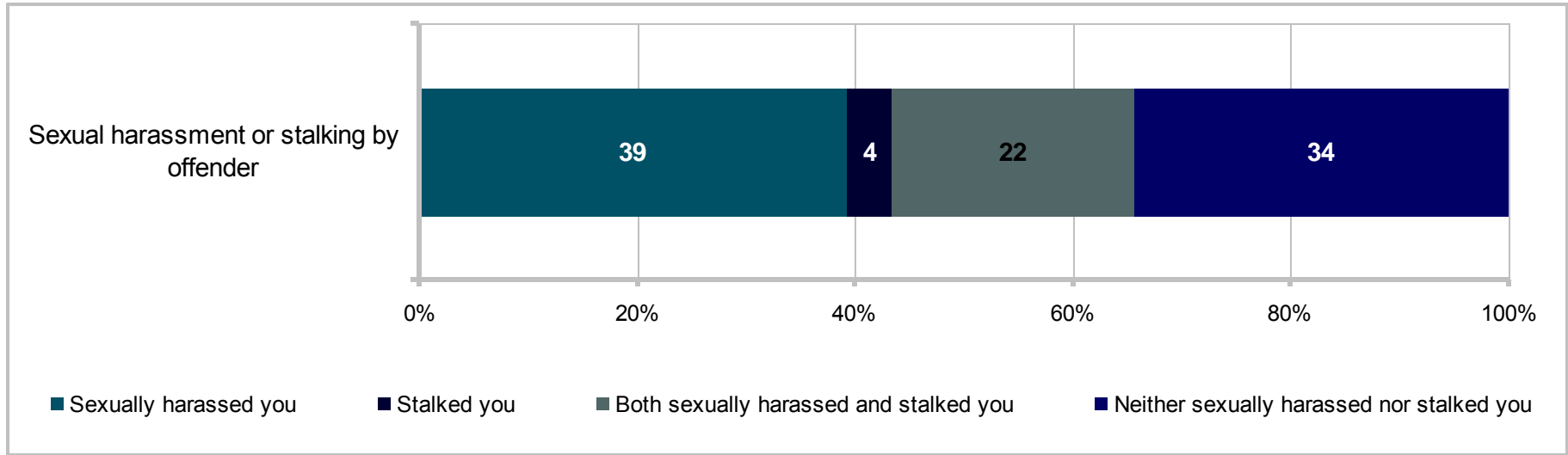


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 10 | 9 |
| * Total Men | | 15 | 16 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Sexual Harassment or Stalking by Offender Before/After the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

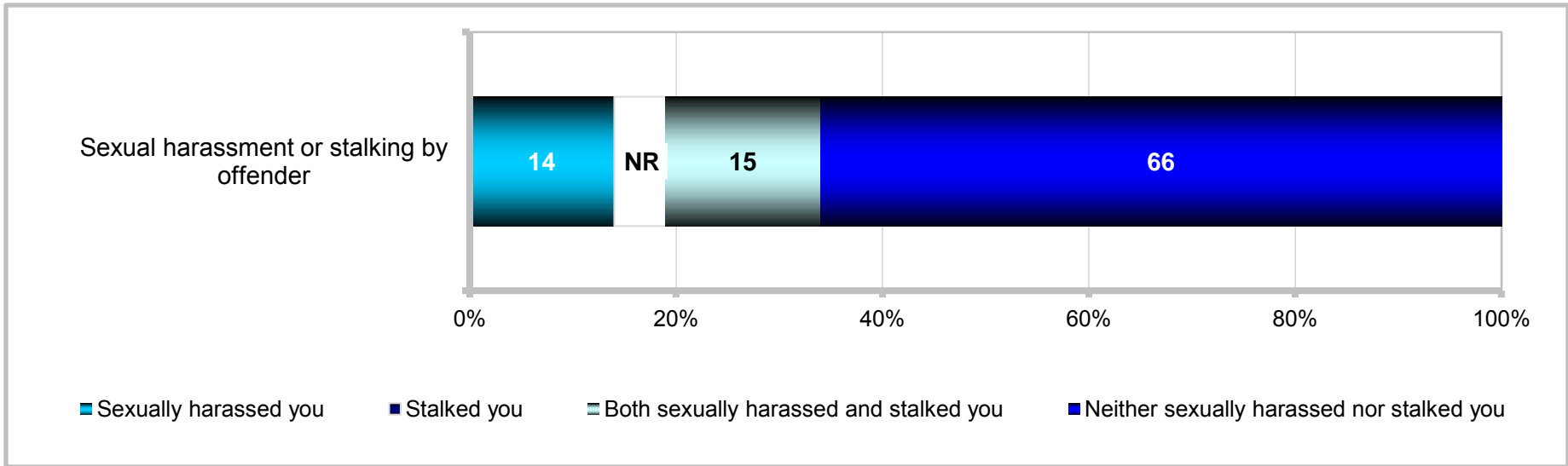


- **Of the 2.8% of women who experienced USC:**

- 39% indicated the offender sexually harassed them before/after the situation; 4% of women indicated the offender stalked them; 22% of women indicated the offender both sexually harassed and stalked them; and 34% of women indicated the offender did not sexually harass nor stalk them

Sexual Harassment or Stalking by Offender Before/After the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

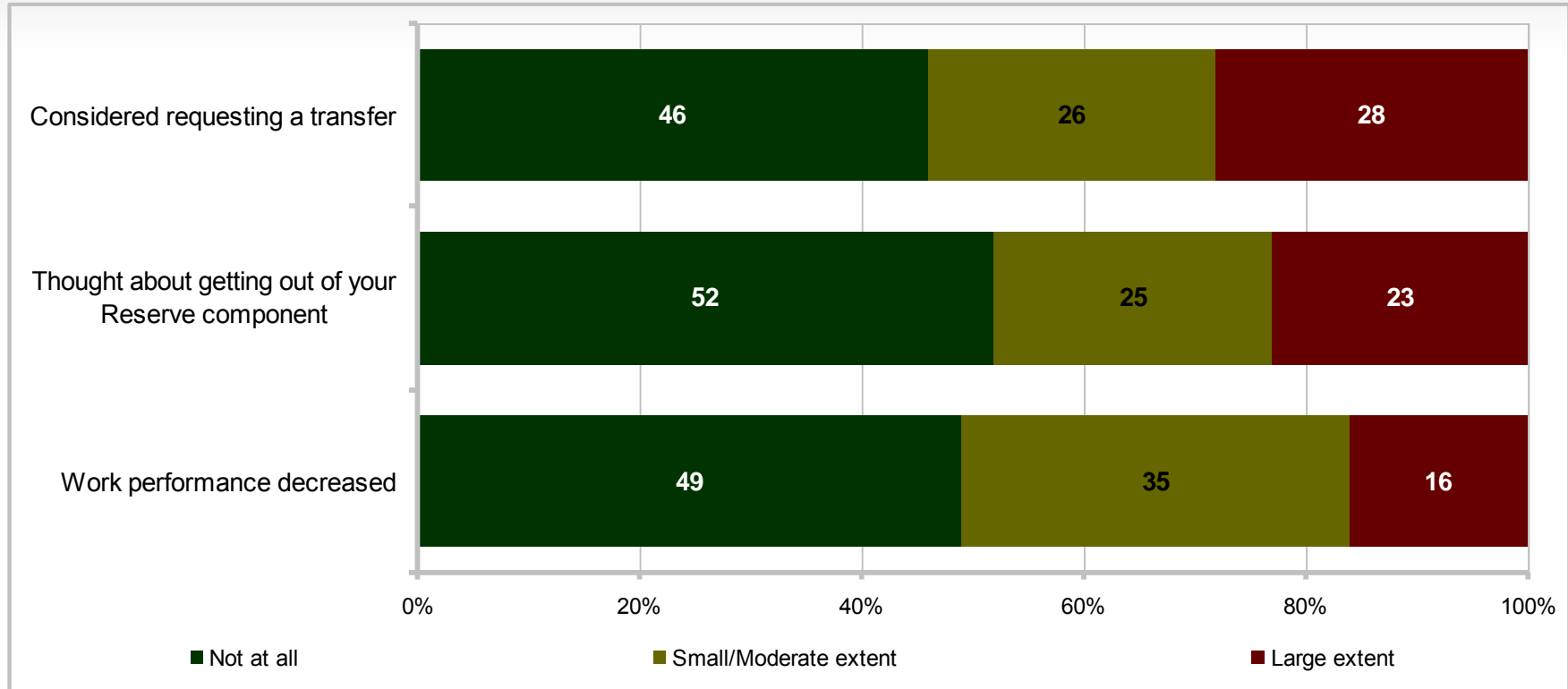


- **Of the 0.5% of men who experienced USC:**

- 14% indicated the offender sexually harassed them before/after the situation; the percentage of men who indicated the offender stalked them is not reportable; 15% of men indicated the offender both sexually harassed and stalked them; and 66% of men indicated the offender did not sexually harass nor stalk them

Negative Actions as a Result of the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

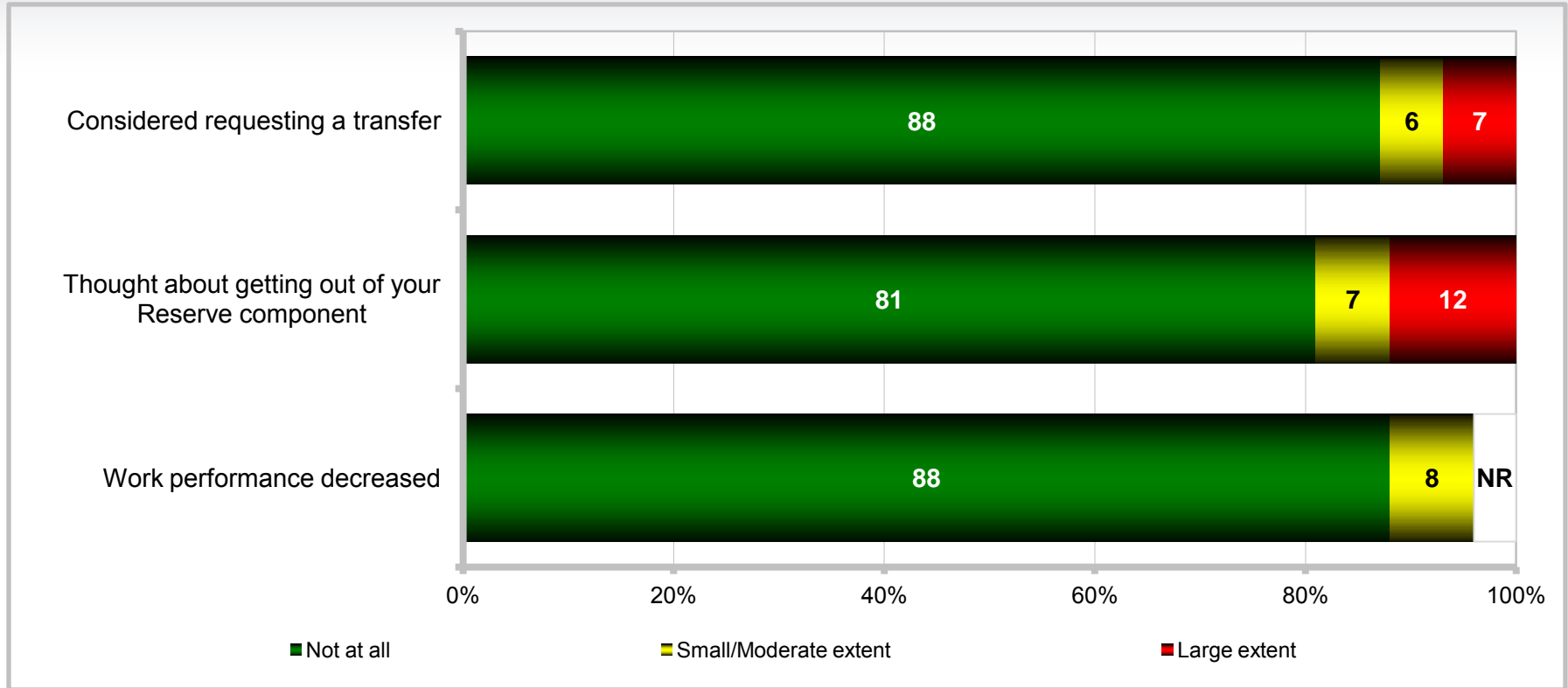


- Of the 2.8% of women who experienced USC:**

- 46% indicated that as a result of the situation they did not consider requesting a transfer; 28% indicated they did to a large extent
- 52% indicated that as a result of the situation they did not think about getting out of their Reserve component; 23% indicated they did to a large extent
- 49% indicated that as a result of the situation their work performance did not decrease; 16% indicated it did to a large extent

Negative Actions as a Result of the One Situation

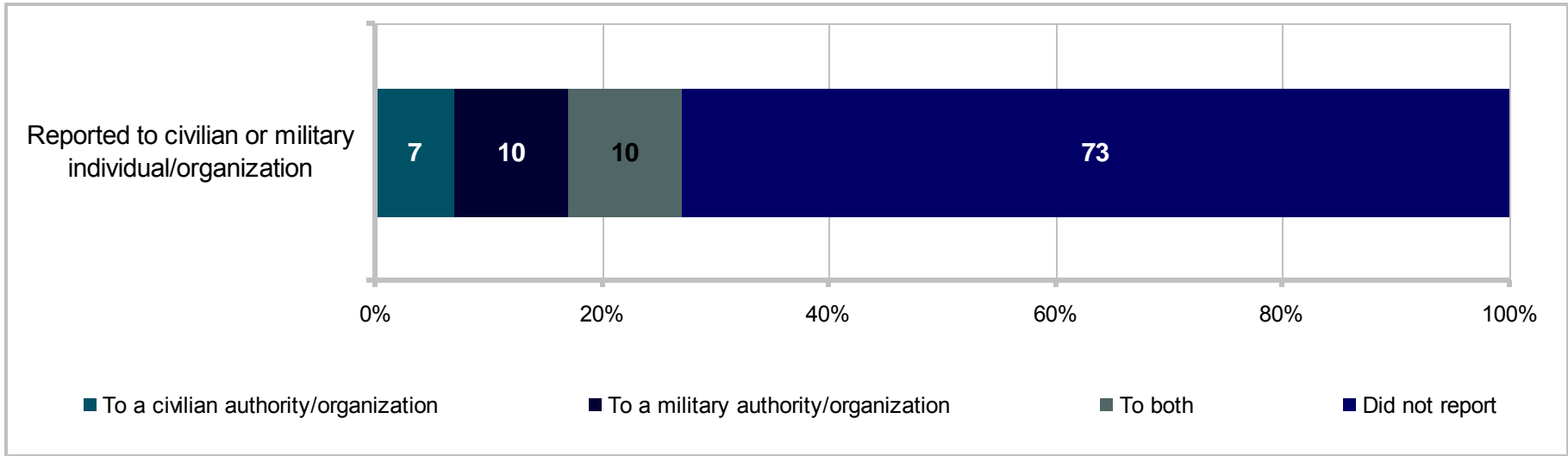
Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



- **Of the 0.5% of men who experienced USC:**

- 88% indicated that as a result of the situation they did not consider requesting a transfer; 7% indicated they did to a large extent
- 81% indicated that as a result of the situation they did not think about getting out of their Reserve component; 12% indicated they did to a large extent
- 88% indicated that as a result of the situation their work performance did not decrease; the percentage of men who indicated a large extent is not reportable

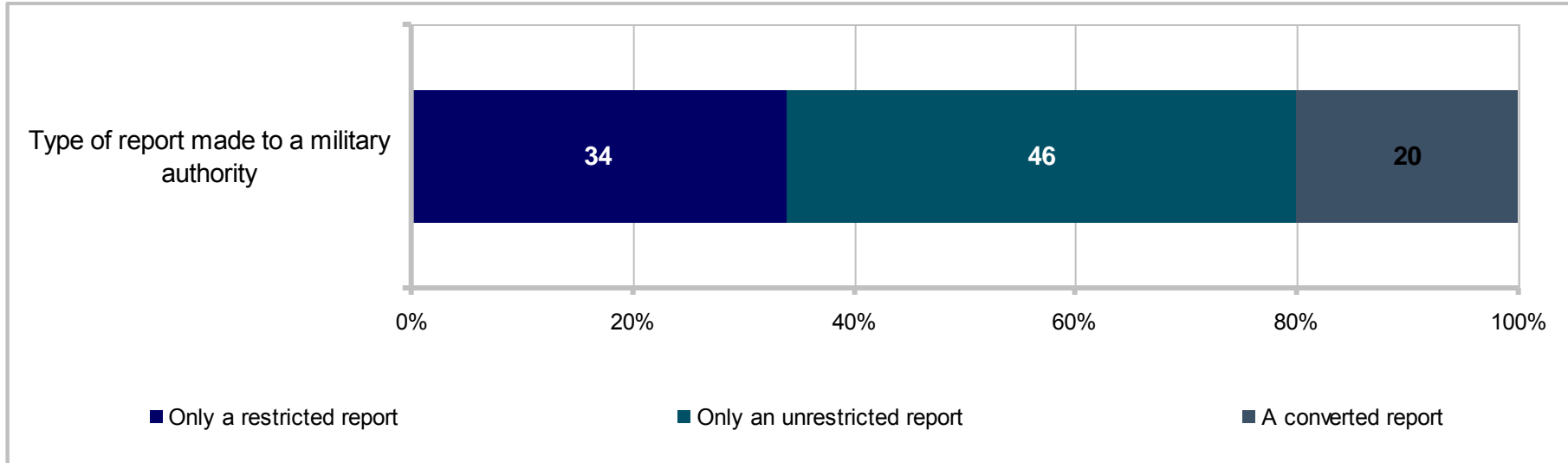
Reported the One Situation to Civilian or Military Individual/Organization Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



- **Of the 2.8% of women who experienced USC:**
 - 7% reported the situation to a civilian authority/organization; 10% reported to a military authority/organization; 10% reported to both; and 73% did not report
- **Results for men are not reportable**

Type of Report Made to a Military Authority in the One Situation

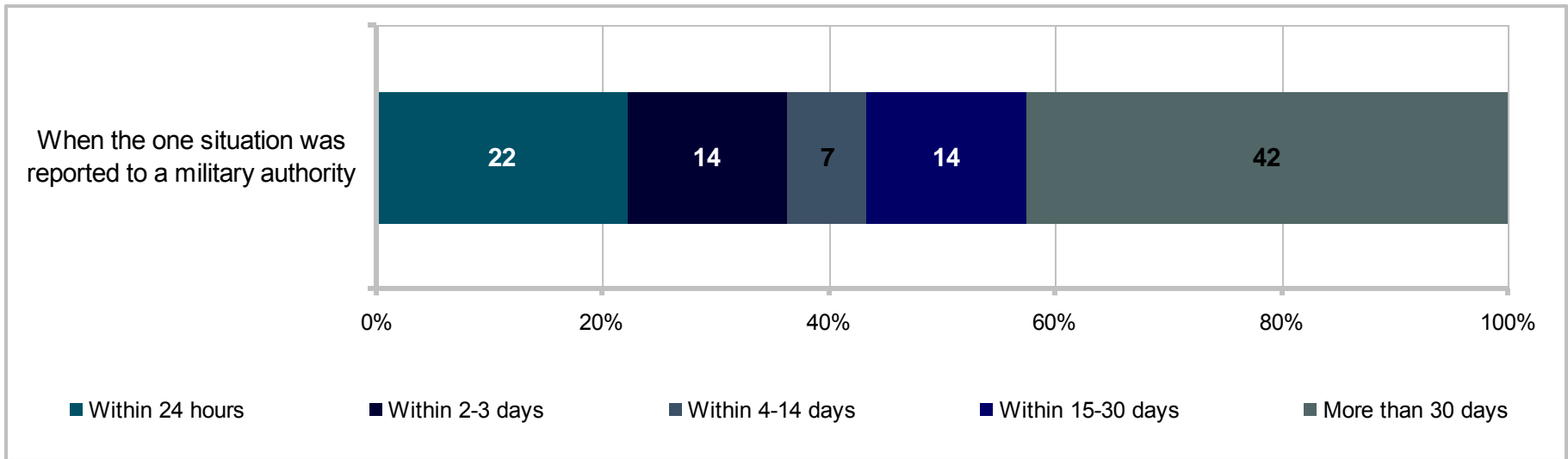
Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**
 - 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report
- **Results for men are not reportable**

When the One Situation Was Reported to a Military Authority

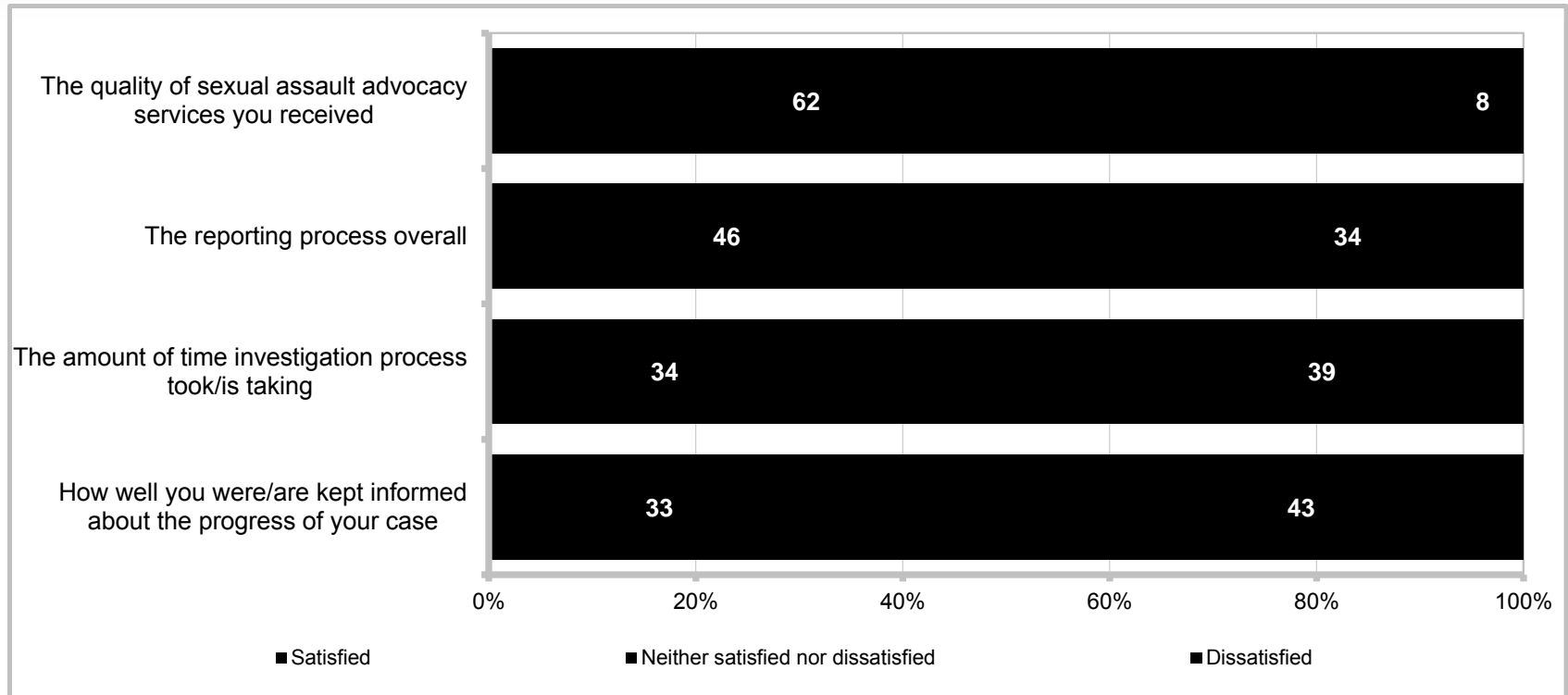
Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**
 - 22% reported within 24 hours; 14% within 2-3 days; 7% within 4-14 days; 14% within 15-30 days; and 42% after more than 30 days
- **Results for men are not reportable**

Level of Satisfaction With the Sexual Assault Services in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



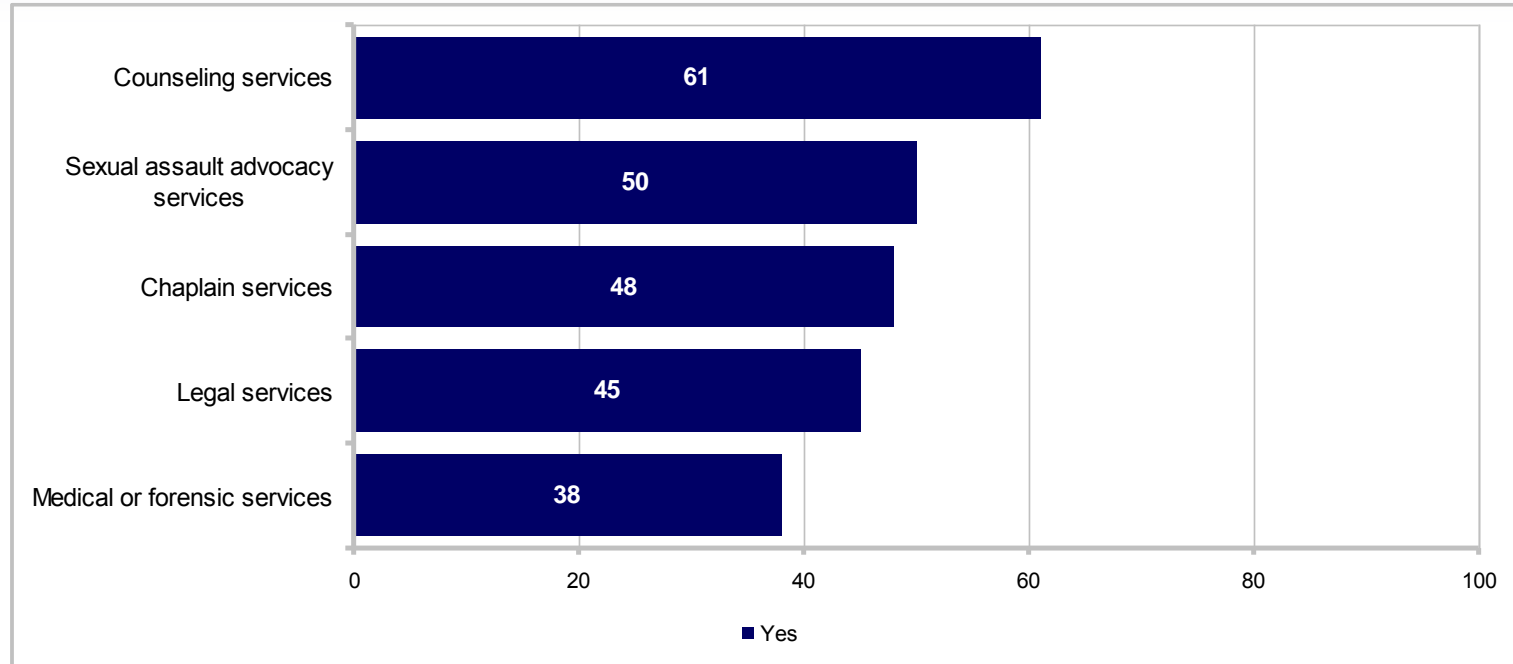
- **Of the 20% of women who reported to a military authority:**

- 62% were satisfied with the quality of sexual assault advocacy services they received; 8% dissatisfied
- 46% were satisfied with the reporting process overall; 34% dissatisfied
- 34% were satisfied with the amount of time investigation process took/is taking; 39% dissatisfied
- 33% were satisfied with how well they were/are kept informed about the progress of their case; 43% dissatisfied

- **Results for men are not reportable**

Offered Sexual Assault Services When Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**

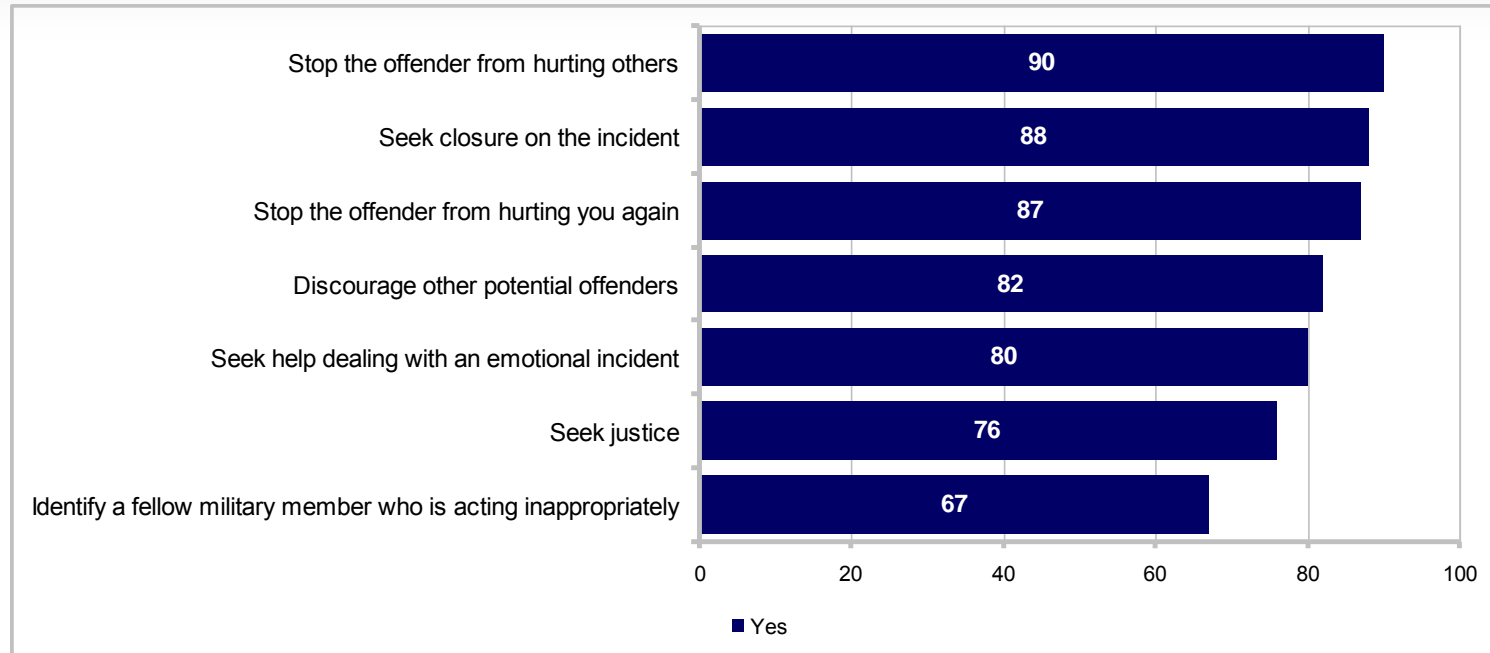
- 61% were offered counseling services
- 50% were offered sexual assault advocacy services
- 48% were offered chaplain services
- 45% were offered legal services
- 38% were offered medical or forensic services

- **Results for men are not reportable**



Reasons for Reporting the One Situation to a Military Authority

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



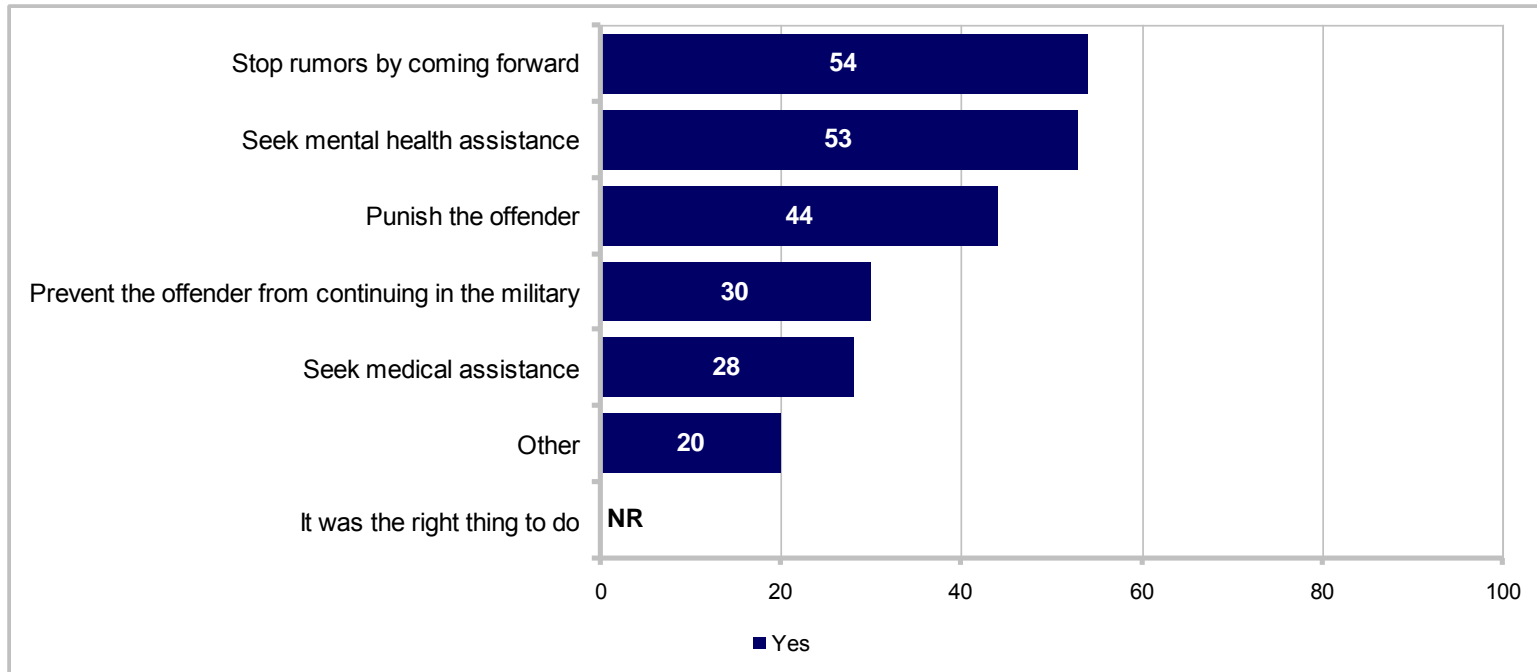
- **Of the 20% of women who reported to a military authority, the reasons for reporting were:**

- 90% to stop the offender from hurting others
- 88% to seek closure on the incident
- 87% to stop the offender from hurting them again
- 82% to discourage other potential offenders
- 80% to seek help dealing with an emotional incident
- 76% to seek justice
- 67% to identify a fellow military member who is acting inappropriately

- **Results for men are not reportable**

Reasons for Reporting the One Situation to a Military Authority (Continued)

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority

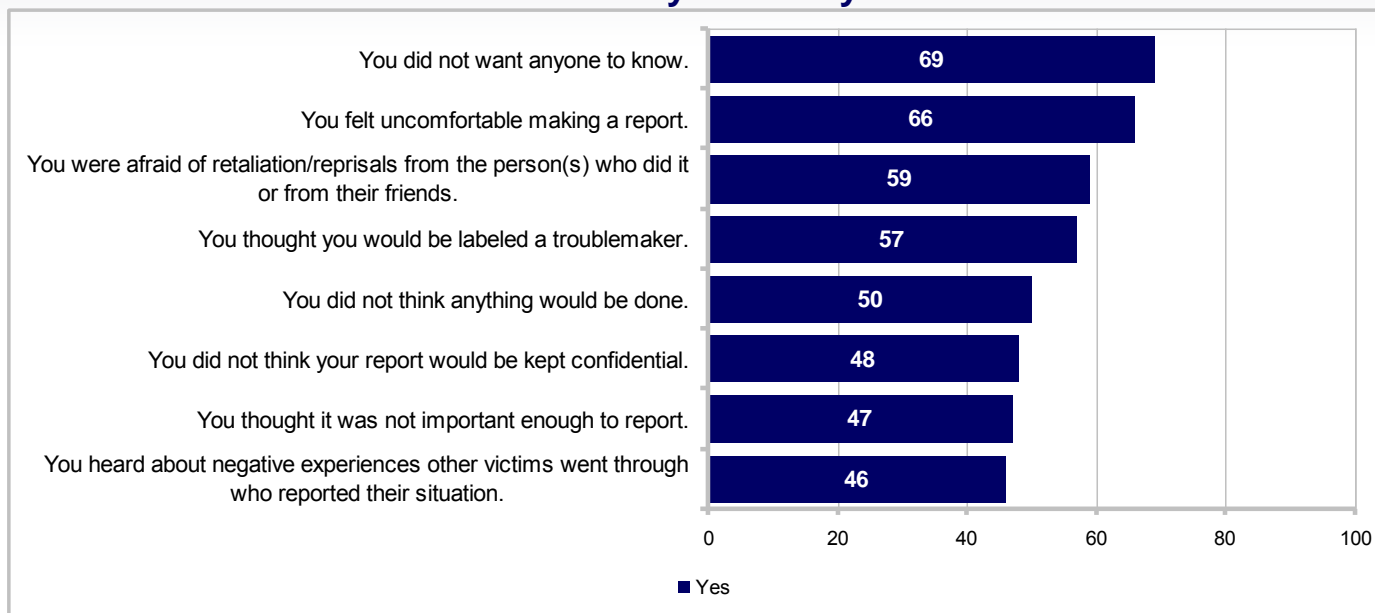


• **Of the 20% of women who reported to a military authority, the reasons for reporting were (continued):**

- 54% to stop rumors by coming forward
- 53% to seek mental health assistance
- 44% to punish the offender
- 30% to prevent the offender from continuing in the military
- 28% to seek medical assistance
- 20% for another reason
- It was the right thing to do is not reportable

Reasons for Not Reporting the One Situation to a Military Authority

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



- **Of the 80% of women who did not report to a military authority, the reasons for not reporting were:**

- 69% did not want anyone to know
- 66% felt uncomfortable making a report
- 59% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 57% thought they would be labeled a troublemaker
- 50% did not think anything would be done
- 48% did not think their report would be kept confidential
- 47% thought it was not important enough to report
- 46% heard about negative experiences other victims went through who reported their situation

Reasons for Not Reporting the One Situation to a Military Authority (Continued)

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority

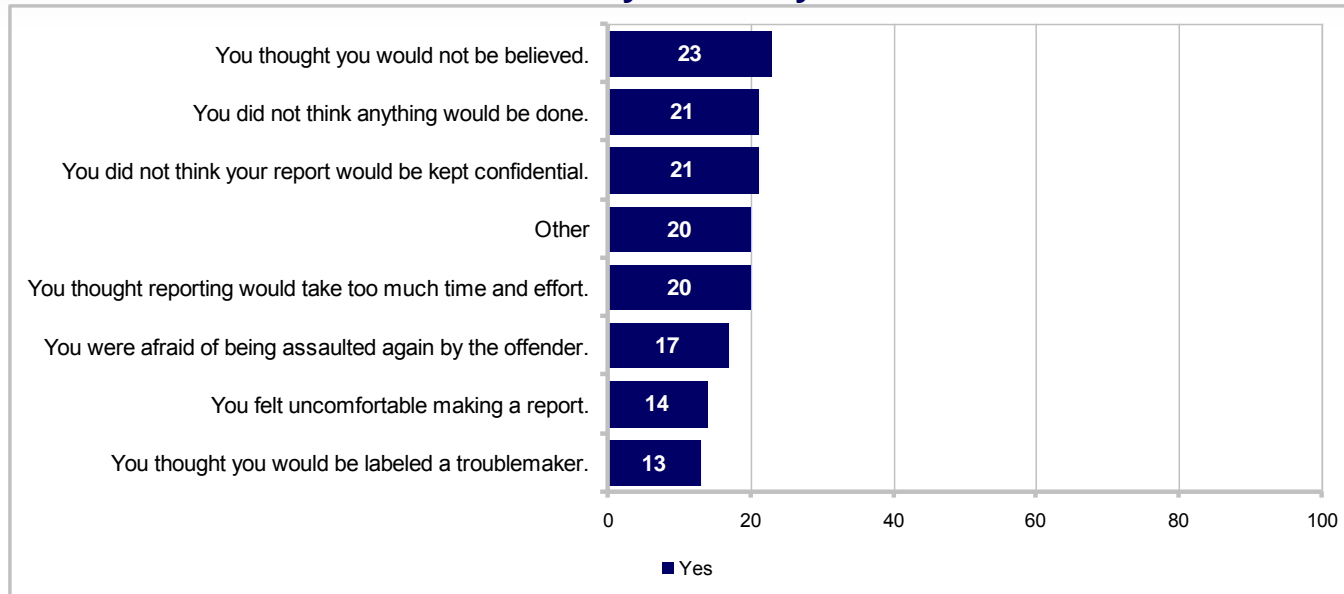


- **Of the 80% of women did not report to a military authority, the reasons for not reporting were (continued):**

- 41% thought their performance evaluation or chance for promotion would suffer
- 36% thought they would not be believed
- 34% thought reporting would take too much time and effort
- 29% were afraid of being assaulted again by the offender
- 26% feared they or others would be punished for infractions/violations, such as underage drinking
- 25% thought they might lose their security clearance/personnel reliability certification
- 15% indicated another reason
- 14% did not know how to report

Reasons for Not Reporting the One Situation to a Military Authority

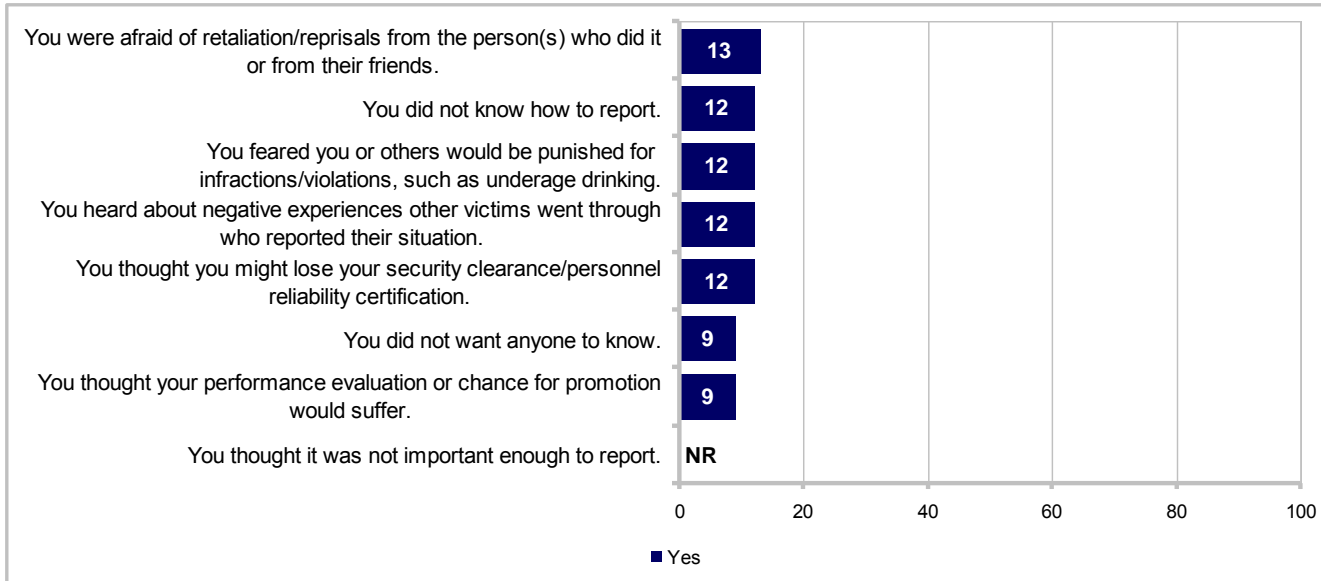
Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



- **Of the 93% of men who did not report to a military authority, the reasons for not reporting were:**
 - 23% thought they would not be believed
 - 21% did not think anything would be done
 - 21% did not think their report would be kept confidential
 - 20% indicated another reason
 - 20% thought reporting would take too much time and effort
 - 17% were afraid of being assaulted again by the offender
 - 14% felt uncomfortable making a report
 - 13% thought they would be labeled a troublemaker

Reasons for Not Reporting the One Situation to a Military Authority (Continued)

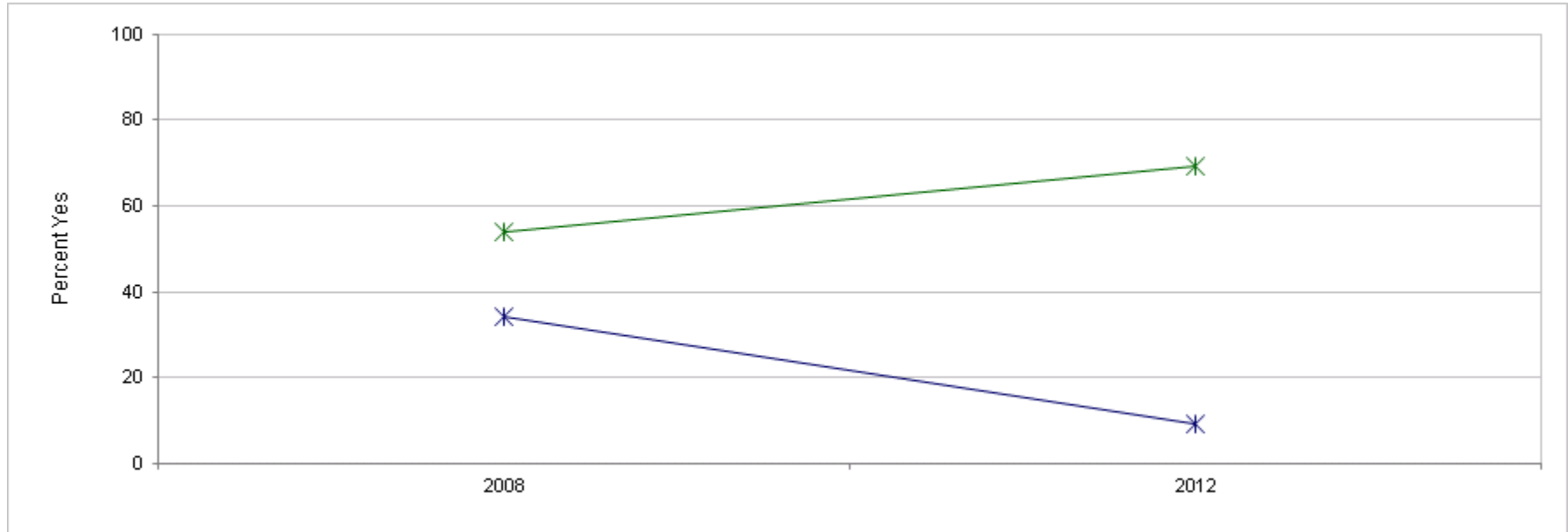
Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



- **Of the 93% of men who did not report to a military authority, the reasons for not reporting were (continued):**
 - 13% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
 - 12% did not know how to report
 - 12% feared they or others would be punished for infractions/violations, such as underage drinking
 - 12% thought they might lose their security clearance/personnel reliability certification
 - 12% heard about negative experiences other victims went through who reported their situation
 - 9% thought their performance evaluation or chance for promotion would suffer
 - 9% did not want anyone to know
 - You thought it was not important enough to report is not reportable

Reasons for Not Reporting to a Military Authority: Did Not Want Anyone To Know

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

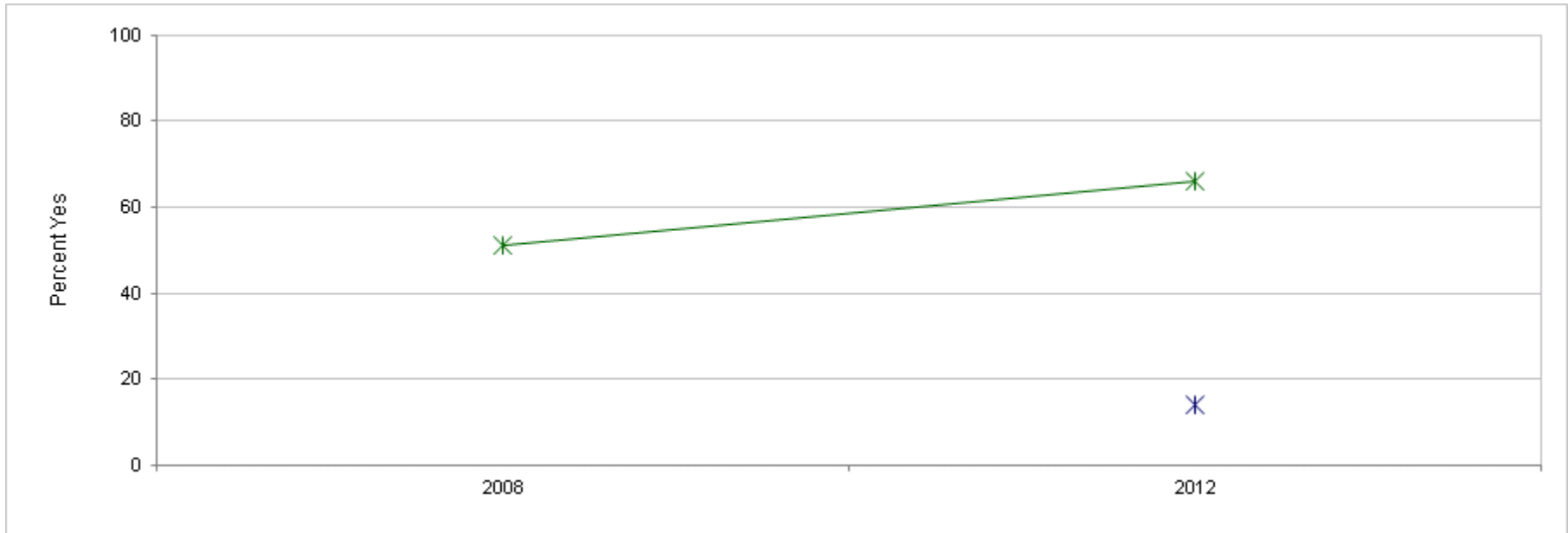


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 54 | 69 |
| * Total Men | | 34 | 9 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Felt Uncomfortable Making a Report

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



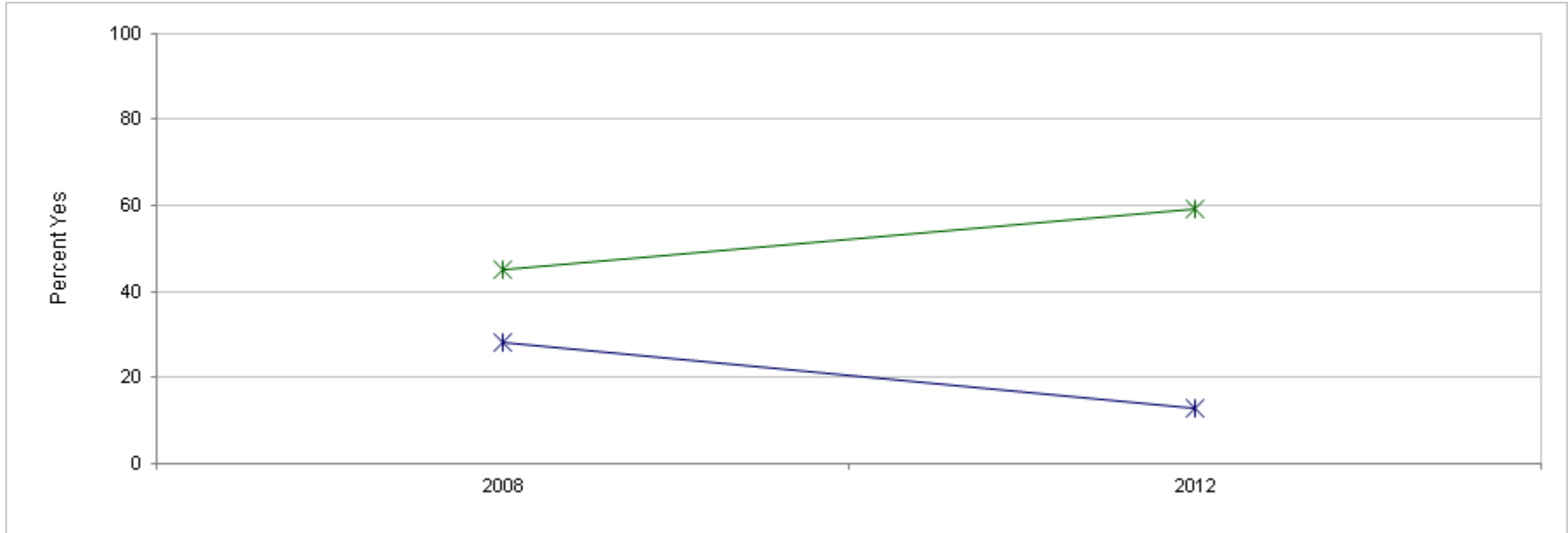
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 51 | 66 |
| * Total Men | NR | 14 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Reasons for Not Reporting to a Military Authority: Afraid of Retaliation/Reprisals From the Person(s) Who Did It or From Their Friends

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

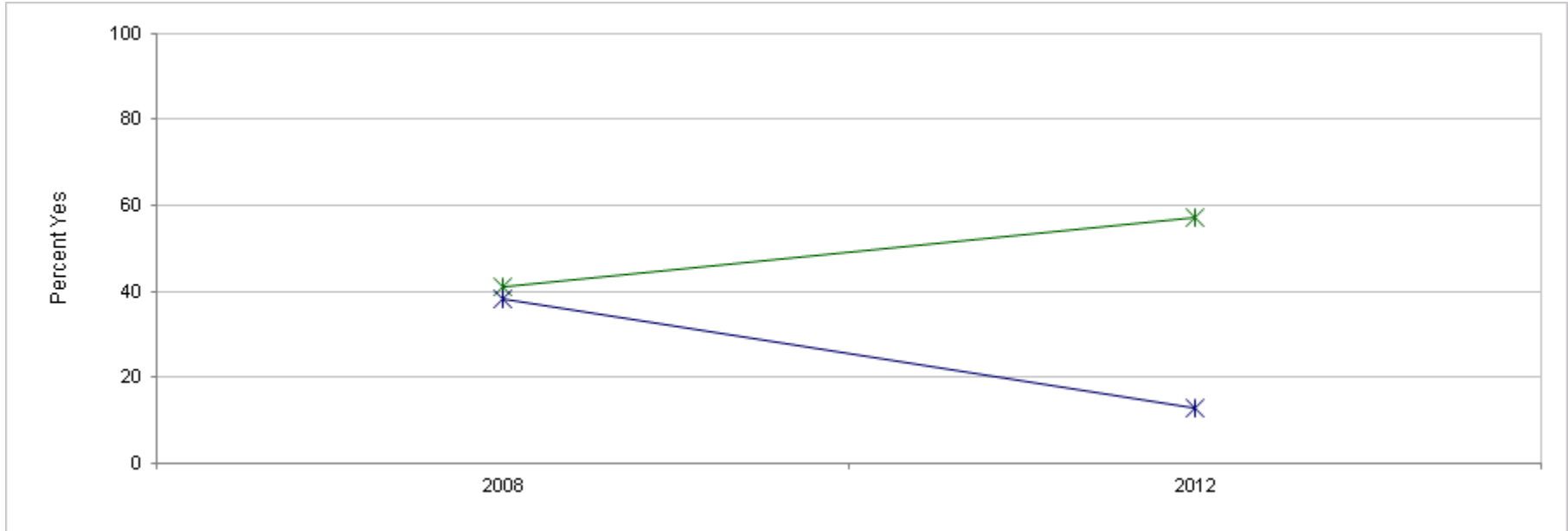


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 45 | 59 |
| * Total Men | 28 | 13 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Thought You Would Be Labeled a Troublemaker

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

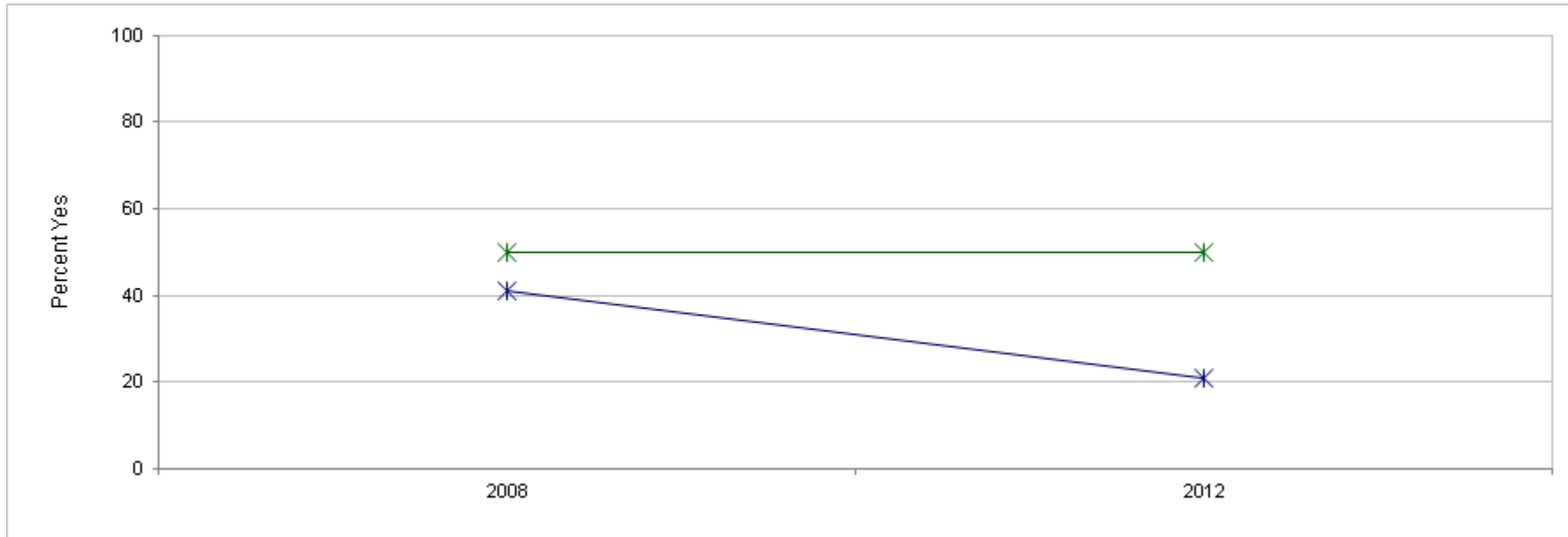


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 41 | 57 |
| * Total Men | 38 | 13 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Did Not Think Anything Would Be Done

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

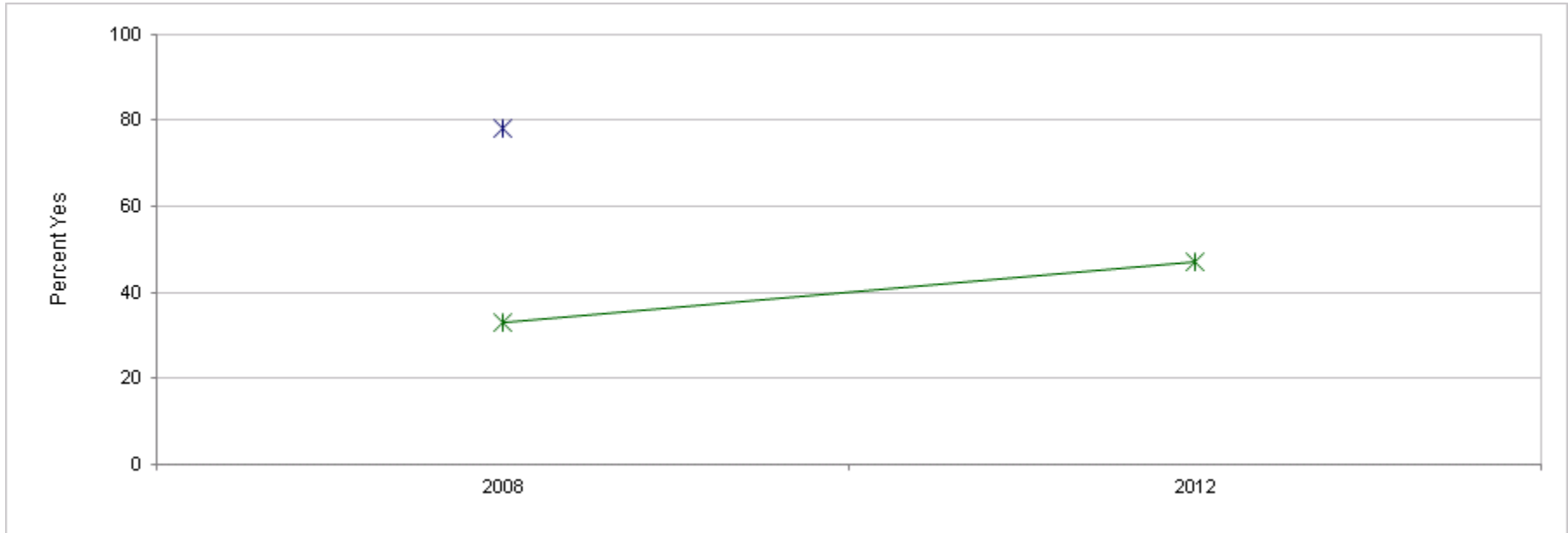


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 50 | 50 |
| * Total Men | 41 | 21 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting the One Situation to a Military Authority: Thought It Was Not Important Enough To Report

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

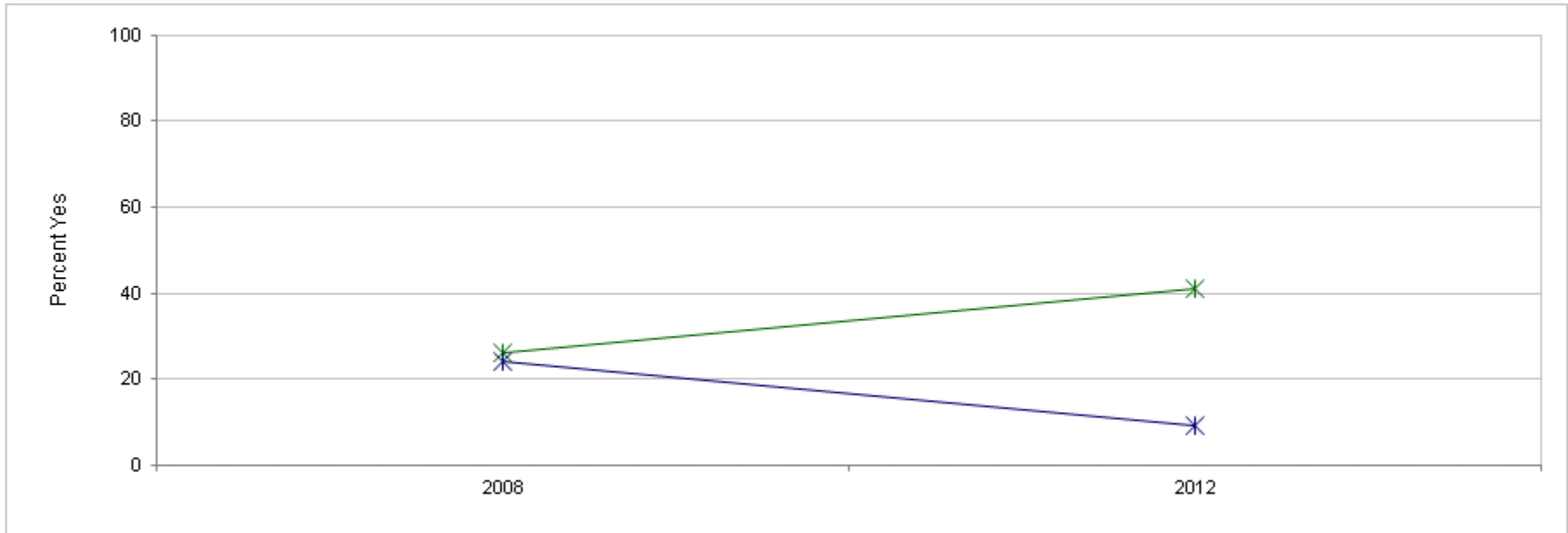


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 33 | 47 |
| * Total Men | 78 | NR |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Thought Your Performance Evaluation or Chance for Promotion Would Suffer

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

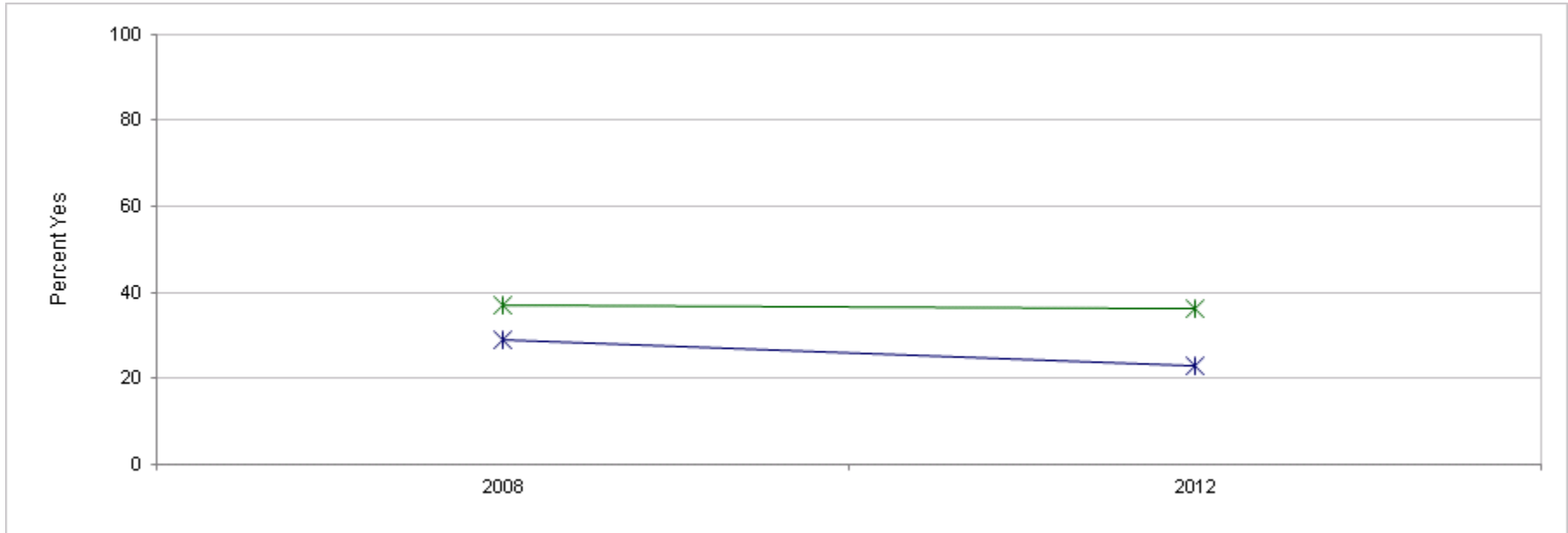


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 26 | 41 |
| * Total Men | 24 | 9 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Thought You Would Not Be Believed

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

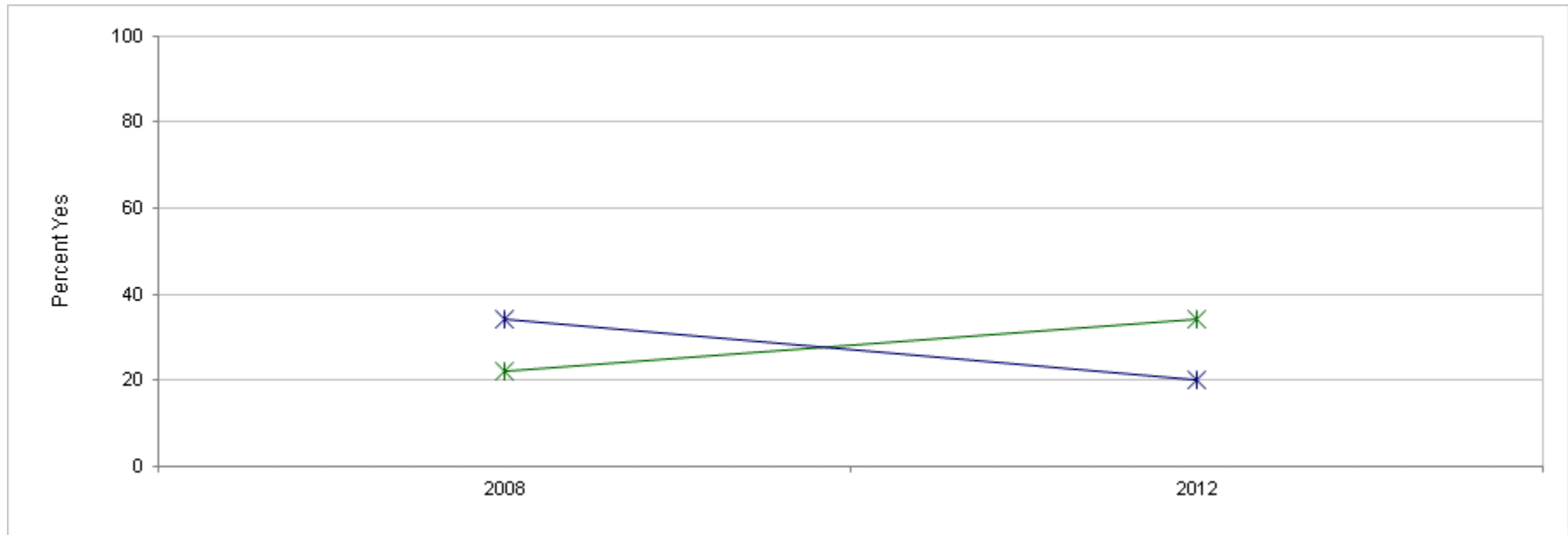


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 37 | 36 |
| * Total Men | | 29 | 23 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Thought Reporting Would Take Too Much Time and Effort

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

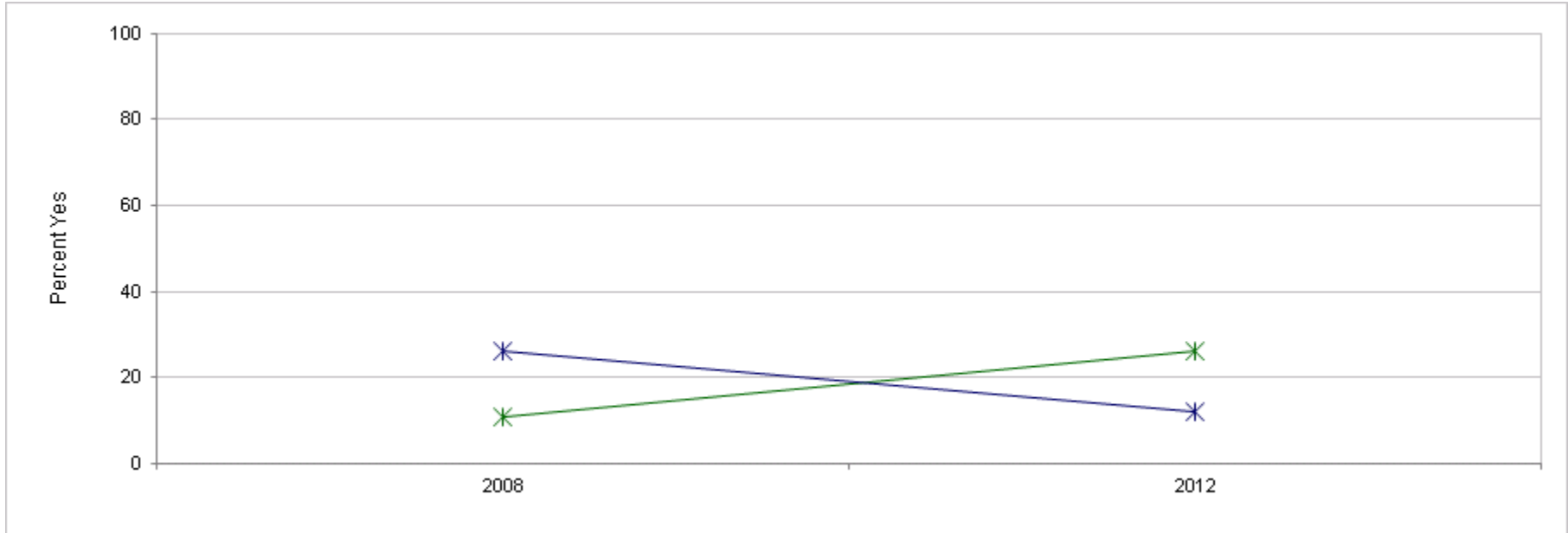


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 22 | 34 |
| * Total Men | 34 | 20 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Feared You or Others Would Be Punished for Infractions/Violations, Such as Underage Drinking

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



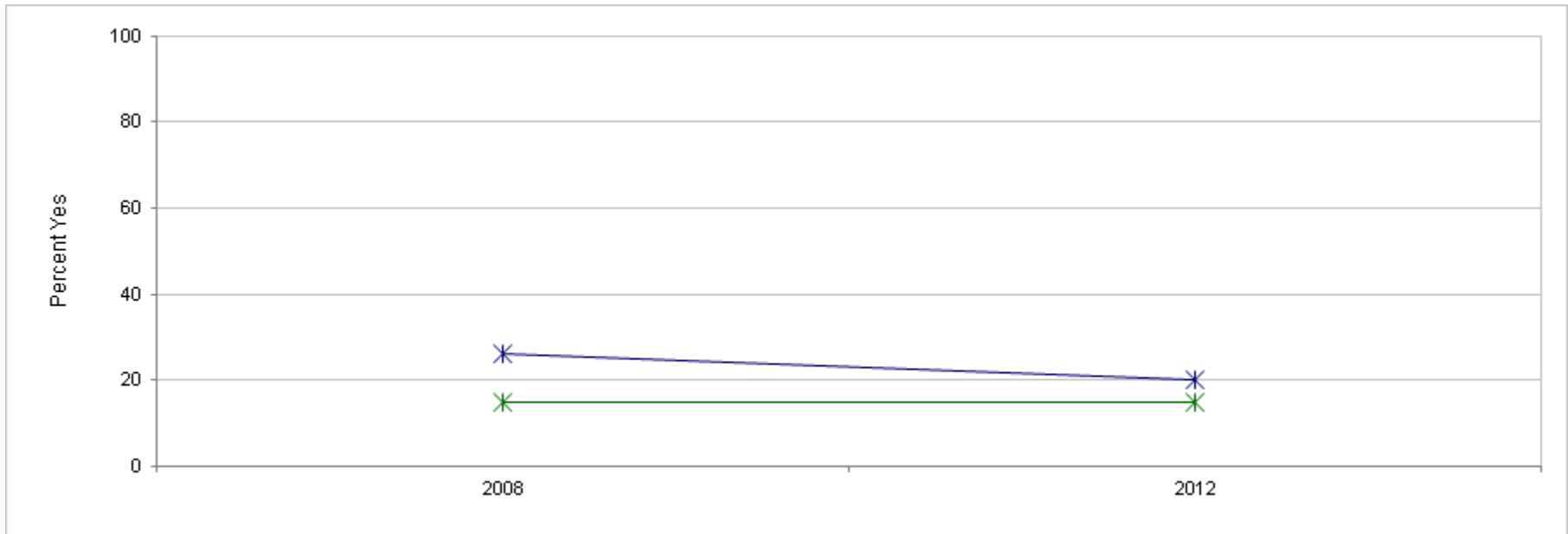
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 11 | 26 |
| * Total Men | 26 | 12 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Reasons for Not Reporting to a Military Authority: Other

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

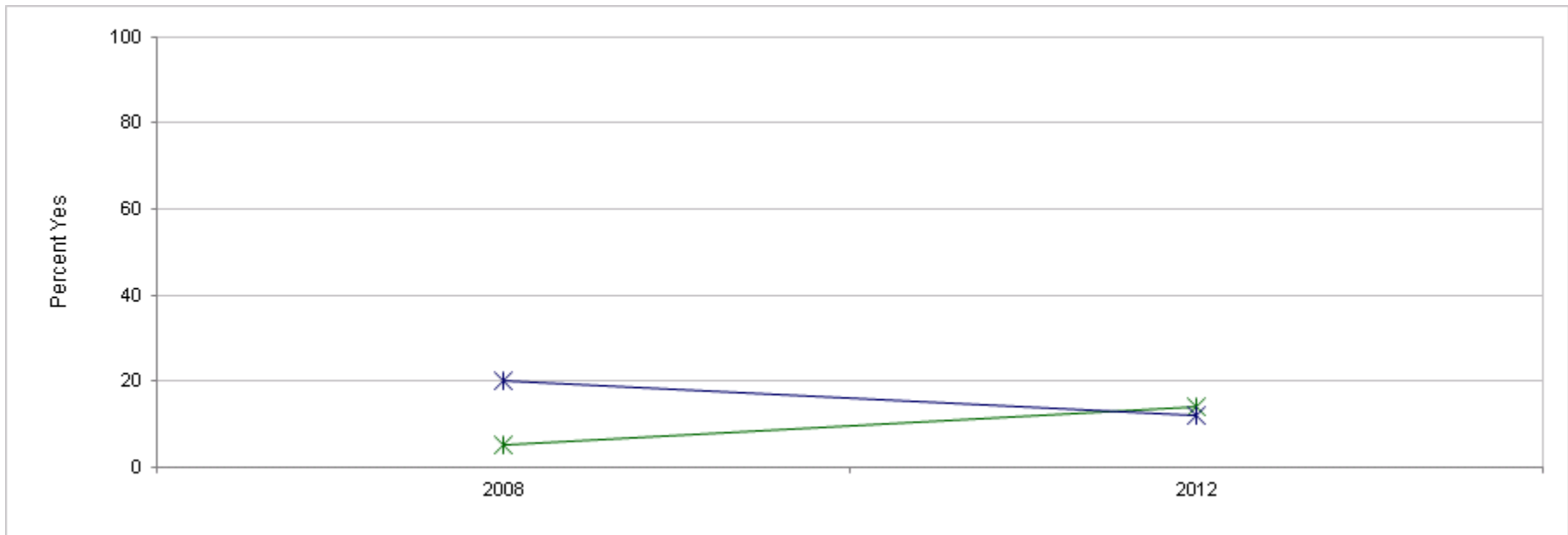


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 15 | 15 |
| * Total Men | 26 | 20 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Reasons for Not Reporting to a Military Authority: Did Not Know How To Report

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

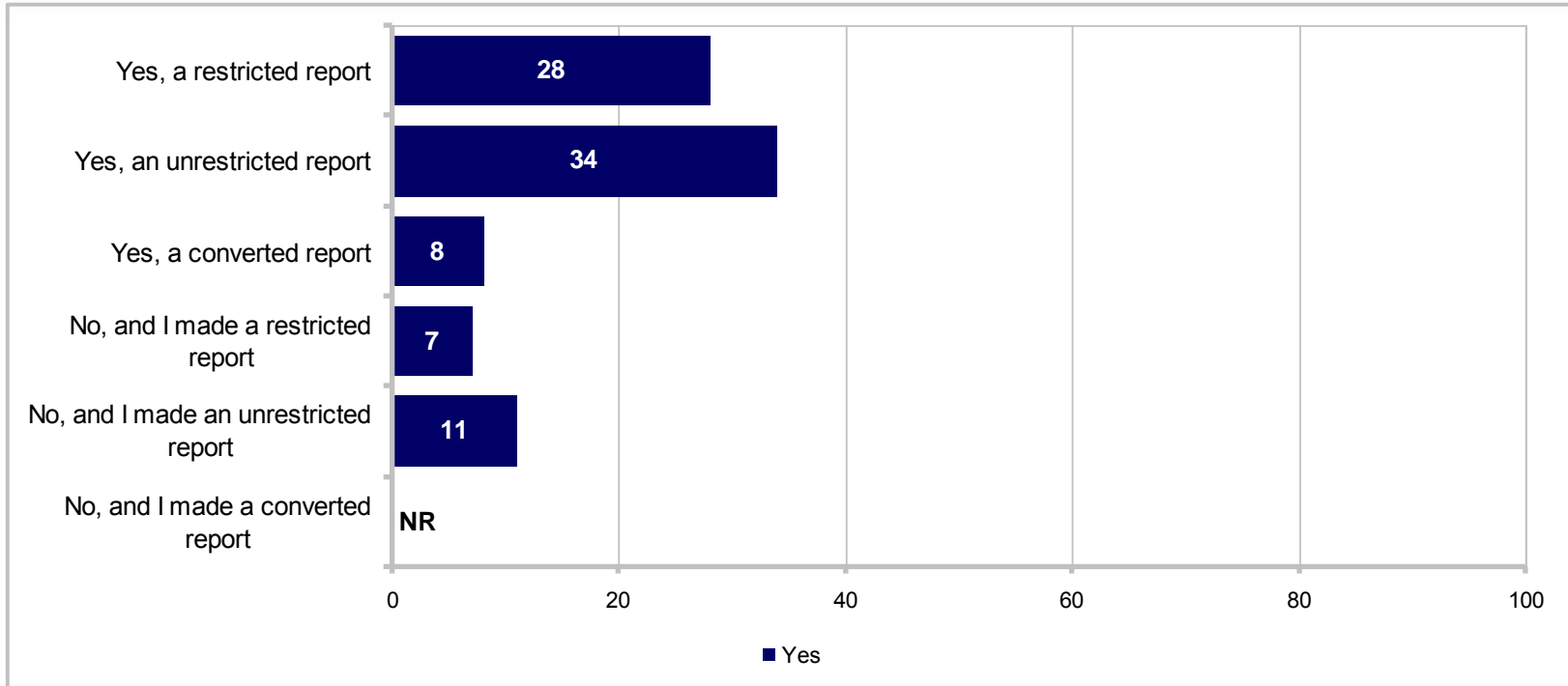


| | Most recent HIGHER than Most recent LOWER than | 2008 | 2012 |
|---------------|---|------|------|
| * Total Women | | 5 | 14 |
| * Total Men | | 20 | 12 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Would Make Same Reporting Decision Again in the One Situation

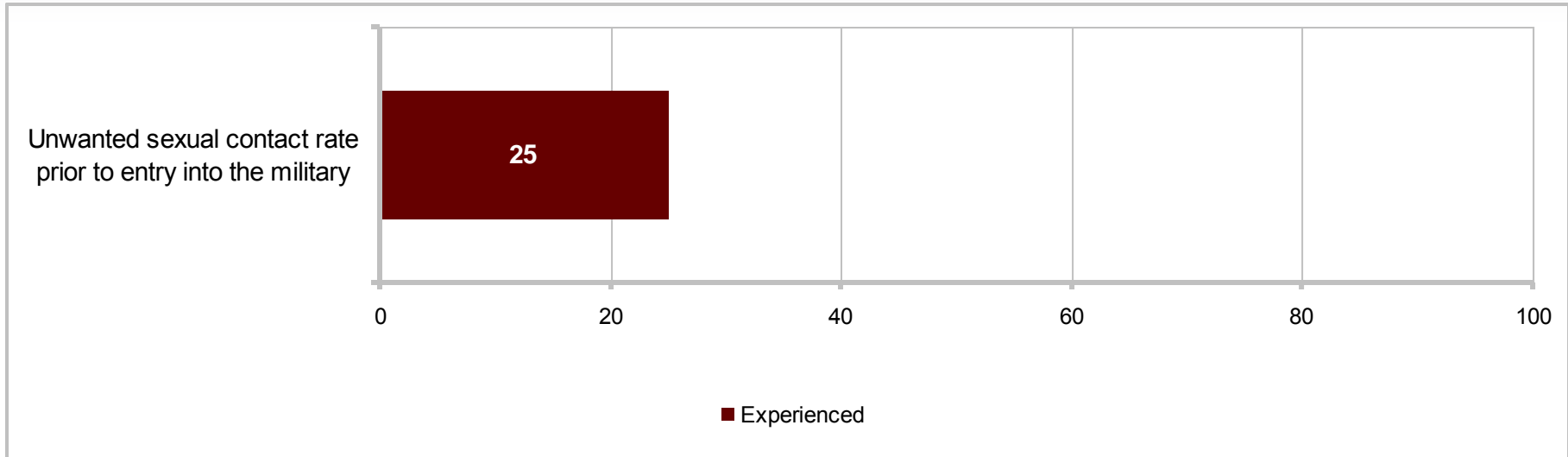
Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Who Made a Restricted, Converted, or Unrestricted Report



- **Of the 20% of women who made a restricted, converted, or unrestricted report to a military authority:**
 - 28% would make the same decision of restricted report; 7% would not make the same decision of a restricted report
 - 34% would make the same decision of an unrestricted report; 11% would not make the same decision of an unrestricted report
 - 8% would make the same decision of a converted report; no, and I made a converted report is not reportable



Unwanted Sexual Contact Rate Prior to Entry Into the Military Percent of All Reserve Component Women

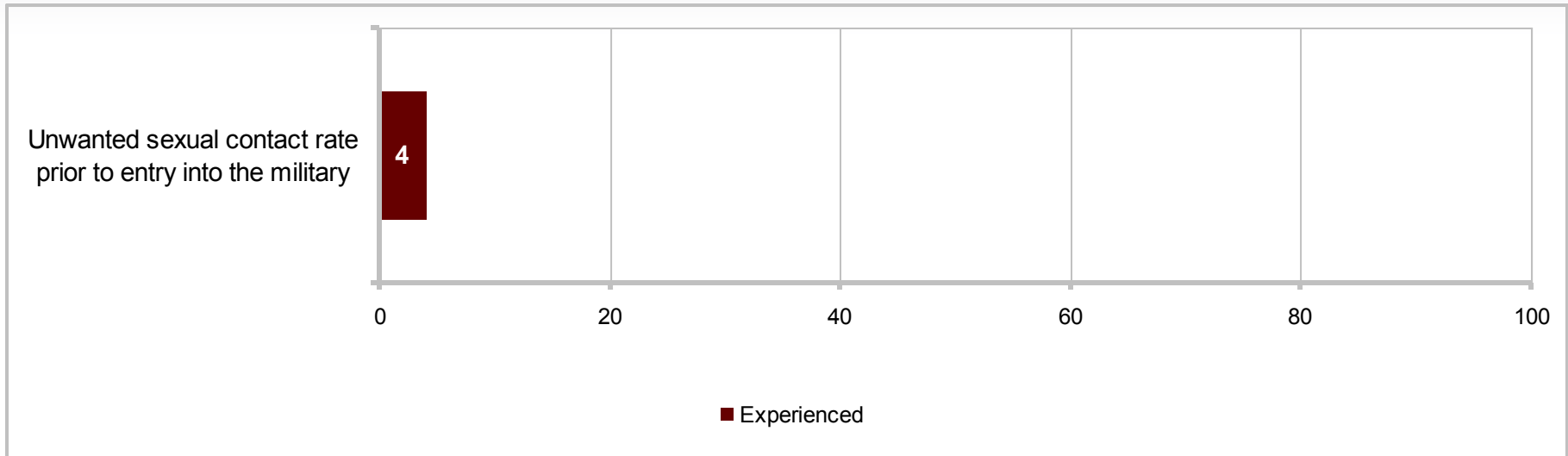


- **25% of women indicated they experienced unwanted sexual contact prior to entry into the military**



Unwanted Sexual Contact Rate Prior to Entry Into the Military

Percent of All Reserve Component Men



- **4% of men indicated they experienced unwanted sexual contact prior to entry into the military**



Unwanted Sexual Contact Rate Prior to Entry Into the Military

Percent of All Reserve Component Members

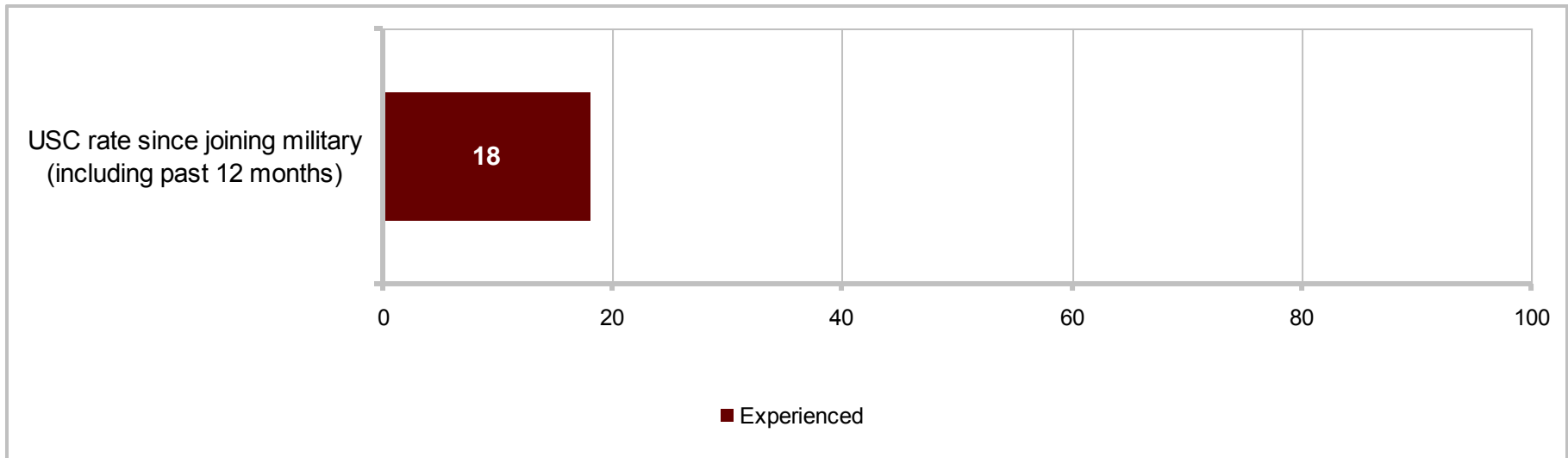
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Unwanted sexual contact rate prior to entry into the military | 25 | 24 | 25 | 28 | 22 | 24 | 26 | 21 | 28 | 26 | 30 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Unwanted sexual contact rate prior to entry into the military | 4 | 5 | 5 | 6 | 3 | 3 | 3 | 3 | 5 | 5 | 5 |

- Higher response of experienced led by O4 – O6 women and E5 – E9 women; lower response led by E1 – E4 women



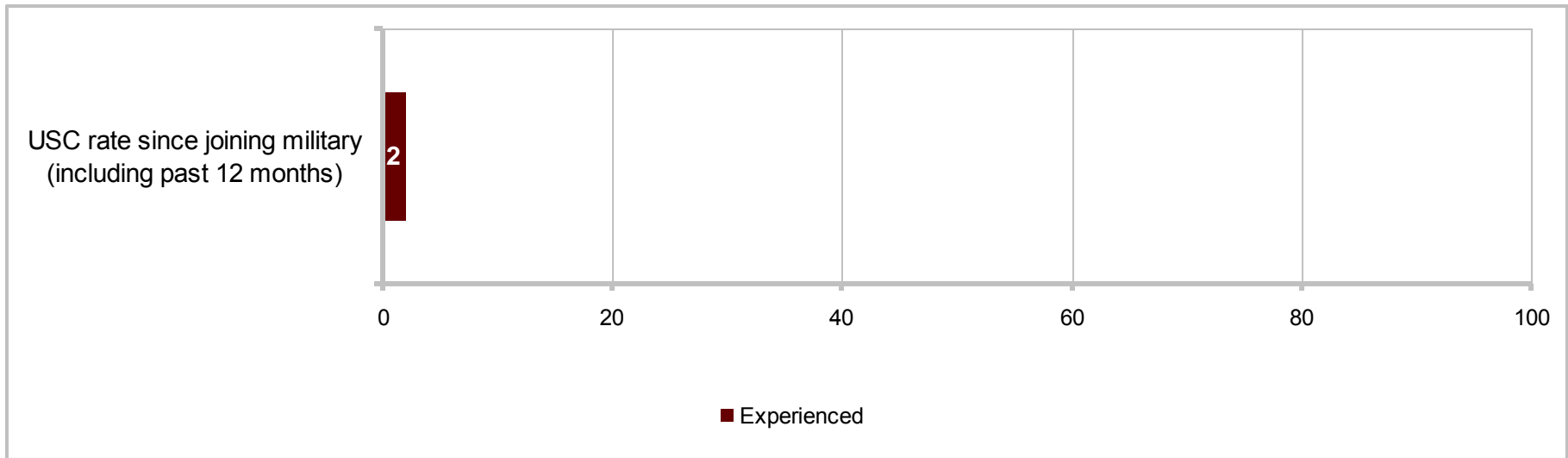
Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months) Percent of All Reserve Component Women



- **18% of women indicated they experienced unwanted sexual contact since joining the military (including past 12 months)**



Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months) Percent of All Reserve Component Men



- **2% of men indicated they experienced unwanted sexual contact since joining the military (including past 12 months)**



Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months) Percent of All Reserve Component Members

| <u>DoD Reserve Women</u> | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|--|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: Higher Response of Experienced Lower Response of Experienced | | | | | | | | | | | | |
| USC rate since joining military (including past 12 months) | | 18 | 17 | 19 | 18 | 18 | 16 | 17 | 12 | 23 | 18 | 22 |

| <u>DoD Reserve Men</u> | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|--|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: Higher Response of Experienced Lower Response of Experienced | | | | | | | | | | | | |
| USC rate since joining military (including past 12 months) | | 2 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 3 | 2 | 2 |

- Higher response of experienced led by E5 – E9 women and O4 – O6 women; lower response led by E1 – E4 women



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **2.8% of women and 0.5% of men indicated experiencing USC the past 12 months**
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 29% of women and 26% of men indicated experiencing unwanted sexual touching
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 32% of women and 11% of men indicated experiencing attempted sexual intercourse, anal or oral sex
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 27% of women indicated experiencing completed sexual intercourse, anal or oral sex (NR for men)
 - There are no statistically significant differences for women between 2012 and 2008
 - 13% of women and 58% of men did not indicate what behaviors they experienced
 - For men, the 2012 percentage is significantly higher than 2008
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 52% of women and 23% of men indicated the situation occurred at a non-military location
 - 49% of women and 57% of men indicated the situation occurred at a military installation
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 40% of women and 42% of men indicated the situation occurred during their work day/duty hours
 - 36% of women and 25% of men indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends
 - 13% of women and 26% of men indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 28% of women and 49% of men indicated the situation occurred while they were activated
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 16% of women and 26% of men indicated the situation occurred while they were deployed
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women who experienced USC:**
 - 29% indicated the situation involved multiple offenders
 - There are no statistically significant differences for women between 2012 and 2008
- **Of the 2.8% of women who experienced USC:**
 - 87% indicated the offender(s) were male only; 3% indicated the offender(s) were female only; and 9% indicated the offenders were both males and females
 - For women, the 2012 percentage who indicated the offenders were male only is significantly lower than 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 49% of women and 51% of men indicated the offender was their military coworker(s)
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 37% of women and 18% of men indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
 - For women, the 2012 percentage is significantly lower than 2008
 - 30% of women and 12% of men indicated the offender was someone in their military chain of command
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 24% of women and 23% of men indicated the offender was another military person(s)
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 16% of women and 15% of men indicated the offender was a person(s) in the local community
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 14% of women and 31% of men indicated the offender was their military subordinate(s)
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 9% of women and 5% of men indicated the offender was unknown
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 7% of women and 5% of men indicated the offender was a DoD/DHS civilian contractor(s)
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 6% of women and 9% of men indicated the offender was a DoD/DHS civilian employee(s)
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 4% of women and 5% of men indicated the offender was their spouse/significant other



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 2% of women and men indicated the offender used drugs to knock them out; 83% of women and 74% of men indicated the offender did not; and 15% of women and 25% of men were not sure
 - 46% of women and 17% of men indicated they or the offender had been drinking alcohol before the incident
 - <1% of women and 2% of men indicated they or the offender had been using drugs before the incident
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 46% of women and 14% of men indicated the offender used some degree of physical force
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 17% of women and 11% of men indicated the offender threatened to ruin their reputation if they did not consent
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 9% of women and 16% of men indicated the offender threatened to physically harm them if they did not consent
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 39% of women and 14% of men indicated the offender sexually harassed them before/after the situation; 4% of women indicated the offender stalked them (NR for men); 22% of women and 15% of men indicated the offender both sexually harassed and stalked them; and 34% of women and 66% of men indicated the offender did not sexually harass nor stalked them
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
 - 46% of women and 88% of men indicated that as a result of the situation they did not consider requesting a transfer; 28% of women and 7% of men indicated they did to a large extent
 - 52% of women and 81% of men indicated that as a result of the situation they did not think about getting out of their Reserve component; 23% of women and 12% of men indicated they did to a large extent
 - 49% of women and 88% of men indicated that as a result of the situation their work performance did not decrease; 16% of women indicated it did to a large extent (NR for men)



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 2.8% of women who experienced USC:**
 - 7% reported the situation to a civilian authority/organization; 10% reported to a military authority/organization; 10% reported to both; and 73% did not report
- **Of the 20% of women who reported to a military authority:**
 - 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report
- **Of the 20% of women who reported to a military authority:**
 - 22% reported within 24 hours; 14% within 2-3 days; 7% within 4-14 days; 14% within 15-30 days; and 42% after more than 30 days



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 20% of women who reported to a military authority:**
 - 62% satisfied with the quality of sexual assault advocacy services they received; 8% dissatisfied
 - 46% satisfied with the reporting process overall; 34% dissatisfied
 - 34% satisfied with the amount of time investigation process took/is taking; 39% dissatisfied
 - 33% satisfied with how well they were/are kept informed about the progress of their case; 43% dissatisfied

- **Of the 20% of women who reported to a military authority:**
 - 61% were offered counseling services
 - 50% were offered sexual assault advocacy services
 - 48% were offered chaplain services
 - 45% were offered legal services
 - 38% were offered medical or forensic services



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 20% of women who reported to a military authority, the reasons for reporting were:**
 - 90% to stop the offender from hurting others
 - 88% to seek closure on the incident
 - 87% to stop the offender from hurting them again
 - 82% to discourage other potential offenders
 - 80% to seek help dealing with an emotional incident
 - 76% to seek justice
 - 67% to identify a fellow military member who is acting inappropriately
 - 54% to stop rumors by coming forward
 - 53% to seek mental health assistance
 - 44% to punish the offender
 - 30% to prevent the offender from continuing in the military
 - 28% to seek medical assistance
 - 20% for another reason



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 80% of women and 93% of men who did not report to a military authority, the reasons for not reporting were:**
 - 69% of women and 9% of men did not want anyone to know
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 66% of women and 14% of men felt uncomfortable making a report
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 59% of women and 13% of men were afraid of retaliation/reprisals from the person(s) who did it or from their friends
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 57% of women and 13% of men thought they would be labeled a troublemaker
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 50% of women and 21% of men did not think anything would be done
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 48% of women and 21% of men did not think their report would be kept confidential
 - 47% of women thought it was not important enough to report (NR for men)
 - There are no statistically significant differences for women between 2012 and 2008
 - 46% of women and 12% of men heard about negative experiences other victims went through who reported their situation



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 80% of women and 93% of men who did not report to a military authority, the reasons for not reporting were (continued):**
 - 41% of women and 9% of men thought their performance evaluation or chance for promotion would suffer
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 36% of women and 23% of men thought they would not be believed
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 34% of women and 20% of men thought reporting would take too much time and effort
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 29% of women and 17% of men were afraid of being assaulted again by the offender
 - 26% of women and 12% of men feared they or others would be punished for infractions/violations, such as underage drinking
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 25% of women and 12% of men thought they might lose their security clearance/personnel reliability certification
 - 15% of women and 20% of men indicated another reason
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 14% of women and 12% of men did not know how to report
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **Of the 20% of women who made a restricted, converted, or unrestricted report to a military authority:**
 - 28% would make the same decision of restricted report
 - 34% would make the same decision of an unrestricted report
 - 8% would make the same decision of a converted report
 - 7% would not make the same decision of a restricted report
 - 11% would not make the same decision of an unrestricted report



UNWANTED SEXUAL CONTACT (USC)

Summary of Findings

- **25% of women and 4% of men indicated they experienced unwanted sexual contact prior to entry into the military**
 - Higher response of experienced led by O4 – O6 women and E5 – E9 women
 - Lower response of experienced led by E1 – E4 women
- **18% of women and 2% of men indicated they experienced unwanted sexual contact since joining military (including past 12 months)**
 - Higher response of experienced led by E5 – E9 women and O4 – O6 women
 - Lower response of experienced led by E1 – E4 women



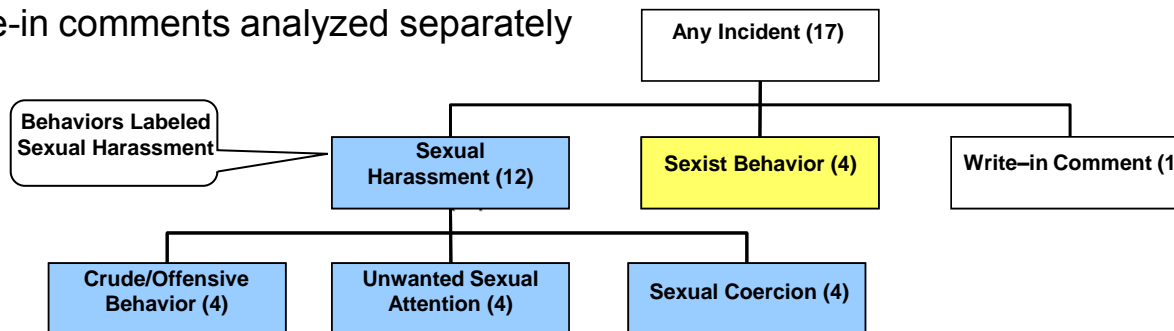
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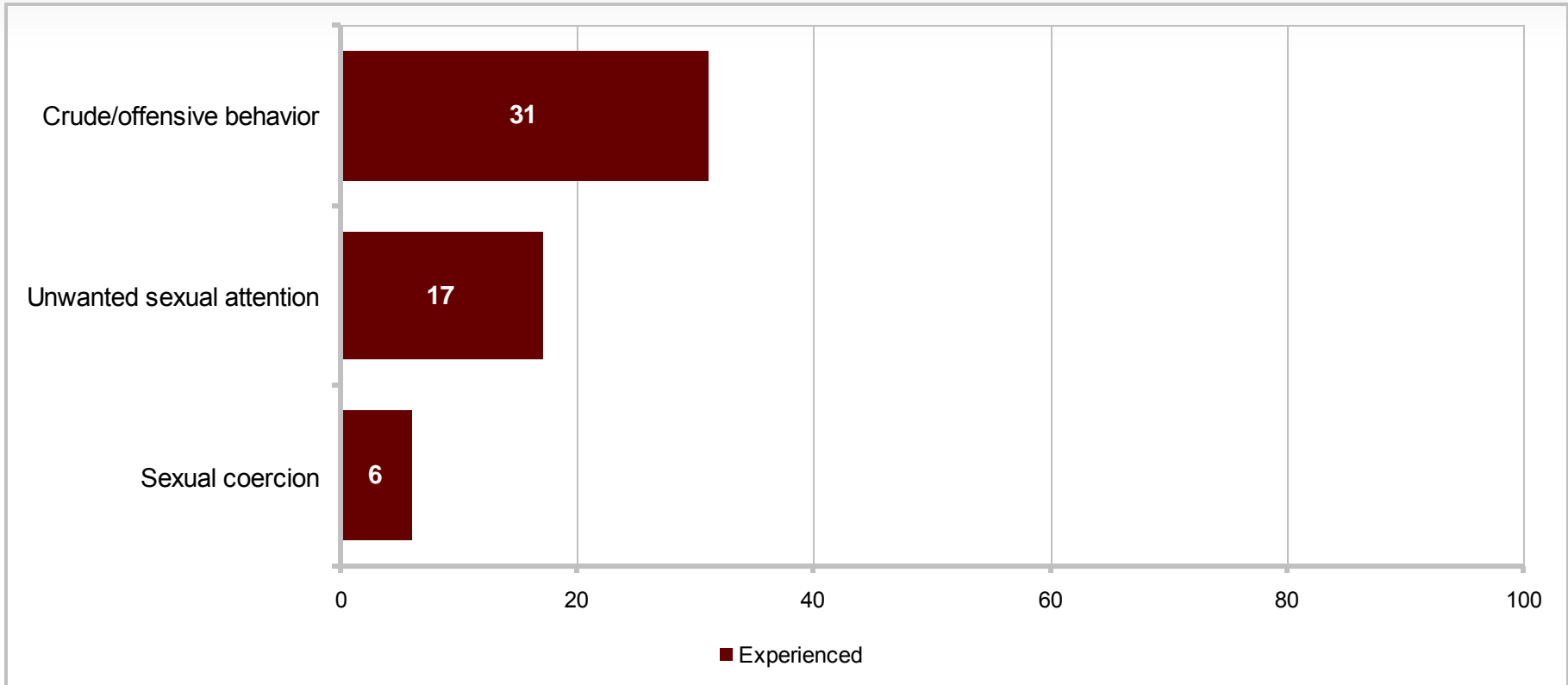
Unwanted Gender-Related Behaviors: Sexual Harassment and Sexist Behavior Incident Rates

- **Definition and measure of sexual harassment and sexist behavior:**

- DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
 - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
 - Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment” (Department of Defense, 1995).
- The core measure of unwanted gender-related behaviors on the *2012 WGRR* consists of 17 items
 - Sexual harassment measure has 12 items in a three-factor structure and a single “labeling” item
 - Crude/Offensive Behavior – four items regarding offensive or embarrassing verbal/nonverbal behaviors of a sexual nature
 - Unwanted Sexual Attention – four items regarding unwanted attempts to establish a sexual relationship
 - Sexual Coercion – four items regarding classic *quid pro quo* instances of special treatment or favoritism conditioned on sexual cooperation
 - One “labeling” item that asks if the member considers any of the selected behaviors to be sexual harassment
 - Sexist behavior measure has four items that include verbal/nonverbal behaviors that convey insulting, offensive, and/or condescending attitudes based on gender of the Reserve component member
 - Write-in comments analyzed separately

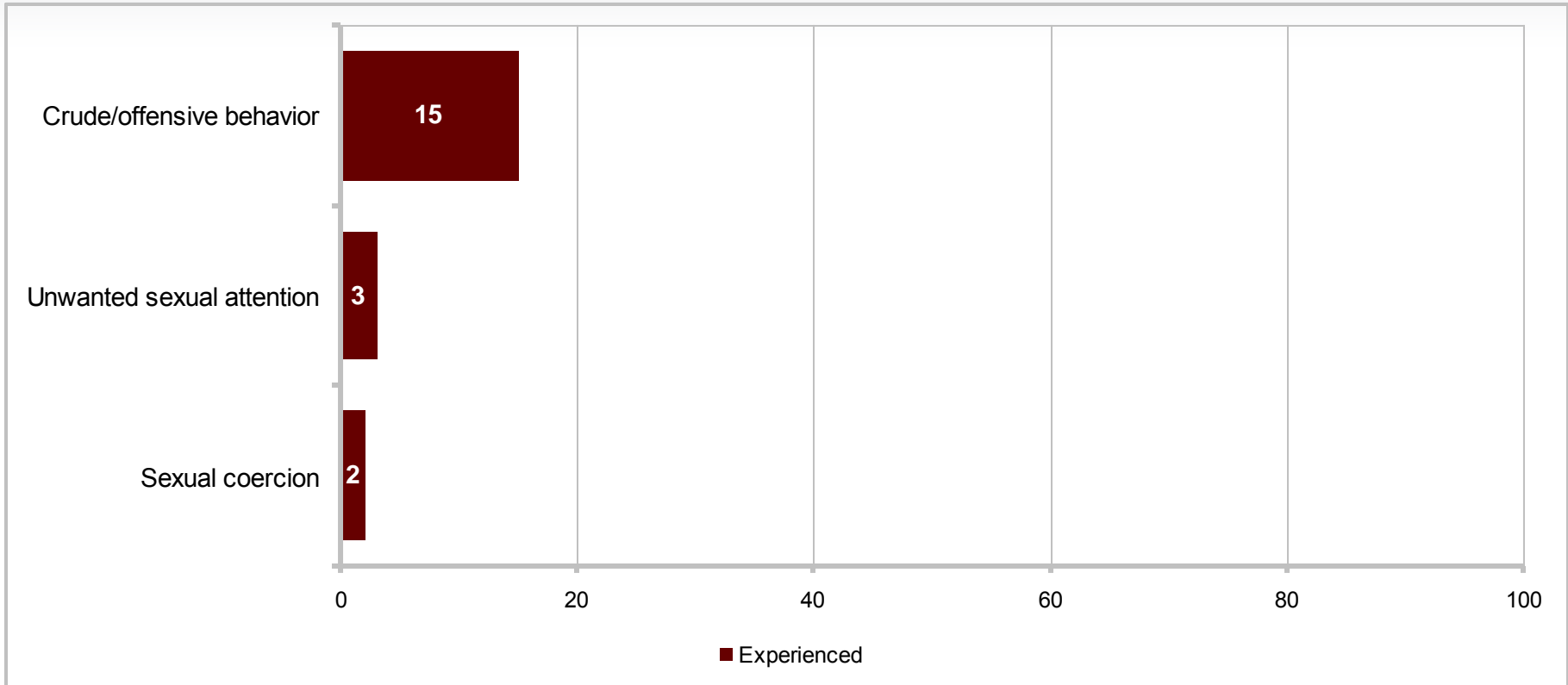


Incident Rates for Components of Sexual Harassment Percent of All Reserve Component Women



- **31% of women indicated experiencing crude/offensive behavior in the past 12 months**
- **17% of women indicated experiencing unwanted sexual attention in the past 12 months**
- **6% of women indicated experiencing sexual coercion in the past 12 months**

Incident Rates for Components of Sexual Harassment Percent of All Reserve Component Men



- 15% of men indicated experiencing crude/offensive behavior in the past 12 months
- 3% of men indicated experiencing unwanted sexual attention in the past 12 months
- 2% of men indicated experiencing sexual coercion in the past 12 months

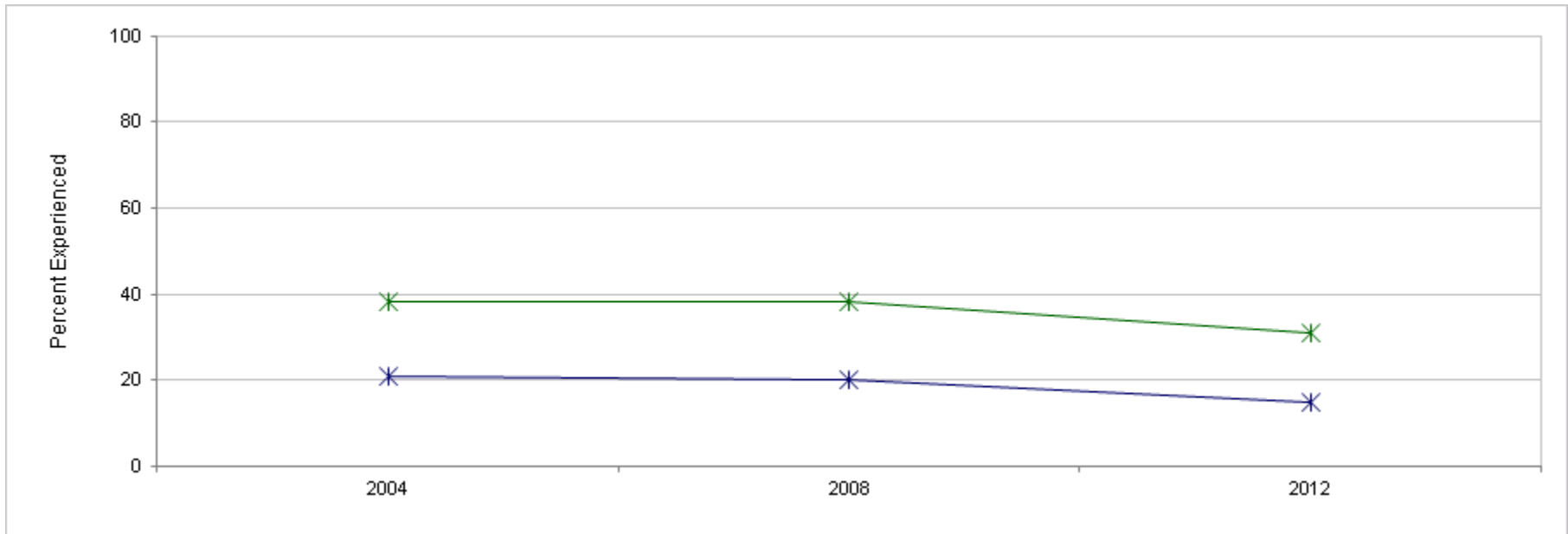
Incident Rates for Components of Sexual Harassment Percent of All Reserve Component Members

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|--------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Crude/offensive behavior | 31 | 36 | 31 | 25 | 33 | 27 | 24 | 29 | 33 | 33 | 28 |
| Unwanted sexual attention | 17 | 21 | 17 | 13 | 21 | 10 | 12 | 17 | 17 | 17 | 10 |
| Sexual coercion | 6 | 8 | 7 | 4 | 8 | 3 | 3 | 7 | 6 | 5 | 2 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|--------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Crude/offensive behavior | 15 | 17 | 15 | 16 | 18 | 12 | 11 | 14 | 16 | 20 | 13 |
| Unwanted sexual attention | 3 | 3 | 2 | 3 | 4 | 1 | 2 | 3 | 3 | 3 | 1 |
| Sexual coercion | 2 | 2 | 1 | 3 | 3 | 0 | 1 | 2 | 2 | 1 | 0 |

- Higher response of *crude/offensive behavior* led by ARNG women and O1 – O3 men; lower response led by USAFR men, ANG men, USAFR women, USNR women, and ANG women
- Higher response of *unwanted sexual attention* led by ARNG women; lower response led by ANG women, O4 – O6 women, and USAFR women
- Higher response of *sexual coercion* led by ARNG women; lower response led by O4 – O6 women, ANG women, USAFR women, and USNR women

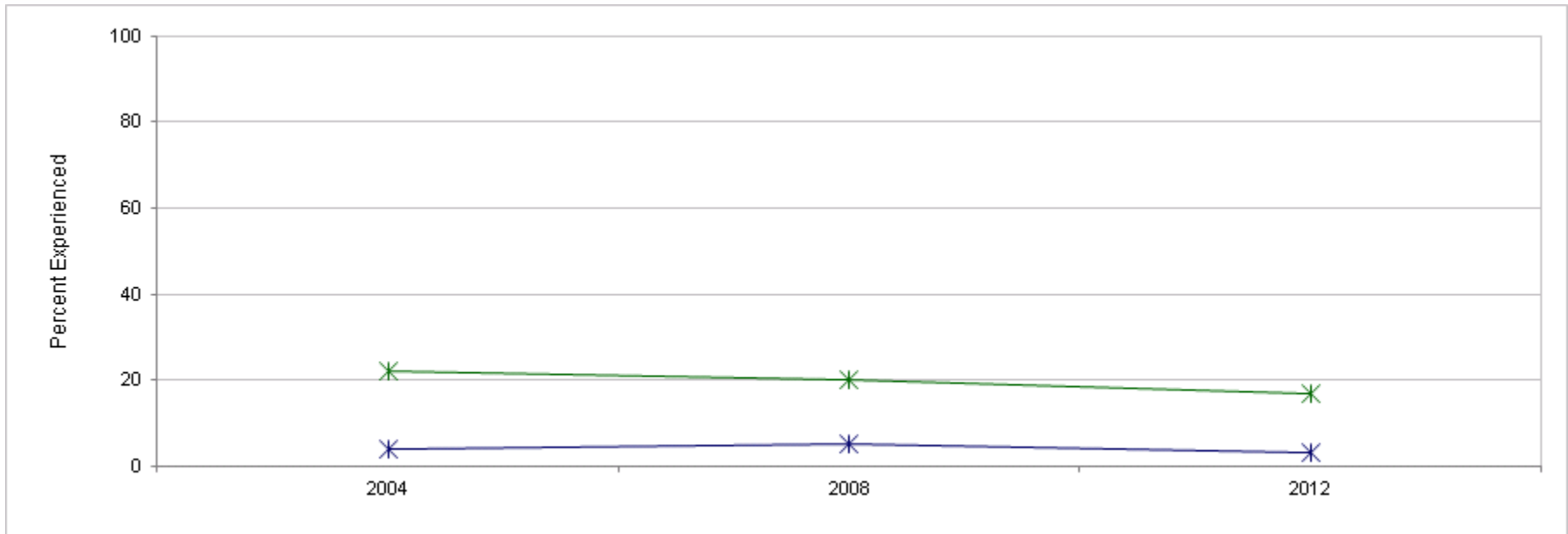
Crude/Offensive Behavior Incident Rate Percent of All Reserve Component Members, by Gender



| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 38 | 38 | 31 |
| * Total Men | 21 | 20 | 15 |

- **For both women and men, the 2012 percentages are significantly lower than 2004 and 2008**

Unwanted Sexual Attention Incident Rate Percent of All Reserve Component Members, by Gender

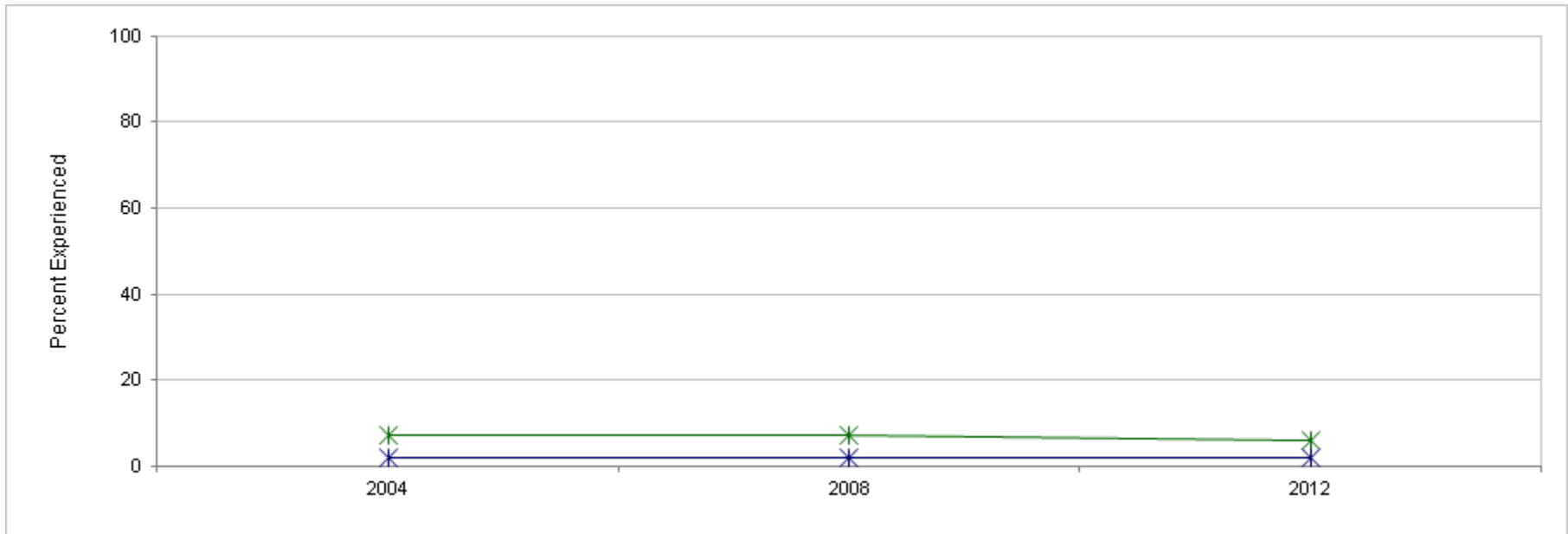


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 22 | 20 | 17 |
| * Total Men | 4 | 5 | 3 |

- **For women, the 2012 percentage is significantly lower than 2004; for men the 2012 percentage is significantly lower than 2008**



Sexual Coercion Incident Rate Percent of All Reserve Component Members, by Gender

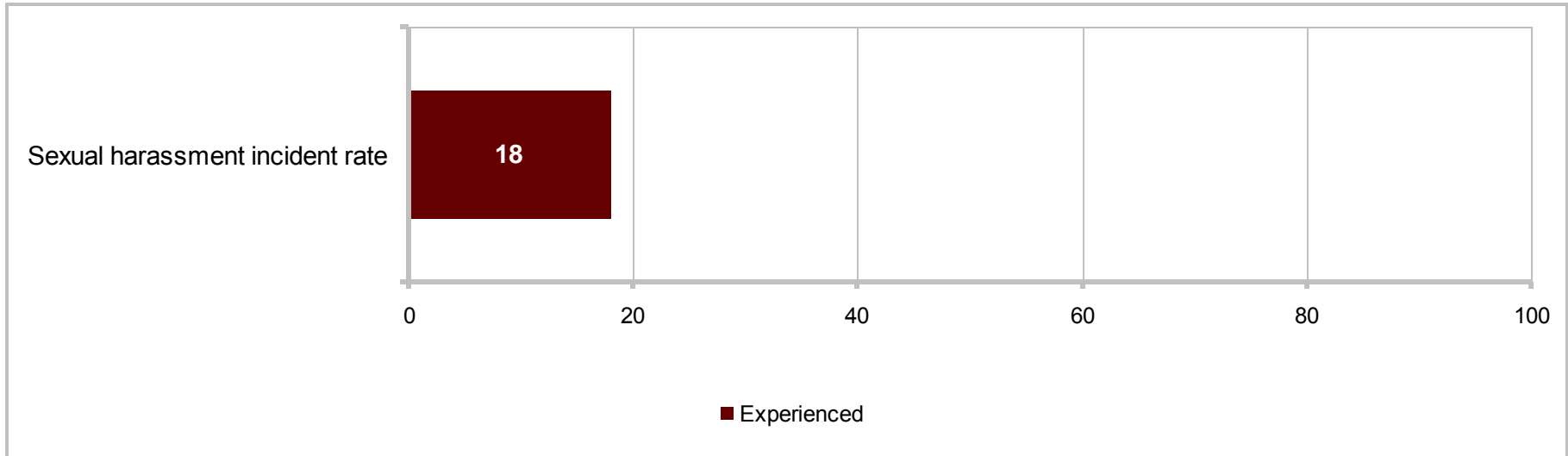


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 7 | 7 | 6 |
| * Total Men | 2 | 2 | 2 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**



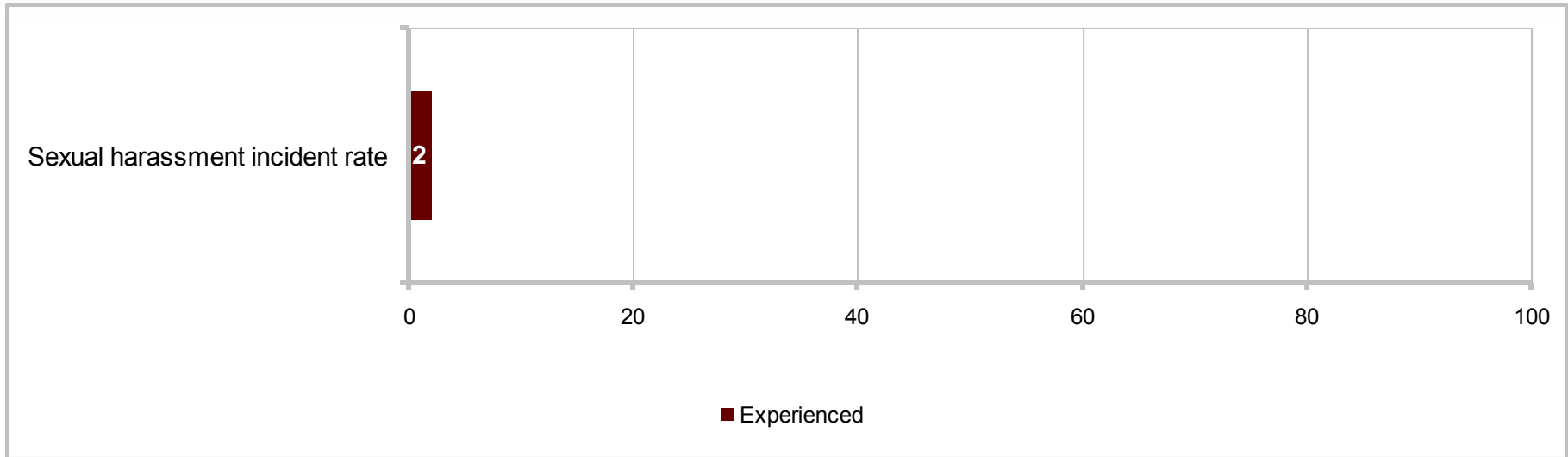
Sexual Harassment Incident Rate Percent of All Reserve Component Women



- **18% of women indicated experiencing sexual harassment in the past 12 months**



Sexual Harassment Incident Rate Percent of All Reserve Component Men



- **2% of men indicated experiencing sexual harassment in the past 12 months**



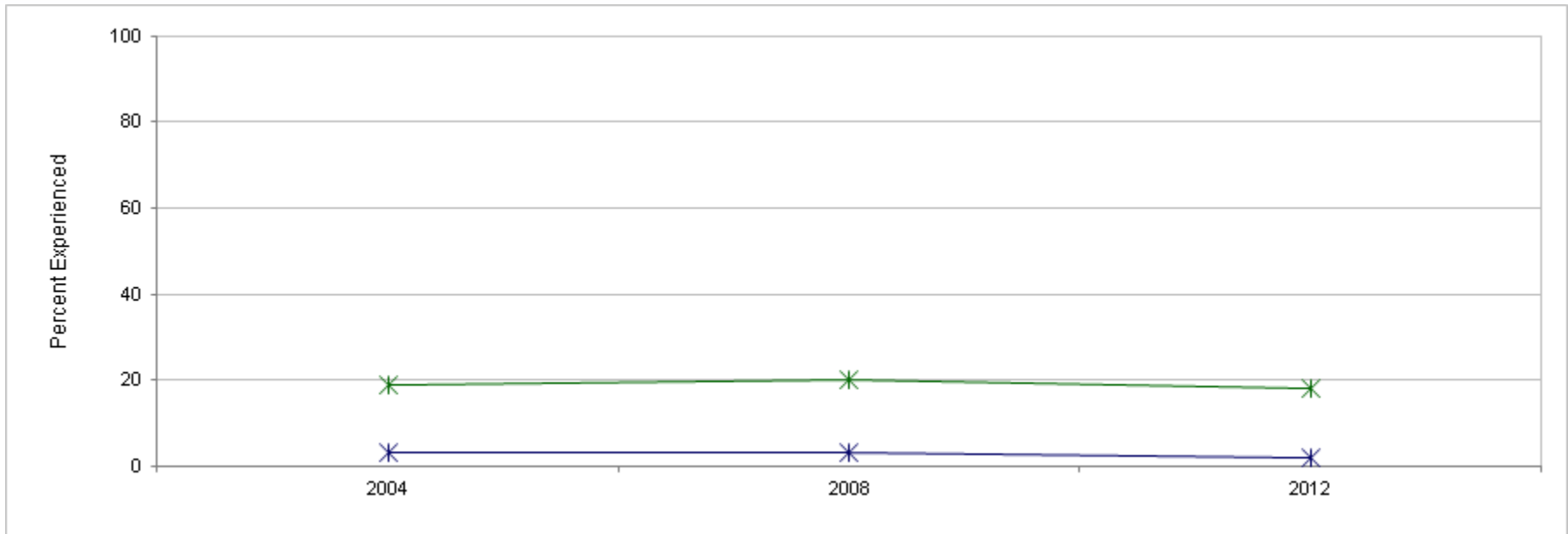
Sexual Harassment Incident Rate Percent of All Reserve Component Members

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexual harassment incident rate | 18 | 22 | 20 | 12 | 17 | 12 | 13 | 18 | 19 | 19 | 14 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual harassment incident rate | 2 | 2 | 2 | 3 | 3 | 1 | 1 | 2 | 2 | 2 | 1 |

- Higher response of experienced led by ARNG women; lower response led by ANG women, USNR women, USAFR women, and O4 – O6 women

Sexual Harassment Incident Rate Percent of All Reserve Component Members, by Gender

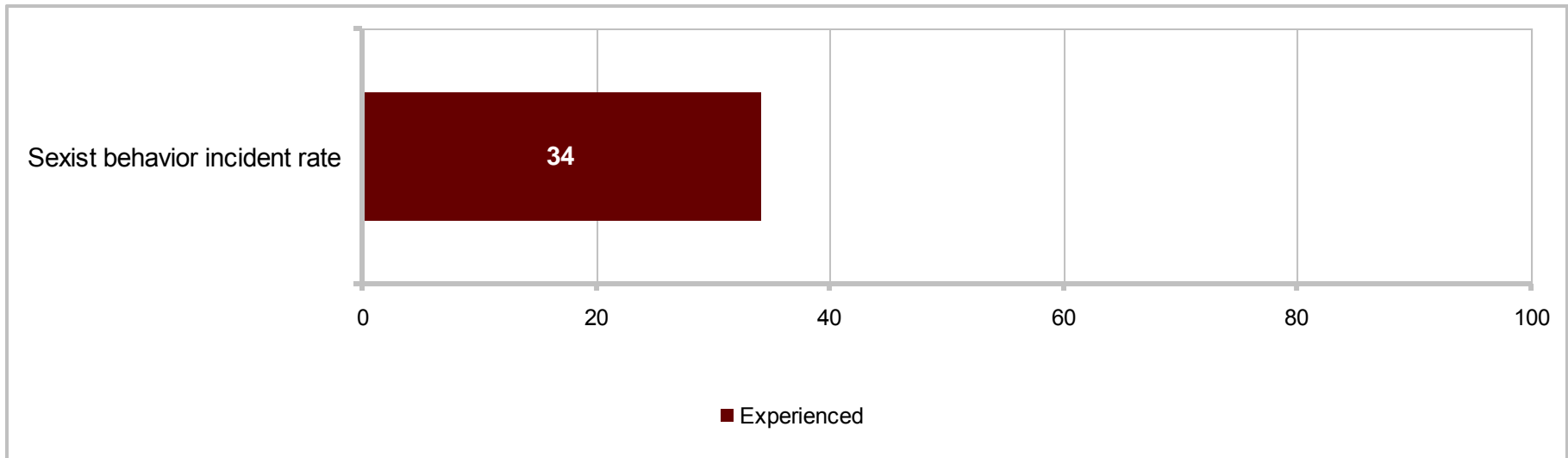


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 19 | 20 | 18 |
| * Total Men | 3 | 3 | 2 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**



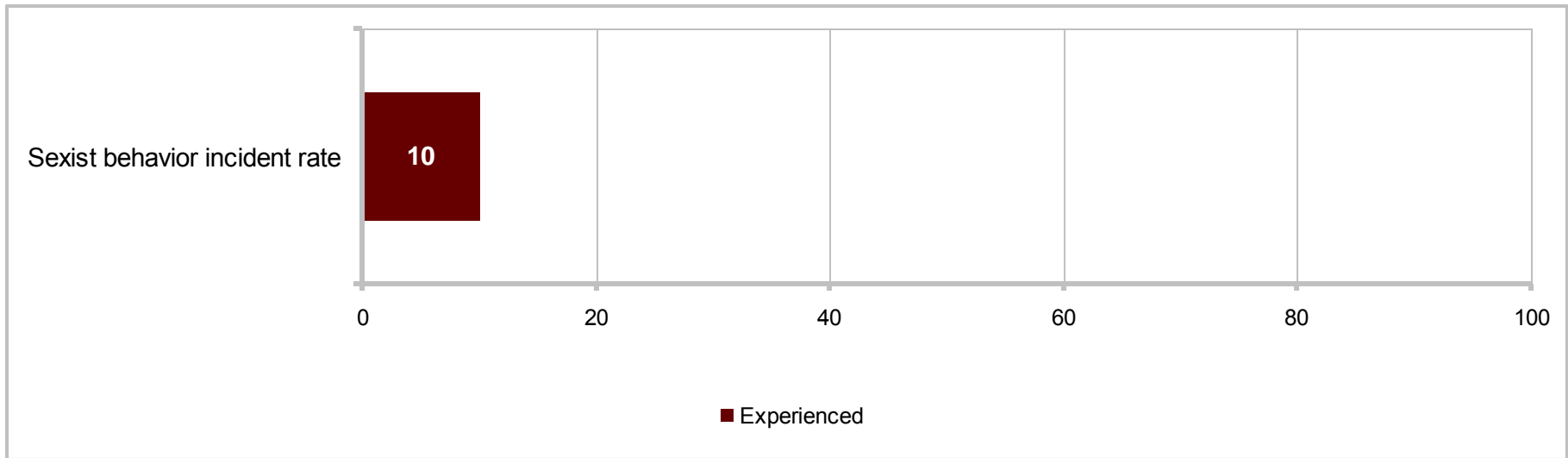
Sexist Behavior Incident Rate Percent of All Reserve Component Women



- **34% of women indicated experiencing sexist behavior in the past 12 months**



Sexist Behavior Incident Rate Percent of All Reserve Component Men



- **10% of men indicated experiencing sexist behavior in the past 12 months**

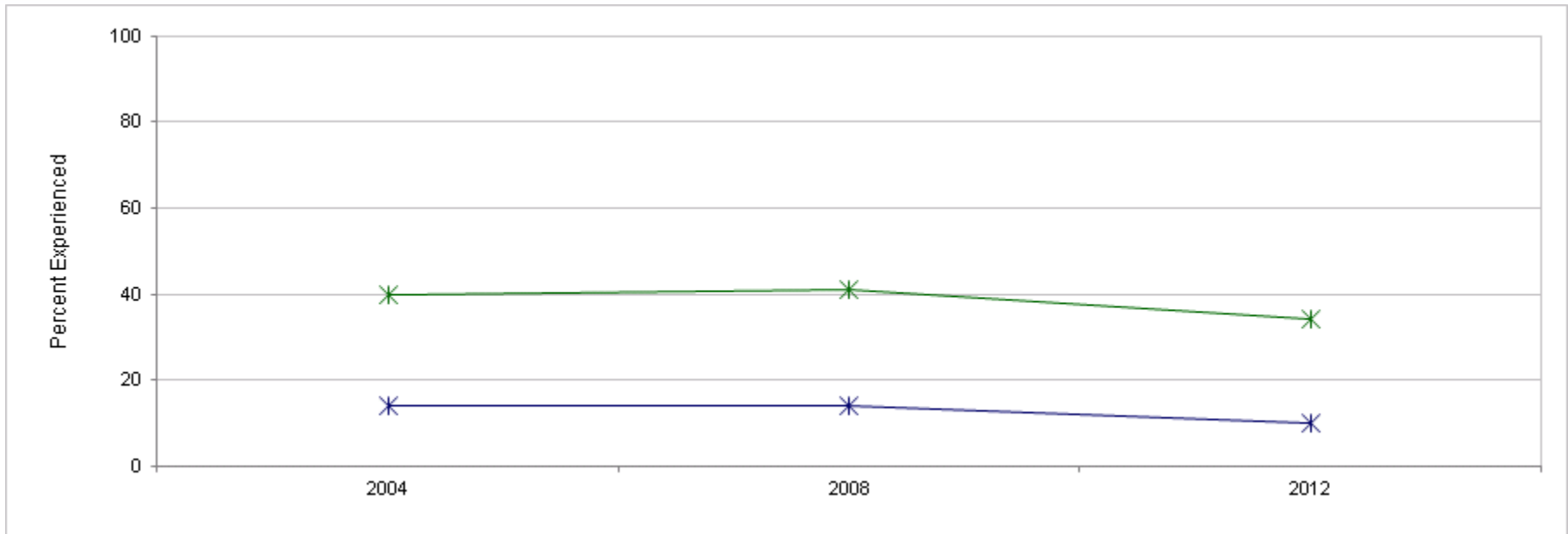
Sexist Behavior Incident Rate Percent of All Reserve Component Members

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|--------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexist behavior incident rate | 34 | 41 | 33 | 27 | 42 | 32 | 25 | 31 | 36 | 39 | 36 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|--------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexist behavior incident rate | 10 | 11 | 10 | 12 | 9 | 8 | 7 | 8 | 11 | 13 | 9 |

- Higher response of experienced led by ARNG women and E5 – E9 men; lower response led by USAFR men, ANG men, E1 – E4 men, USAFR women, USNR women, and E1 – E4 women

Sexist Behavior Incident Rate Percent of All Reserve Component Members, by Gender

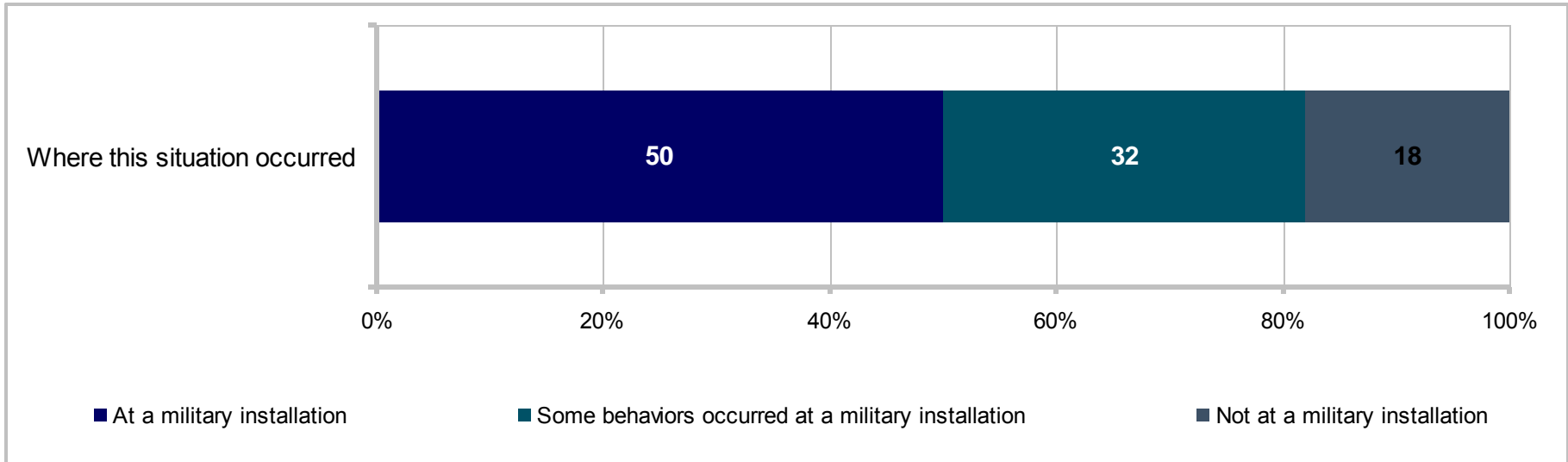


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 40 | 41 | 34 |
| * Total Men | 14 | 14 | 10 |

- **For both women and men, the 2012 percentages are significantly lower than 2004 and 2008**

Location Where the One Situation Occurred

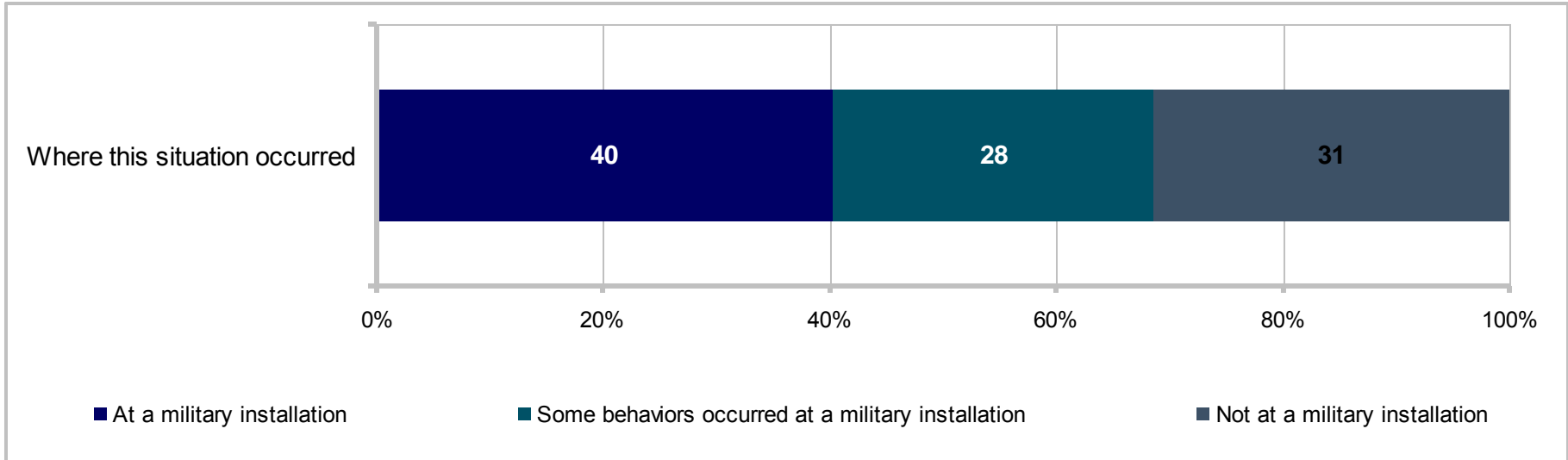
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 50% indicated the situation occurred at a military installation; 32% indicated some behaviors occurred at a military installation; 18% indicated the situation did not occur at a military installation

Location Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 40% indicated the situation occurred at a military installation; 28% indicated some behaviors occurred at a military installation; 31% indicated the situation did not occur at a military installation

Location Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|-------------------------------|--|-----------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| | | | | | | | | | | | | |
| | | Higher Response | | | | | | | | | | |
| | | Lower Response | | | | | | | | | | |
| Where this situation occurred | At a military installation | 50 | 49 | 50 | 49 | 50 | 52 | 55 | 45 | 52 | 55 | 65 |
| | Some behaviors occurred at a military installation | 32 | 32 | 34 | 30 | 33 | 31 | 29 | 35 | 31 | 29 | 24 |
| | Not at a military installation | 18 | 19 | 16 | 20 | 17 | 17 | 15 | 20 | 17 | 15 | 11 |

- Higher response of *at a military installation* led by O4 – O6 women; lower response led by E1 – E4 women
- Lower response of *some behaviors occurred at a military installation* led by O4 – O6 women
- Lower response of *not at a military installation* led by O4 – O6 women



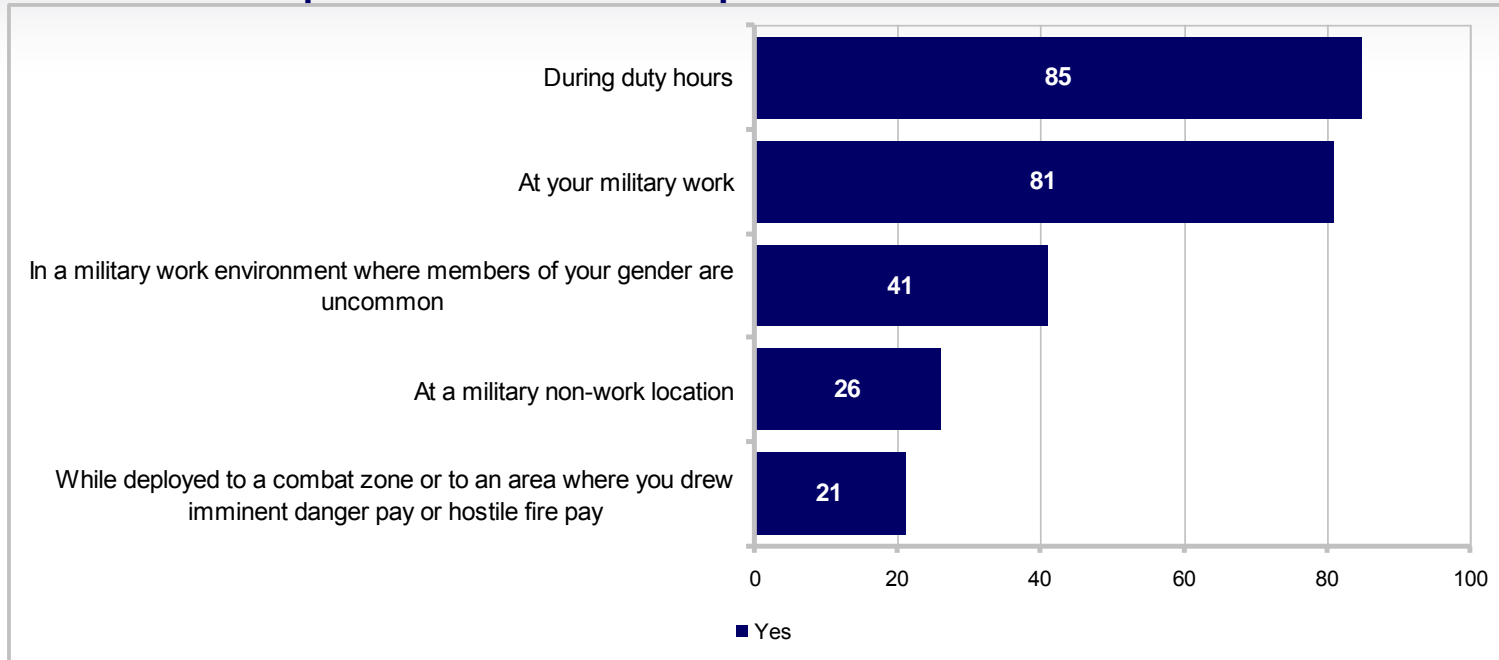
Location Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|-------------------------------|--|-----------------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| | | Higher Response | | | | | | | | | | |
| | | Lower Response | | | | | | | | | | |
| Where this situation occurred | At a military installation | 40 | 39 | 44 | 37 | 42 | 39 | 44 | 38 | 39 | 52 | 40 |
| | Some behaviors occurred at a military installation | 28 | 28 | 28 | 26 | 30 | 30 | 27 | 29 | 28 | 27 | 29 |
| | Not at a military installation | 31 | 33 | 28 | 37 | 29 | 31 | 29 | 33 | 32 | 21 | 30 |

- Higher response of *at a military installation* led by O1 – O3 men
- Lower response of *not at a military installation* led by O1 – O3 men

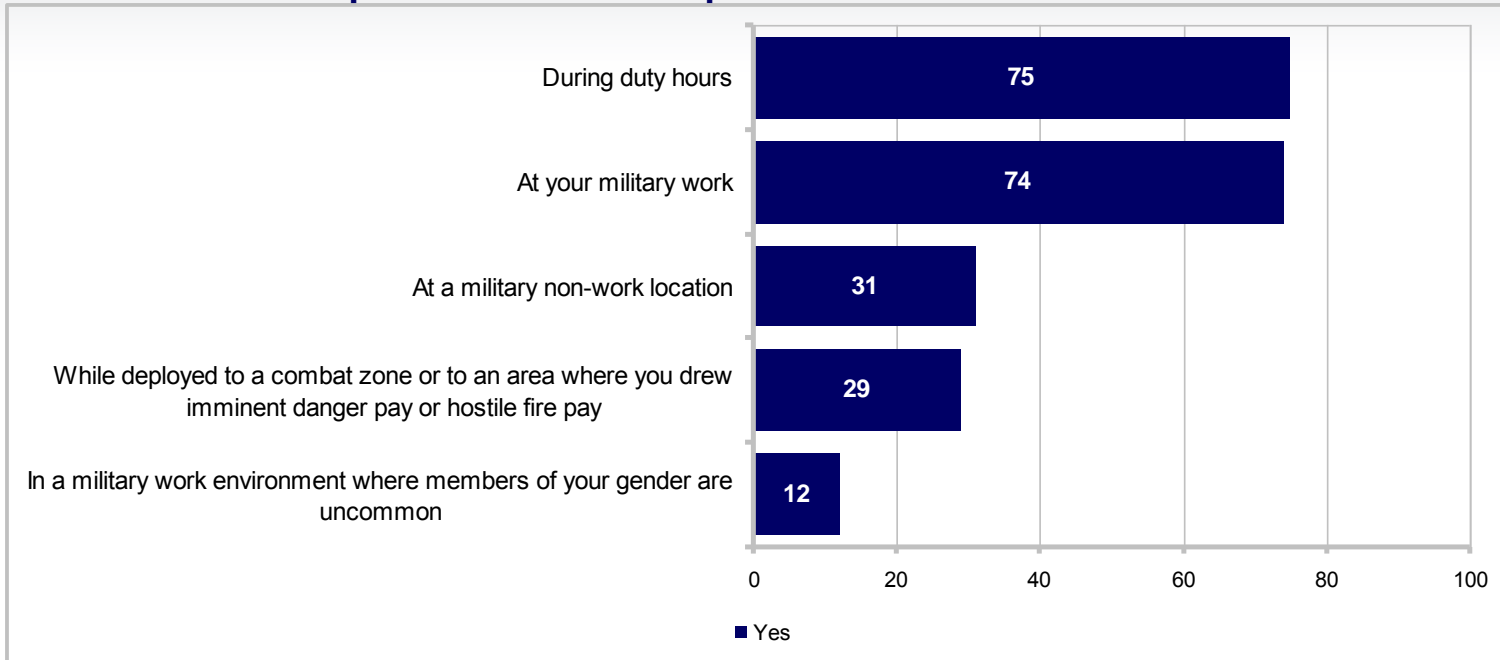
Characteristics of the Military Setting Where the One Situation Occurred Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior On Base



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior) on base:**
 - 85% indicated the situation occurred during duty hours
 - 81% indicated the situation occurred at their military work
 - 41% indicated the situation occurred in a military work environment where members of their gender are uncommon
 - 26% indicated the situation occurred at a military non-work location
 - 21% indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay

Characteristics of the Military Setting Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior On Base



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 75% indicated the situation occurred during duty hours
 - 74% indicated the situation occurred at their military work
 - 31% indicated the situation occurred at a military non-work location
 - 29% indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
 - 12% indicated the situation occurred in a military work environment where members of their gender are uncommon

Characteristics of the Military Setting Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior On Base

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|----|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | | |
| During duty hours | 85 | 85 | 86 | 80 | 82 | 86 | 86 | 81 | 88 | 85 | 90 | |
| At your military work | 81 | 80 | 81 | 75 | 86 | 84 | 80 | 77 | 83 | 77 | 86 | |
| In a military work environment where members of your gender are uncommon | 41 | 43 | 37 | 40 | 51 | 47 | 41 | 42 | 42 | 42 | 38 | |
| At a military non-work location | 26 | 26 | 29 | 27 | 31 | 20 | 22 | 25 | 27 | 24 | 22 | |
| While deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay | 21 | 27 | 20 | 18 | 16 | 15 | 11 | 17 | 25 | 21 | 21 | |

- Higher response of situation occurred *during duty hours* led by O4 – O6 women and E5 – E9 women; lower response led by E1 – E4 women
- Higher response of situation occurred *while deployed to a combat zone* led by ARNG women and E5 – E9 women; lower response led by USAFR women, ANG women, and E1 – E4 women

Characteristics of the Military Setting Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior On Base

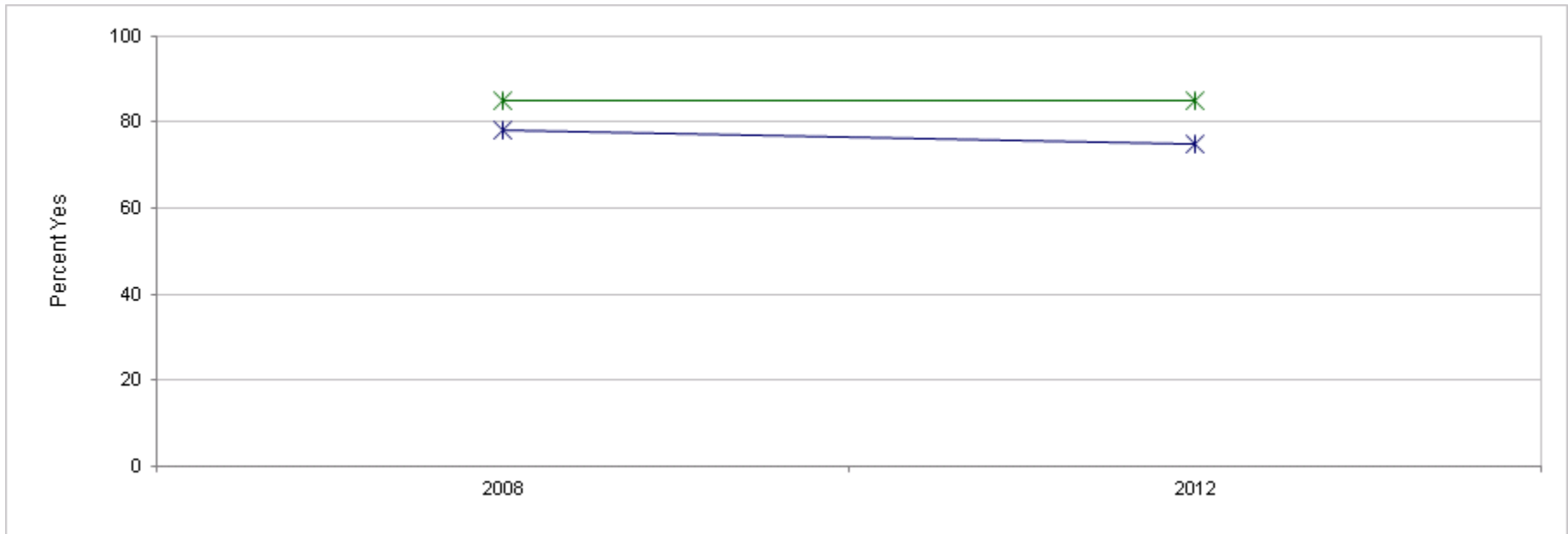
| DoD Reserve Men | KEY: | | | | | | | | | | |
|--|---|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | Higher Response of Yes Lower Response of Yes | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| During duty hours | 75 | 78 | 69 | 83 | 55 | 79 | 85 | 69 | 77 | 85 | 78 |
| At your military work | 74 | 78 | 64 | 80 | 59 | 76 | 80 | 71 | 74 | 80 | 71 |
| In a military work environment where members of your gender are uncommon | 12 | 13 | 9 | 15 | 14 | 13 | 13 | 13 | 12 | 13 | 9 |
| At a military non-work location | 31 | 31 | 30 | 27 | 46 | 19 | 32 | 35 | 28 | 30 | 28 |
| While deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay | 29 | 35 | 26 | 30 | 12 | 20 | 18 | 26 | 29 | 32 | 26 |

- Lower response of situation occurred *at their military work* led by USAR men
- Lower response of situation occurred *at a military non-work location* led by ANG men
- Higher response of situation occurred *while deployed to a combat zone* led by ARNG men; lower response led by USMCR men



One Situation Occurred During Duty Hours

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender



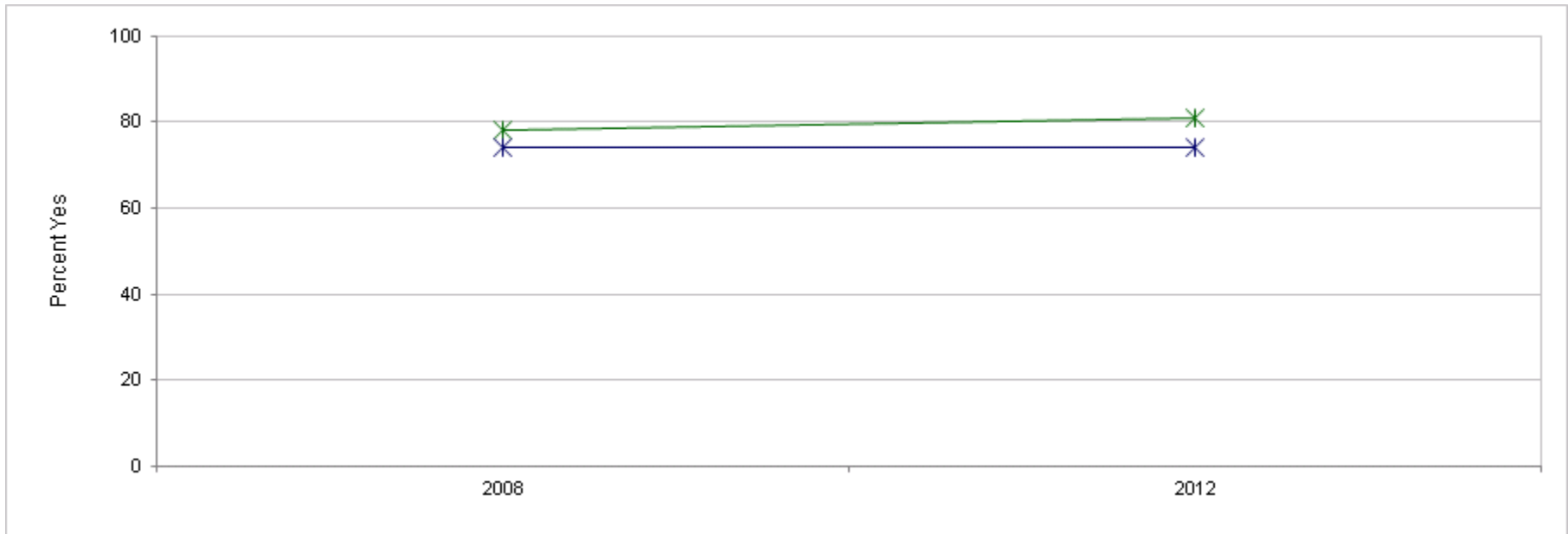
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 85 | 85 |
| * Total Men | | 78 | 75 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



One Situation Occurred at Your Military Work

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender

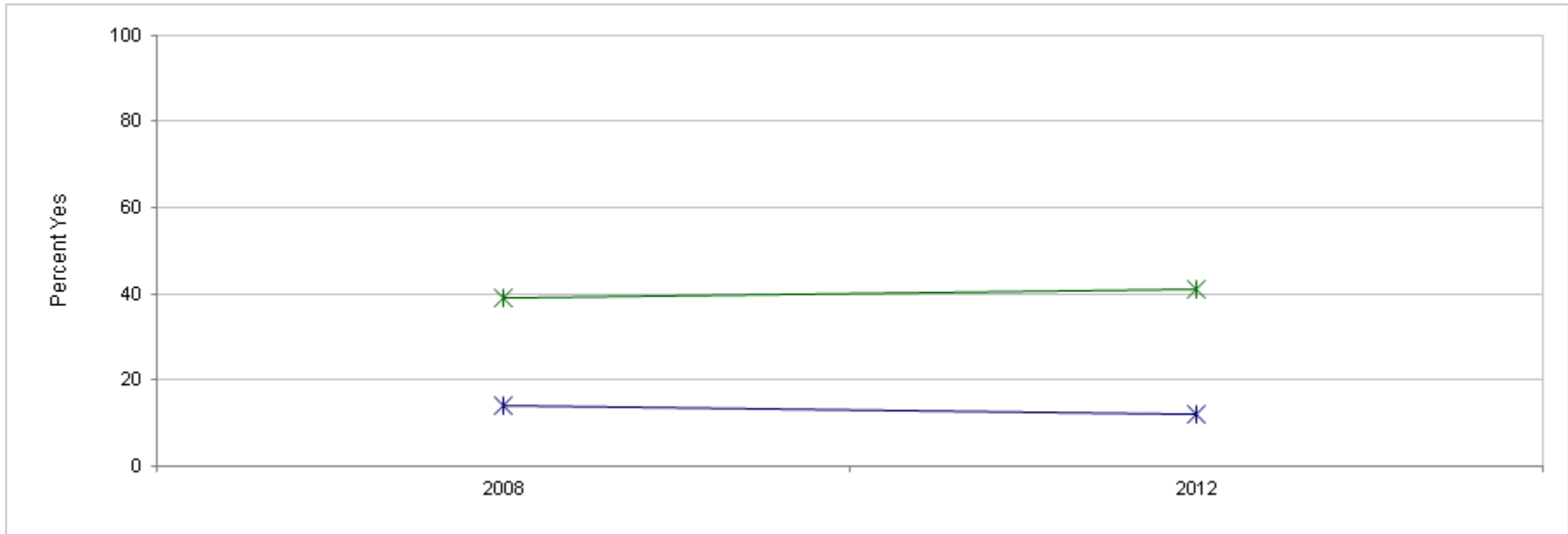


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 78 | 81 |
| * Total Men | 74 | 74 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

One Situation Occurred in a Military Work Environment Where Members of Your Gender are Uncommon

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender

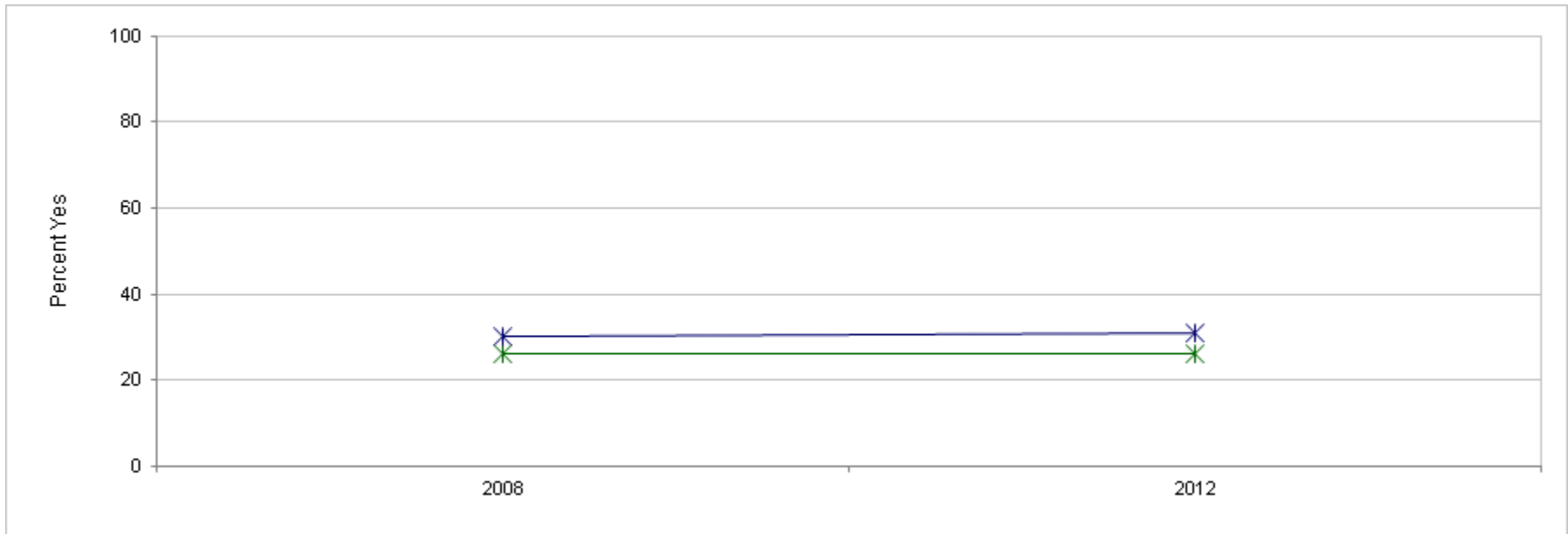


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 39 | 41 |
| * Total Men | 14 | 12 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

One Situation Occurred at a Military non-work Location

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender

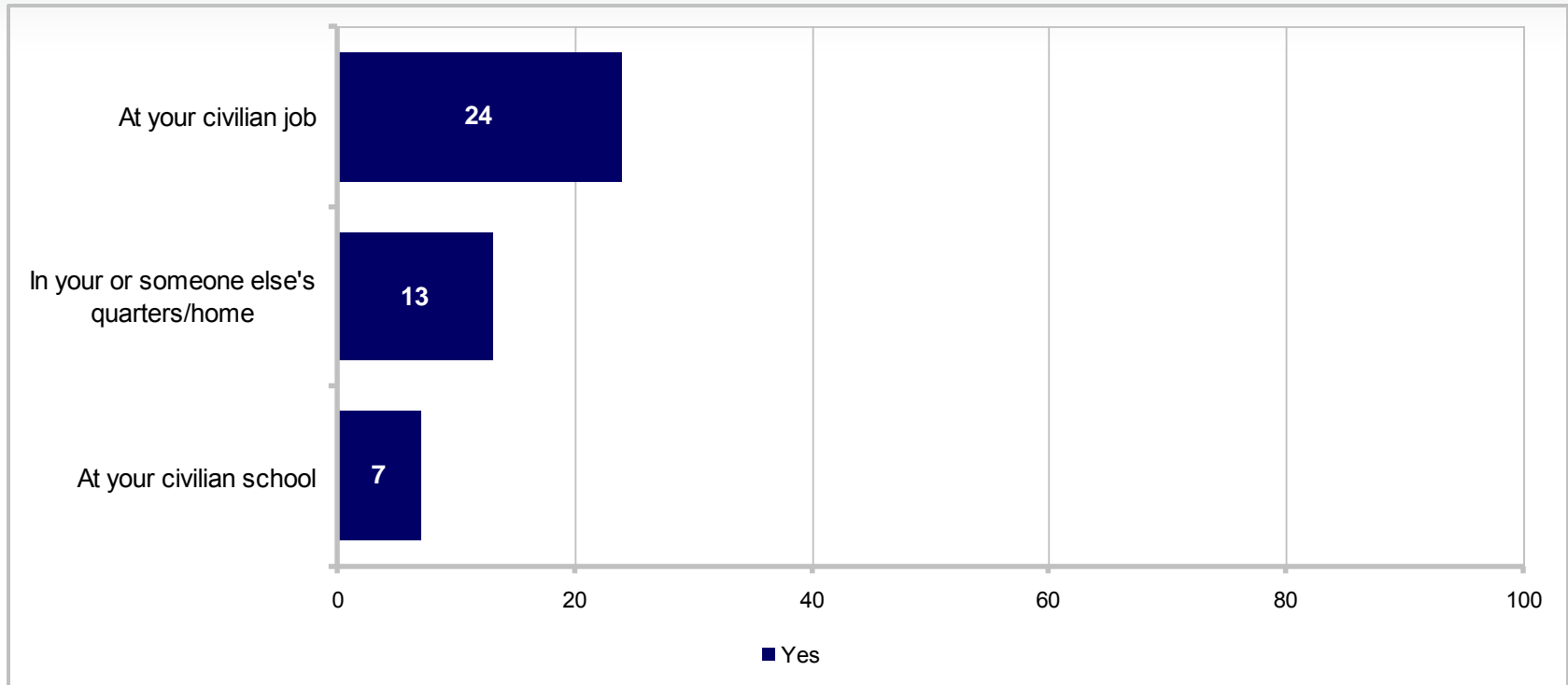


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 26 | 26 |
| * Total Men | 30 | 31 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Other Locations Where the One Situation Occurred

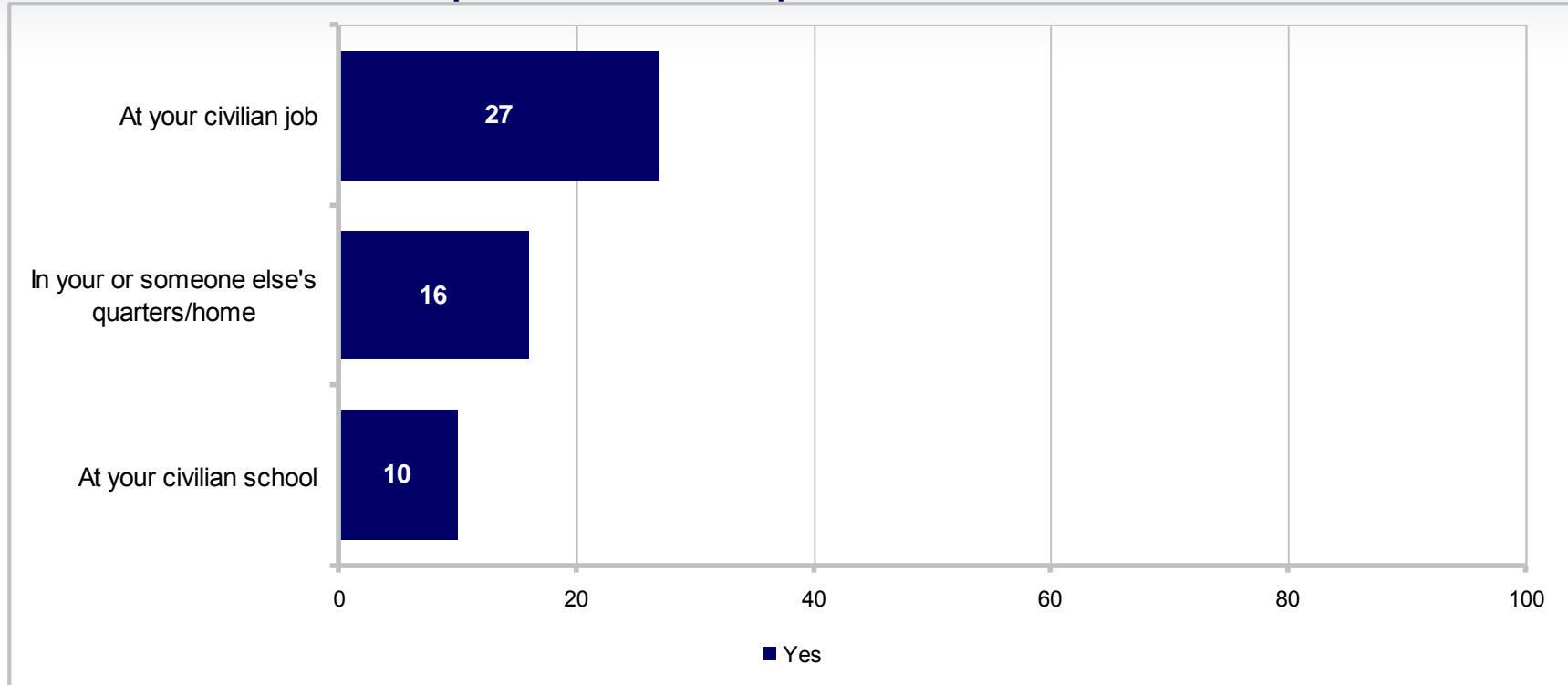
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 24% indicated the situation occurred at their civilian job
 - 13% indicated the situation occurred in their or someone else's quarters/home
 - 7% indicated the situation occurred at their civilian school

Other Locations Where the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 27% indicated the situation occurred at their civilian job
 - 16% indicated the situation occurred in their or someone else's quarters/home
 - 10% indicated the situation occurred at their civilian school

Other Locations Where the One Situation Occurred

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

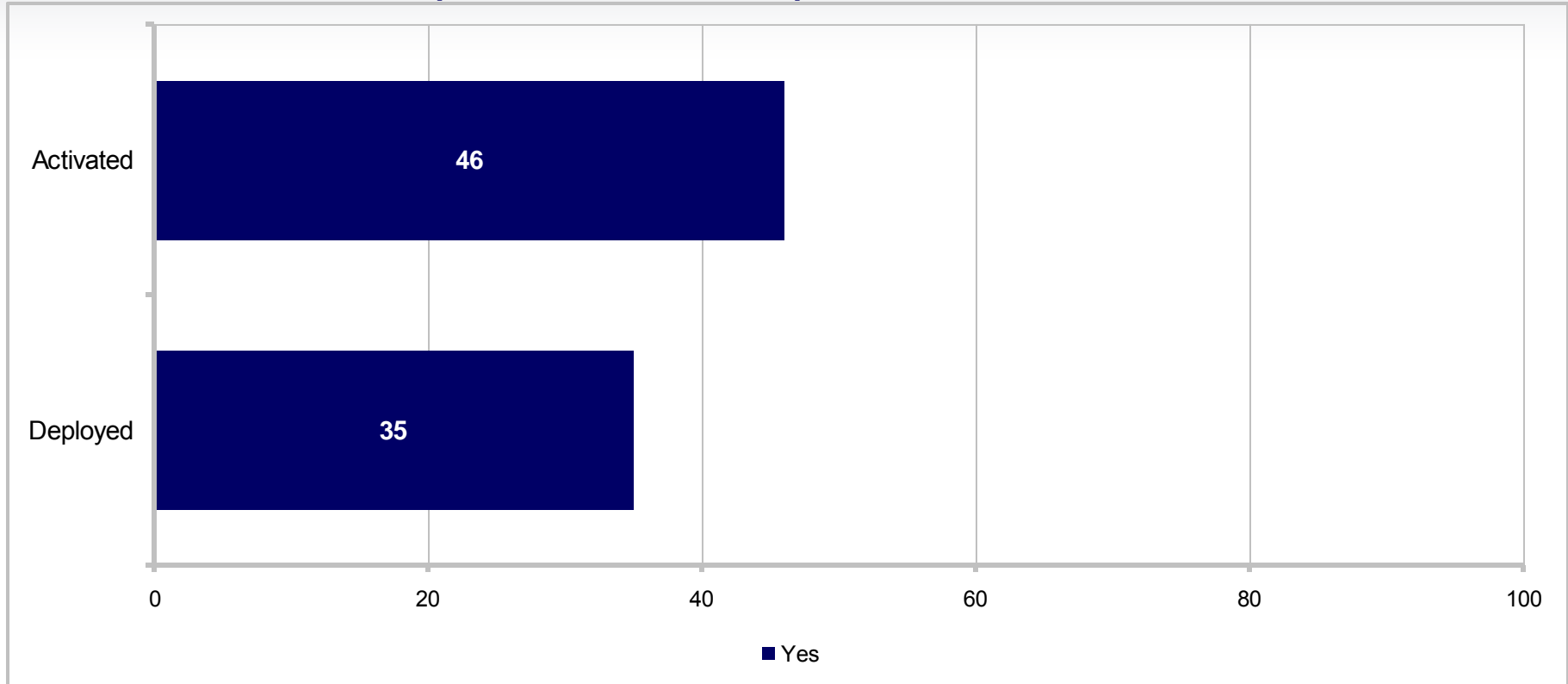
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| At your civilian job | 24 | 22 | 24 | 21 | 9 | 30 | 34 | 21 | 28 | 22 | 25 |
| In your or someone else's quarters/home | 13 | 14 | 16 | 13 | 12 | 6 | 11 | 16 | 14 | 8 | 7 |
| At your civilian school | 7 | 9 | 5 | 7 | 4 | 5 | 5 | 11 | 5 | 4 | 1 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| At your civilian job | 27 | 23 | 23 | 26 | 30 | 37 | 44 | 26 | 29 | 18 | 29 |
| In your or someone else's quarters/home | 16 | 18 | 12 | 15 | 34 | 7 | 5 | 20 | 16 | 11 | 2 |
| At your civilian school | 10 | 13 | 5 | 8 | 22 | 3 | 4 | 12 | 10 | 11 | 3 |

- Higher response of situation occurred *at their civilian job* led by USAFR men and USAFR women; lower response led by USMCR women
- Lower response of situation occurred *in their or someone else's quarters/home* led by O4 – O6 men, USAFR men, ANG women, ANG men, O4 – O6 women, and O1 – O3 women
- Higher response of situation occurred *at their civilian school* led by E1 – E4 women; lower response led by O4 – O6 women, ANG men, and O4 – O6 men

Status When the One Situation Occurred

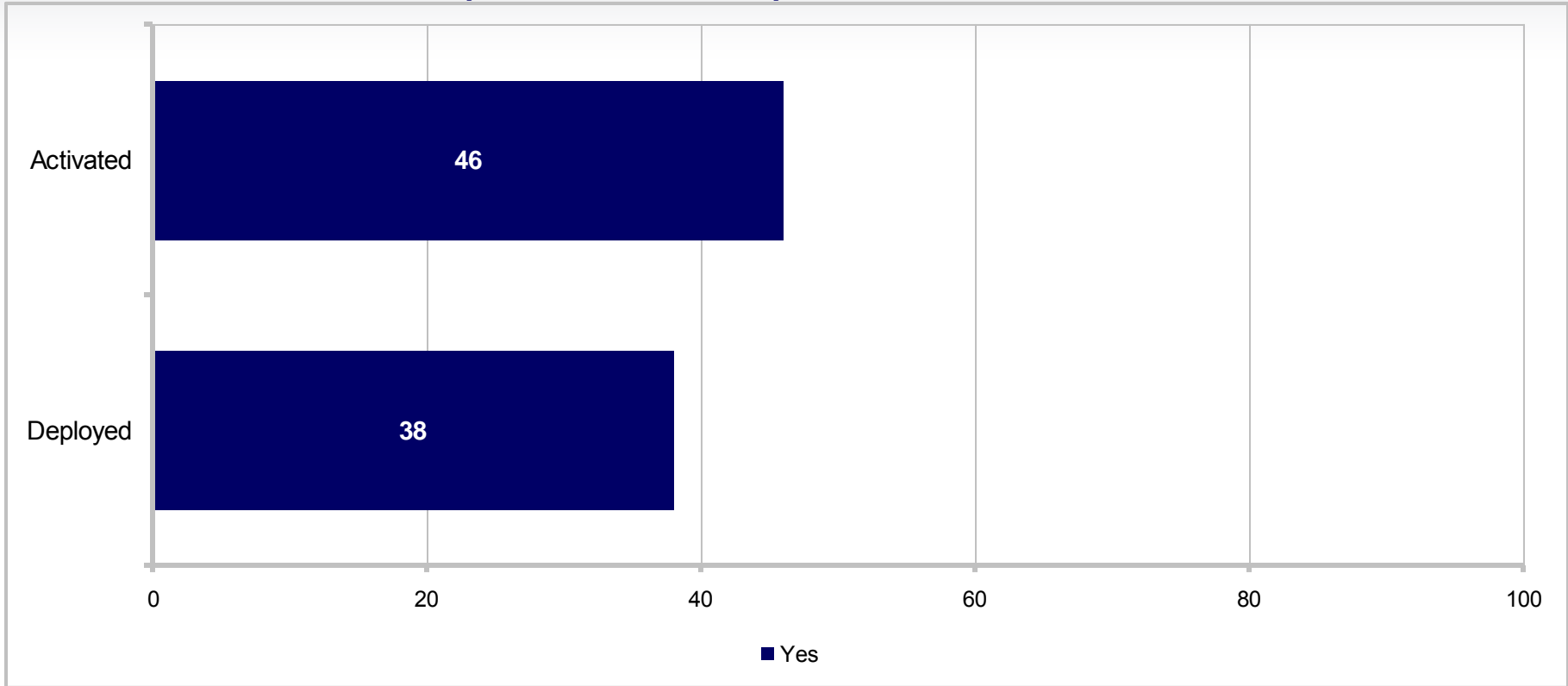
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 46% indicated the situation occurred while activated
 - 35% indicated the situation occurred while deployed

Status When the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 46% indicated the situation occurred while activated
 - 38% indicated the situation occurred while deployed

Status When the One Situation Occurred

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|--------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Activated | 46 | 45 | 53 | 47 | 50 | 34 | 38 | 48 | 44 | 44 | 45 |
| Deployed | 35 | 39 | 36 | 35 | 25 | 29 | 24 | 29 | 40 | 33 | 36 |

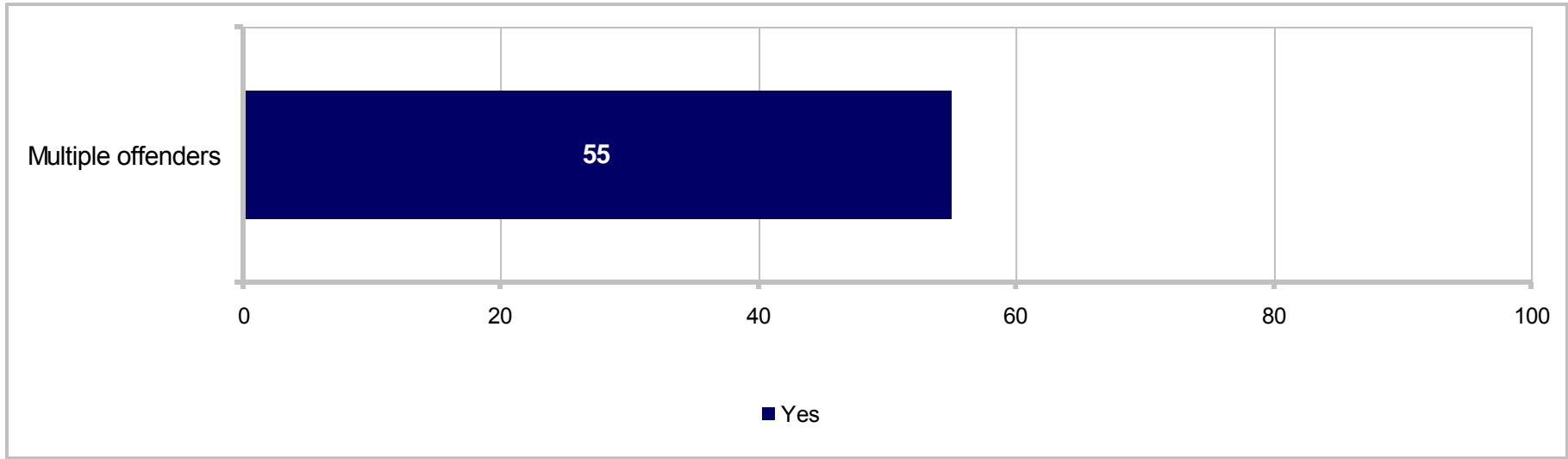
| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Activated | 46 | 48 | 49 | 47 | 33 | 43 | 27 | 45 | 44 | 54 | 48 |
| Deployed | 38 | 43 | 40 | 43 | 15 | 30 | 21 | 35 | 39 | 43 | 37 |

- Higher response of *activated* led by USAR women; lower response led by USAFR men and ANG women
- Higher response of *deployed* led by E5 – E9 women; lower response led by USMCR men, USAFR men, USAFR women, and E1 – E4 women



Multiple Offenders Involved in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

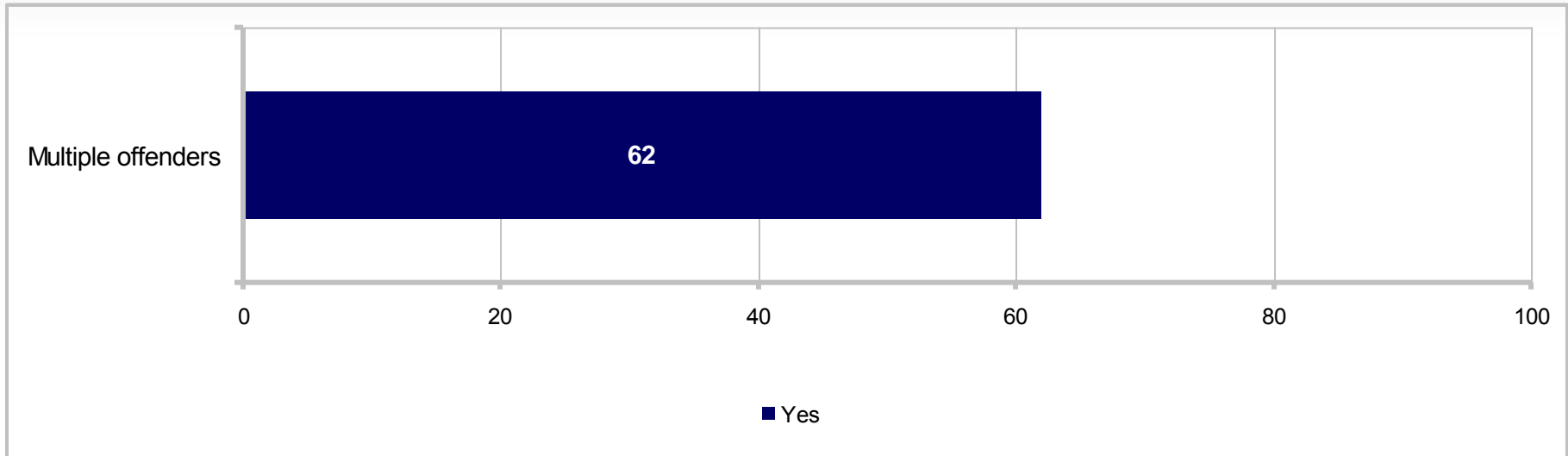


- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 55% indicated the situation involved multiple offenders



Multiple Offenders Involved in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 62% indicated the situation involved multiple offenders



Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

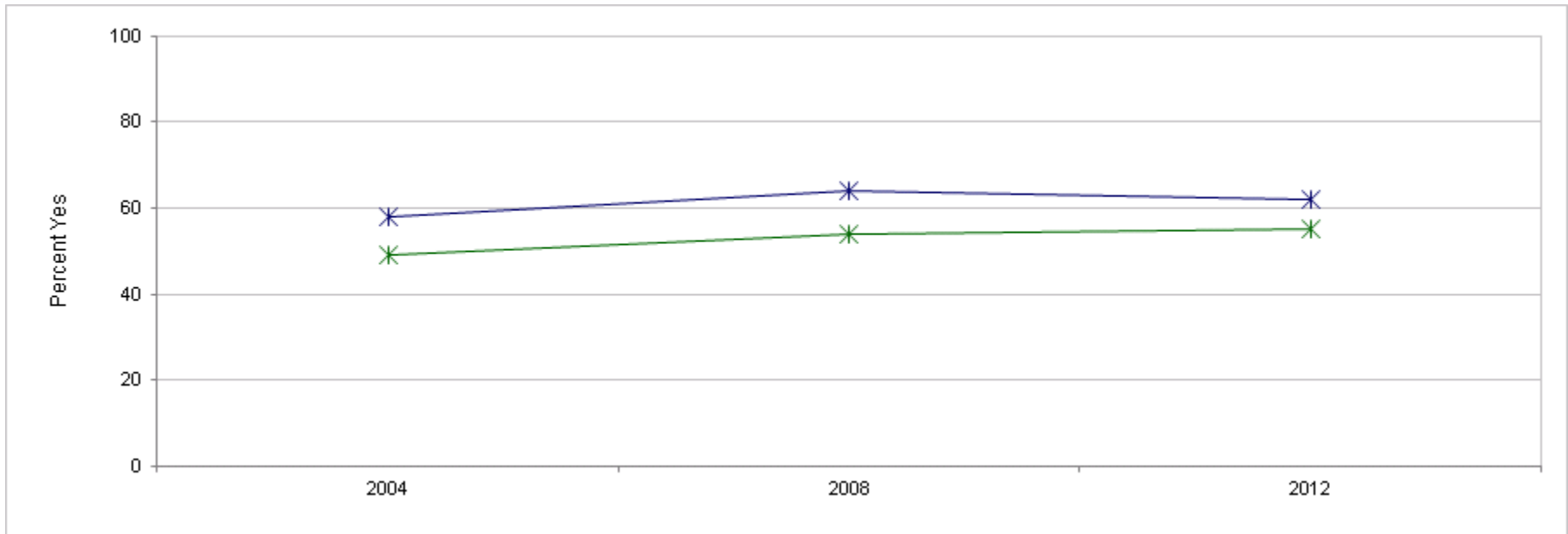
| <u>DoD Reserve Women</u> | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--------------------------|--|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | | |
| Multiple offenders | | 55 | 57 | 54 | 51 | 54 | 57 | 53 | 56 | 56 | 49 | 53 |

| <u>DoD Reserve Men</u> | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|------------------------|--|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | | |
| Multiple offenders | | 62 | 64 | 53 | 64 | 63 | 74 | 62 | 62 | 63 | 66 | 49 |

- There are no statistically significant differences for women or men by Reserve component or by paygrade

Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

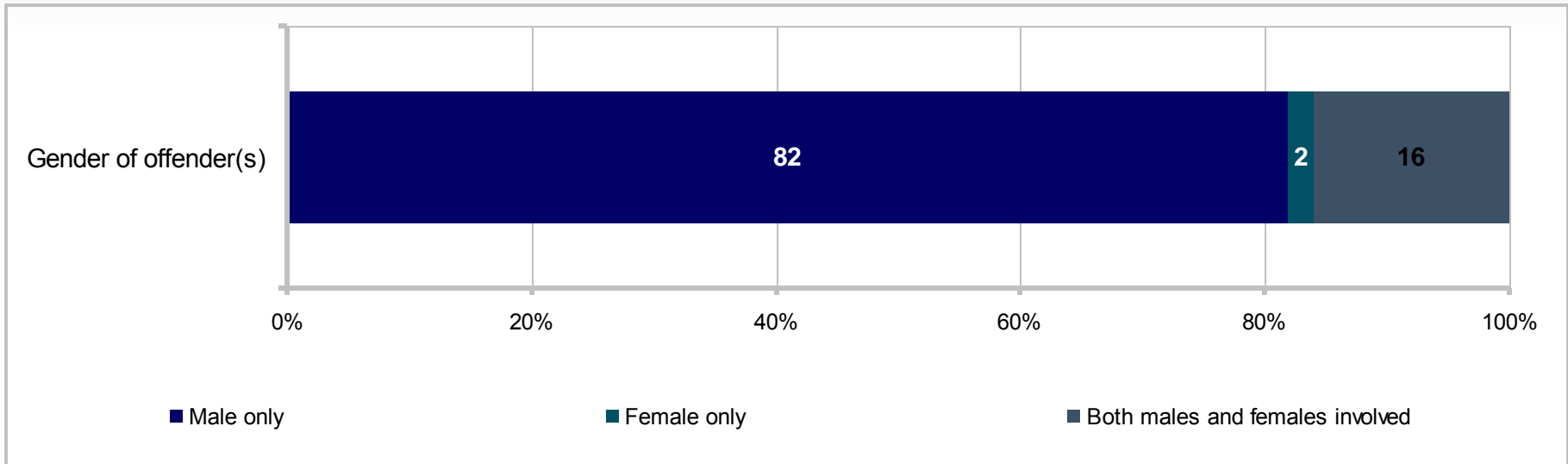


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 49 | 54 | 55 |
| * Total Men | 58 | 64 | 62 |

- For women, the 2012 percentage is significantly higher than 2004; there are no statistically significant differences for men

Gender of Offender(s) in the One Situation

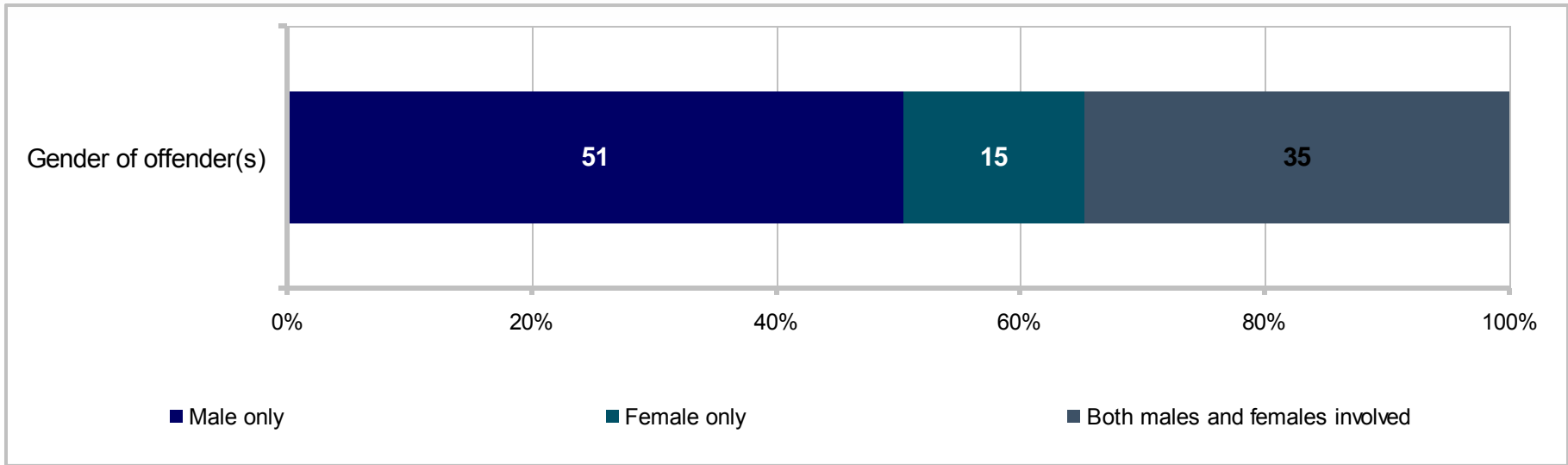
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 82% indicated the offender(s) was male only; 2% indicated the offender(s) was female only; and 16% indicated both males and females were involved

Gender of Offender(s) in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 51% indicated the offender(s) was male only; 15% indicated the offender(s) was female only; and 35% indicated both males and females were involved

Gender of Offender(s) in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|-----------------------|---------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| | | | | | | | | | | | | |
| Gender of offender(s) | Male only | 82 | 83 | 82 | 79 | 87 | 84 | 82 | 80 | 82 | 88 | 88 |
| | Female only | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| | Both males and females involved | 16 | 15 | 17 | 19 | 11 | 14 | 16 | 18 | 16 | 11 | 10 |

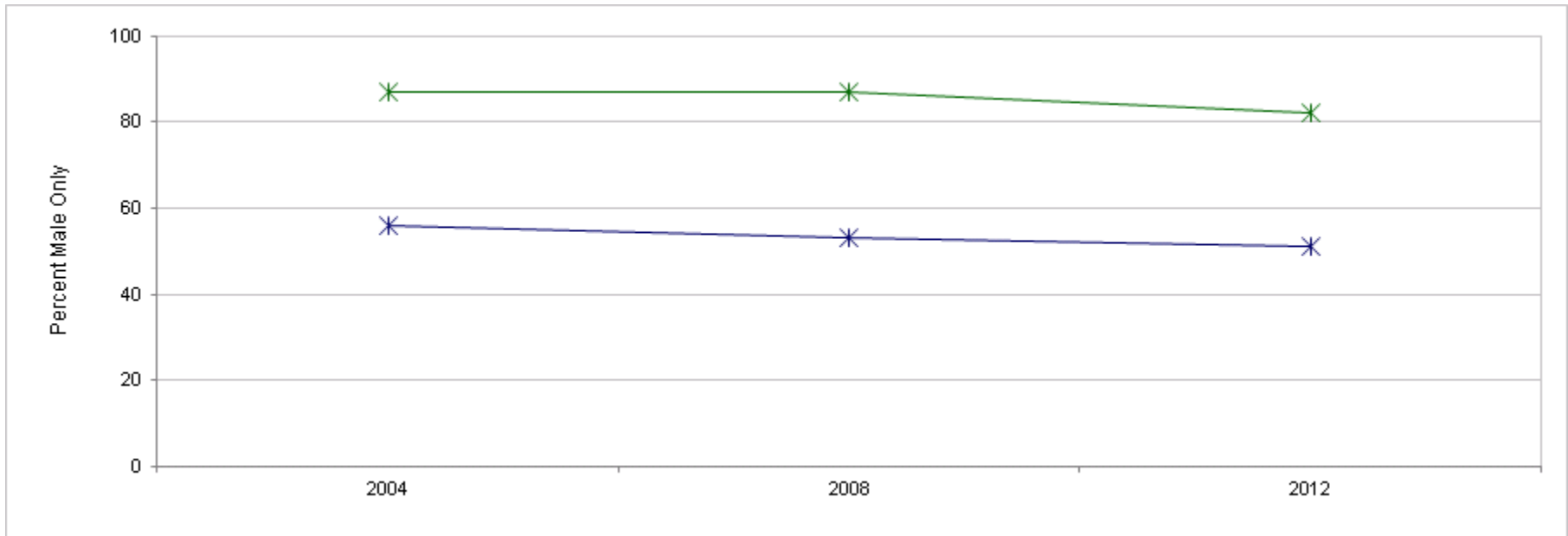
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|-----------------------|---------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| Gender of offender(s) | Male only | 51 | 53 | 43 | 50 | 56 | 55 | 52 | 53 | 50 | 45 | 56 |
| | Female only | 15 | 16 | 18 | 9 | 3 | 10 | 20 | 13 | 16 | 16 | 13 |
| | Both males and females involved | 35 | 31 | 39 | 41 | 42 | 35 | 28 | 33 | 35 | 39 | 30 |

- Higher response of *male only* led by O4 – O6 women and O1 – O3 women
- Lower response of *female only* led by USMCR men
- Lower response of *both males and females involved* led by O4 – O6 women and O1 – O3 women



Male Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

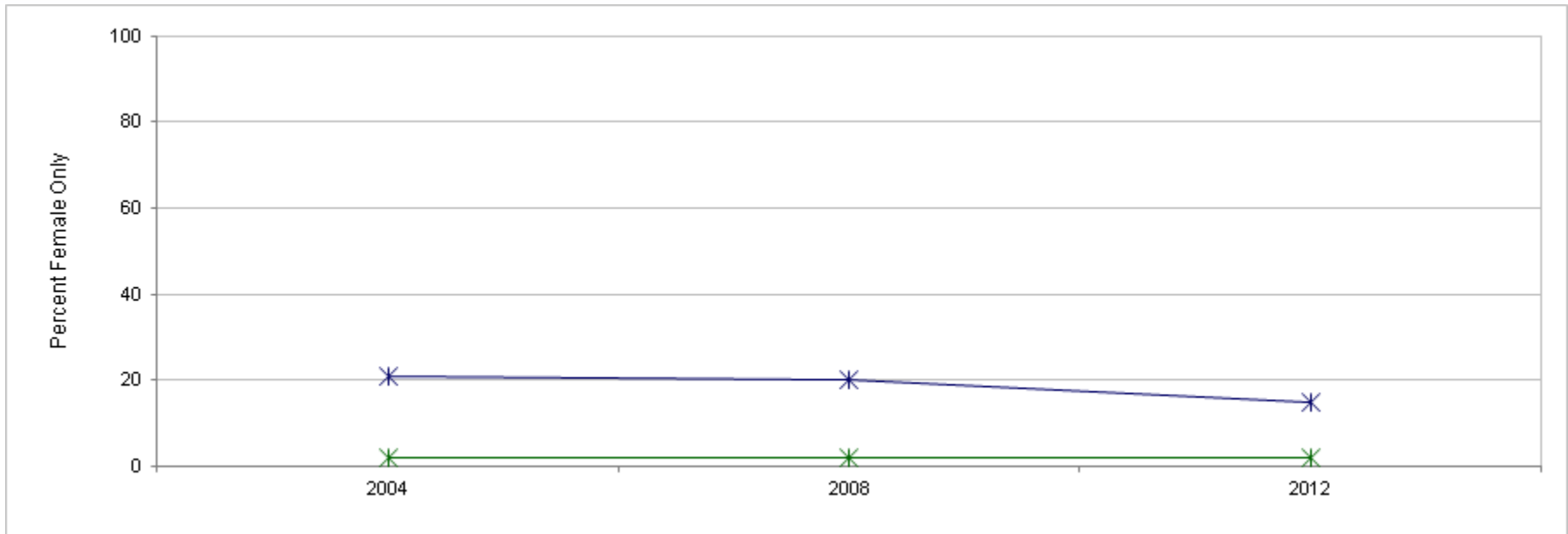


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 87 | 87 | 82 |
| * Total Men | 56 | 53 | 51 |

- For women, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for men

Female Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



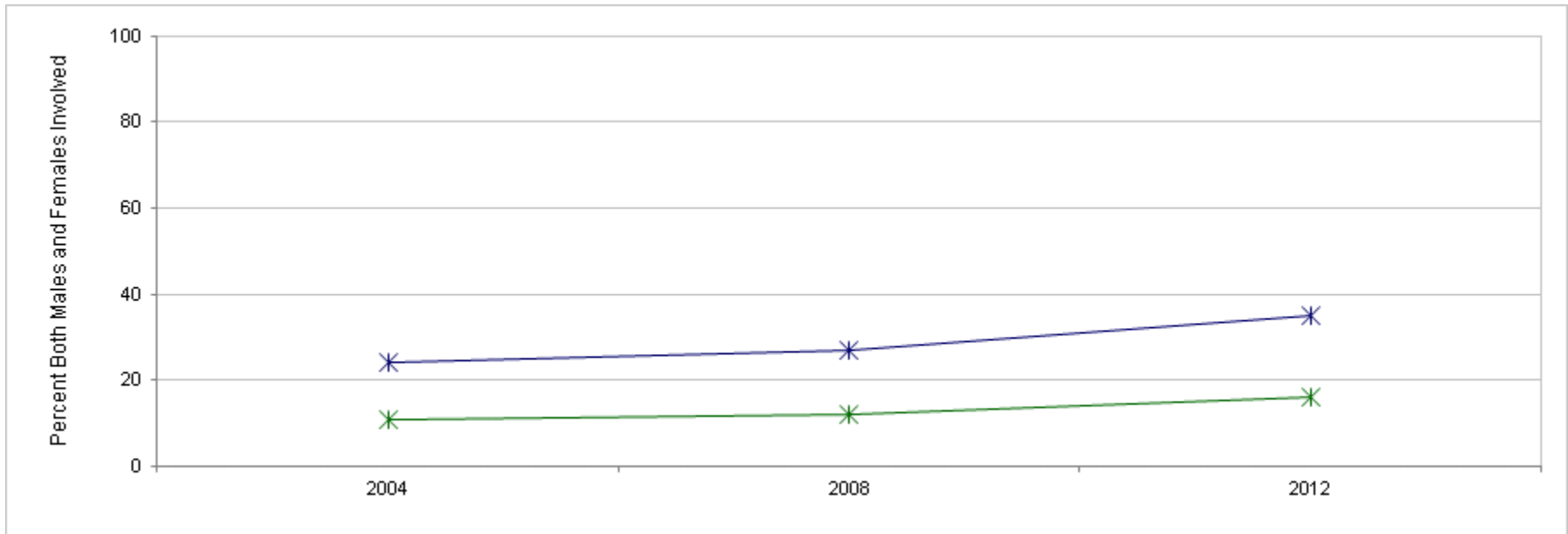
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 2 | 2 | 2 |
| * Total Men | 21 | 20 | 15 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**



Both Male and Female Offenders in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

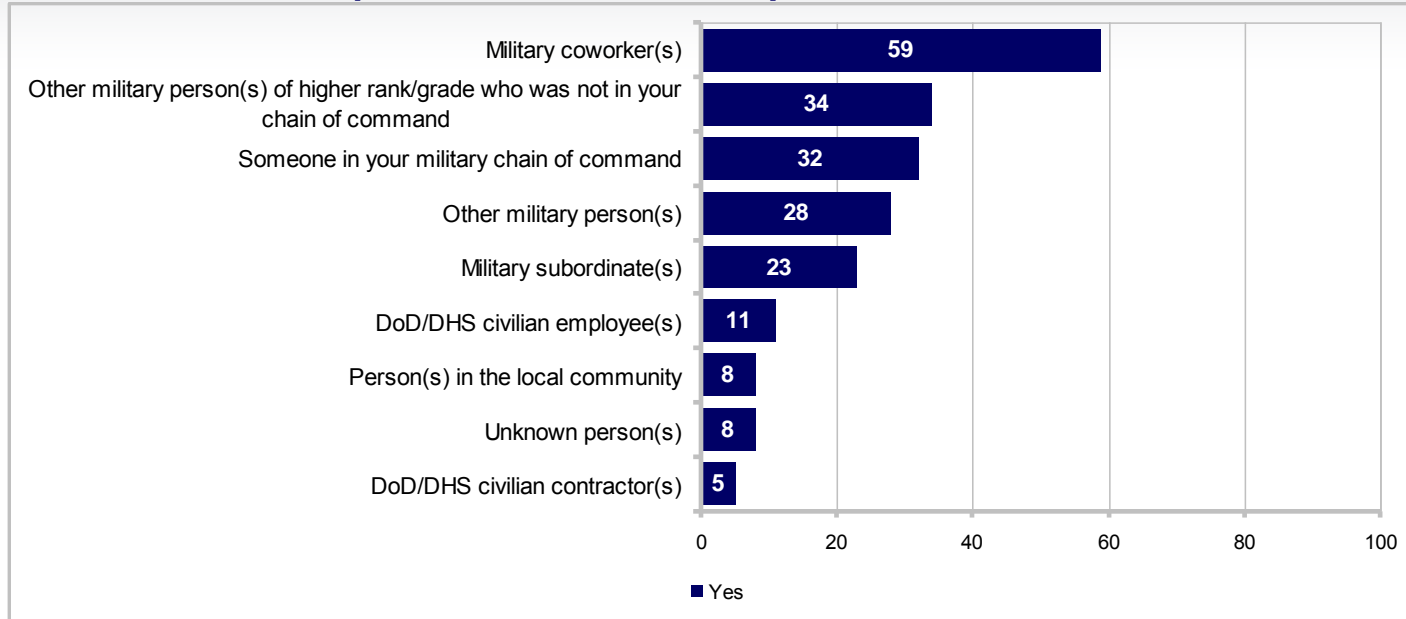


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 11 | 12 | 16 |
| * Total Men | 24 | 27 | 35 |

- For women and men, the 2012 percentages are significantly higher than 2004

Offender(s) in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

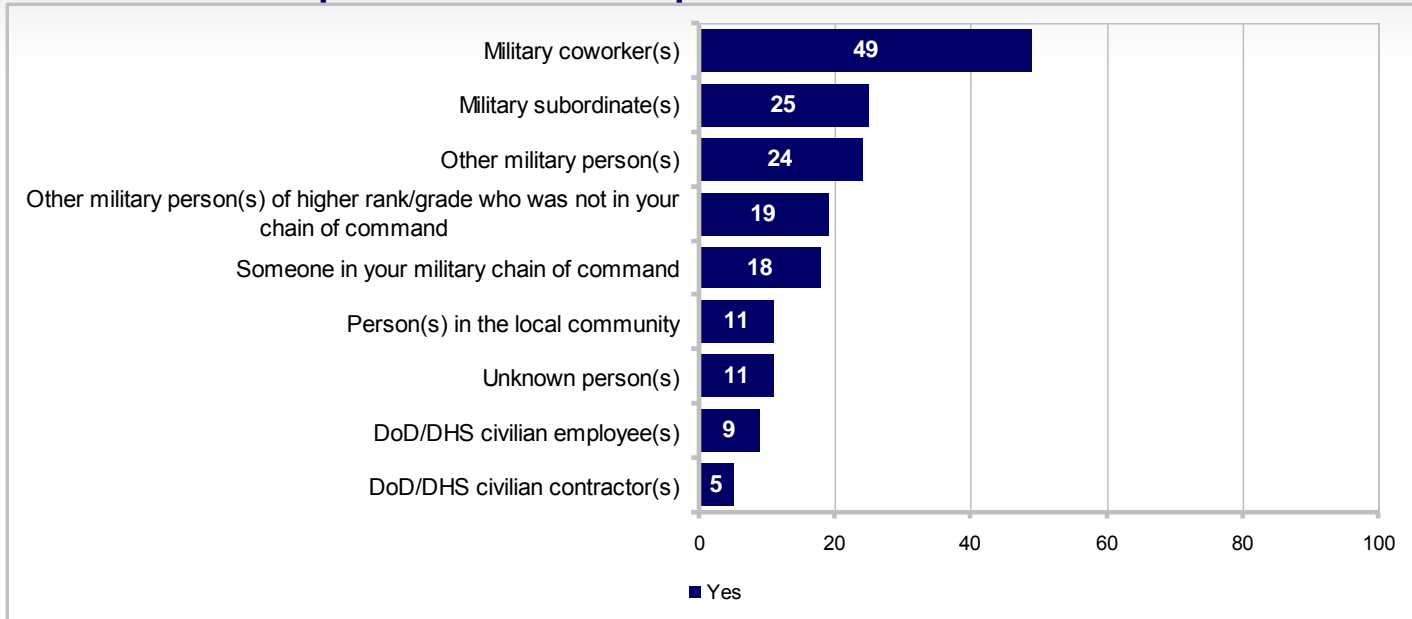


- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 59% indicated the offender(s) was a military coworker(s)
- 34% indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
- 32% indicated the offender(s) was someone in their military chain of command
- 28% indicated the offender(s) was another military person(s)
- 23% indicated the offender(s) was a military subordinate(s)
- 11% indicated the offender(s) was a DoD/DHS civilian employee(s)
- 8% indicated the offender(s) was a person(s) in the local community
- 8% indicated the offender(s) was an unknown person(s)
- 5% indicated the offender(s) was a DoD/DHS civilian contractor(s)

Offender(s) in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 49% indicated the offender(s) was a military coworker(s)
- 25% indicated the offender(s) was a military subordinate(s)
- 24% indicated the offender(s) was another military person(s)
- 19% indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
- 18% indicated the offender(s) was someone in their military chain of command
- 11% indicated the offender(s) was a person(s) in the local community
- 11% indicated the offender(s) was an unknown person(s)
- 9% indicated the offender(s) was a DoD/DHS civilian employee(s)
- 5% indicated the offender(s) was a DoD/DHS civilian contractor(s)



Offender(s) in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Women | | | | | | | | | | | |
|--|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Military coworker(s) | 59 | 60 | 58 | 56 | 49 | 60 | 62 | 58 | 61 | 59 | 53 |
| Other military person(s) of higher rank/grade who was not in your chain of command | 34 | 36 | 33 | 29 | 35 | 37 | 35 | 38 | 33 | 30 | 25 |
| Someone in your military chain of command | 32 | 32 | 36 | 31 | 30 | 26 | 27 | 31 | 31 | 32 | 34 |
| Other military person(s) | 28 | 28 | 28 | 25 | 29 | 32 | 29 | 26 | 32 | 26 | 26 |
| Military subordinate(s) | 23 | 23 | 24 | 22 | 24 | 21 | 20 | 17 | 26 | 30 | 28 |
| DoD/DHS civilian employee(s) | 11 | 7 | 10 | 12 | 6 | 18 | 18 | 8 | 13 | 6 | 15 |
| Person(s) in the local community | 8 | 8 | 8 | 7 | 4 | 8 | 12 | 10 | 8 | 4 | 6 |
| Unknown person(s) | 8 | 9 | 7 | 3 | 9 | 8 | 8 | 9 | 8 | 5 | 5 |
| DoD/DHS civilian contractor(s) | 5 | 4 | 6 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 6 |

- Higher response of offender(s) was another military person(s) of higher rank/grade who was not in their chain of command led by E1 – E4 women; lower response led by O4 – O6 women
- Lower response of offender(s) was someone in their military chain of command led by ANG women
- Higher response of offender(s) was another military person(s) led by E5 – E9 women
- Higher response of offender(s) was a military subordinate(s) led by O1 – O3 women; lower response of led by E1 – E4 women
- Higher response of offender(s) was a DoD/DHS civilian employee(s) led by USAFR women, ANG women, and E5 – E9 women; lower response led by O1 – O3 women, ARNG women, and E1 – E4 women
- Lower response of offender(s) was a person(s) in the local community led by O1 – O3 women
- Lower response of offender(s) was an unknown person led by USNR women

Offender(s) in the One Situation

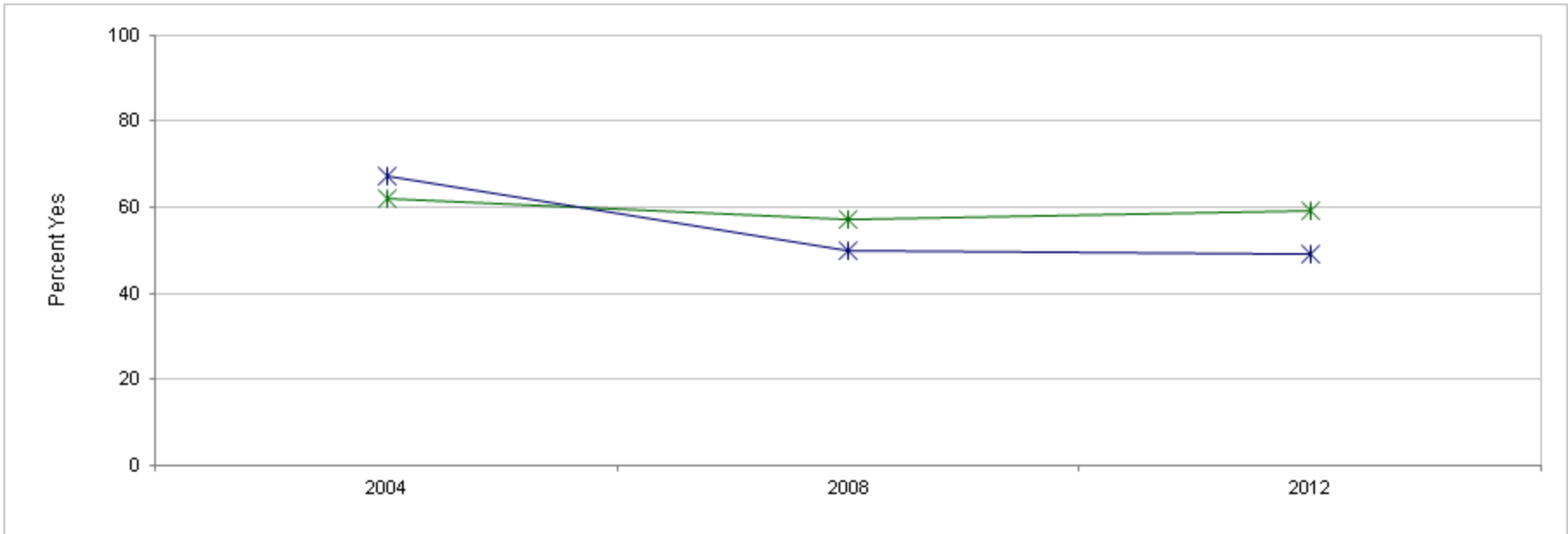
Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Men | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| Military coworker(s) | 49 | 49 | 47 | 49 | 44 | 59 | 47 | 50 | 48 | 52 | 47 |
| Other military person(s) of higher rank/grade who was not in your chain of command | 19 | 21 | 18 | 21 | 11 | 19 | 19 | 23 | 19 | 11 | 12 |
| Someone in your military chain of command | 18 | 19 | 14 | 27 | 14 | 16 | 20 | 18 | 20 | 13 | 12 |
| Other military person(s) | 24 | 25 | 24 | 31 | 16 | 21 | 26 | 21 | 27 | 26 | 23 |
| Military subordinate(s) | 25 | 26 | 23 | 28 | 19 | 22 | 29 | 14 | 29 | 38 | 36 |
| DoD/DHS civilian employee(s) | 9 | 7 | 9 | 10 | 7 | 14 | 30 | 6 | 11 | 6 | 14 |
| Person(s) in the local community | 11 | 11 | 9 | 10 | 20 | 10 | 11 | 11 | 11 | 8 | 8 |
| Unknown person(s) | 11 | 11 | 8 | 11 | 15 | 11 | 12 | 11 | 12 | 5 | 10 |
| DoD/DHS civilian contractor(s) | 5 | 4 | 4 | 5 | 8 | 6 | 7 | 3 | 5 | 4 | 8 |

- Lower response of offender(s) was another military person(s) of higher rank/grade who was not in your chain of command led by O1 – O3 men
- Higher response of offender(s) was a military subordinate(s) led by O1 – O3 men, O4 – O6 men, and E5 – E9 men; lower response led by E1 – E4 men
- Higher response of offender(s) was a DoD/DHS civilian employee(s) led by USAFR men; lower response led by ARNG men
- Lower response of offender(s) was an unknown person(s) led by O1 – O3 men

Offender Was Military Coworker

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



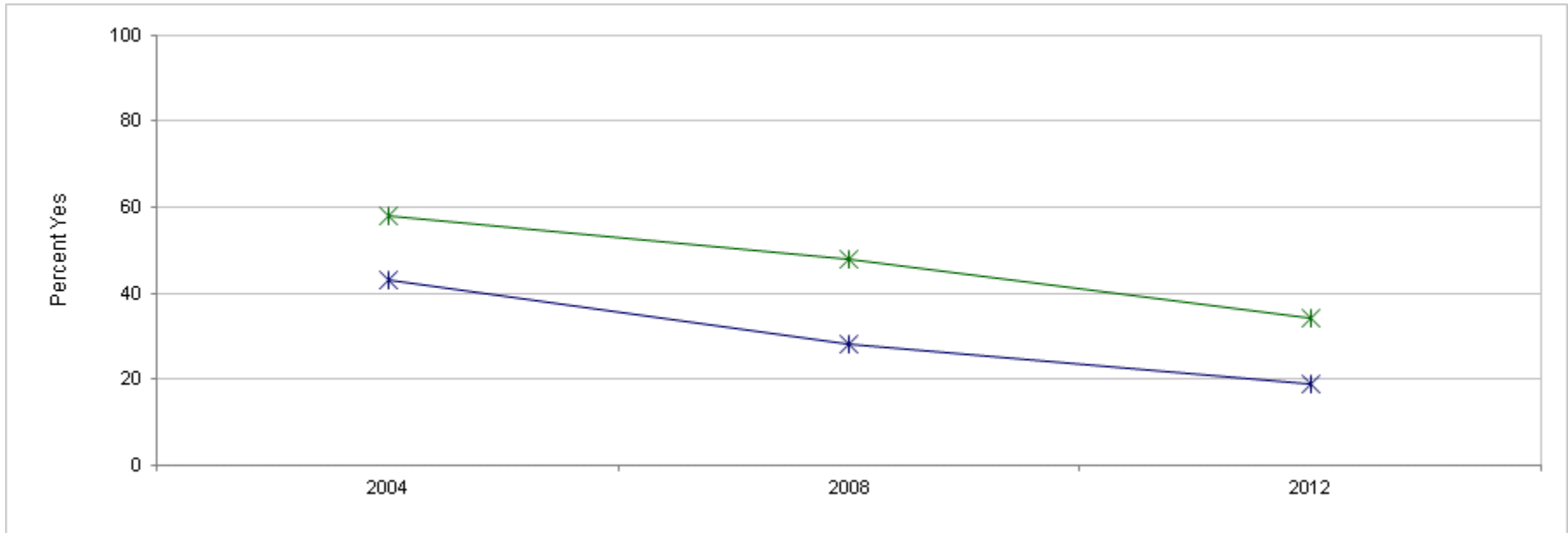
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 62 | 57 | 59 |
| * Total Men | 67 | 50 | 49 |

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women



Offender Was Other Military Person of Higher Rank/Grade Who Was Not in Your Chain of Command

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



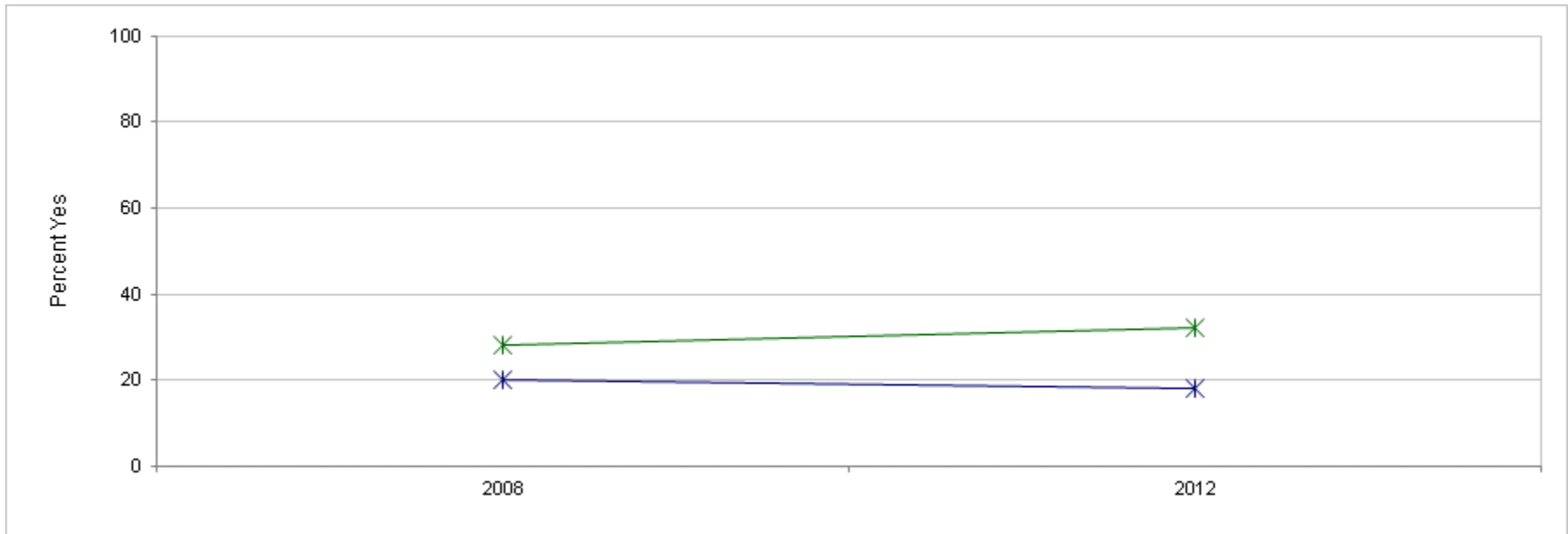
| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 58 | 48 | 34 |
| * Total Men | 43 | 28 | 19 |

- For women and men, the 2012 percentages are significantly lower than 2004 and 2008



Offender Was Someone in Your Military Chain of Command

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

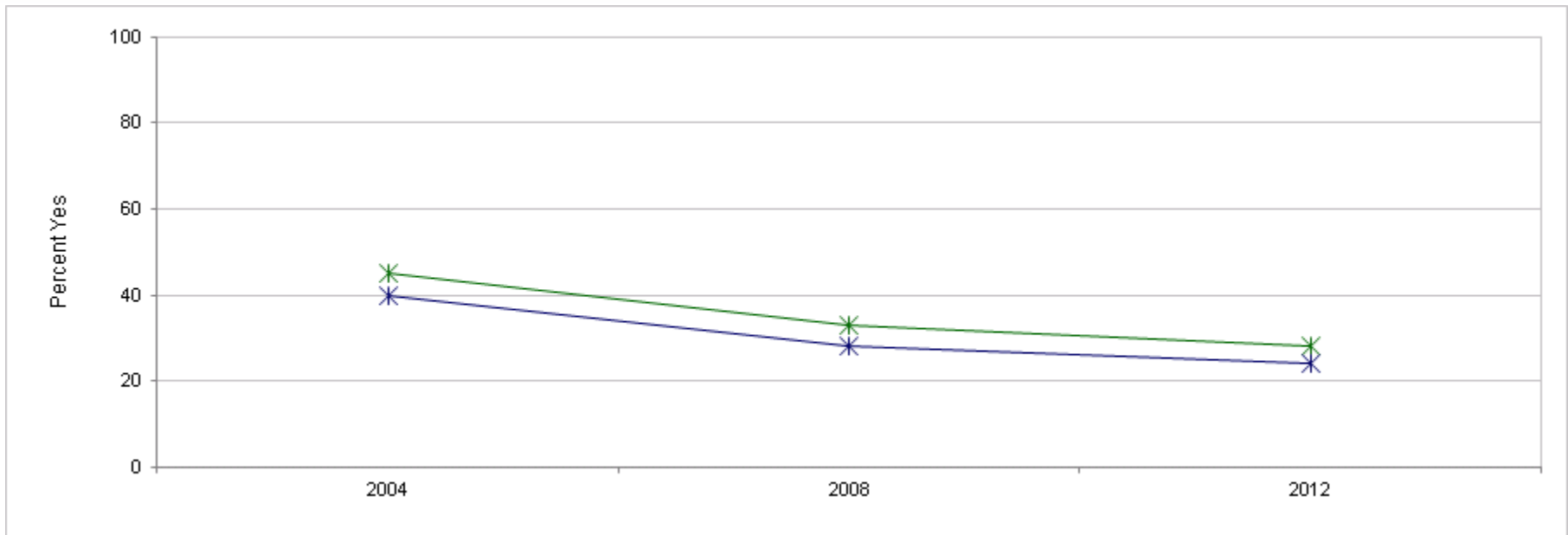


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 28 | 32 |
| * Total Men | | 20 | 18 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Offender Was Other Military Person

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



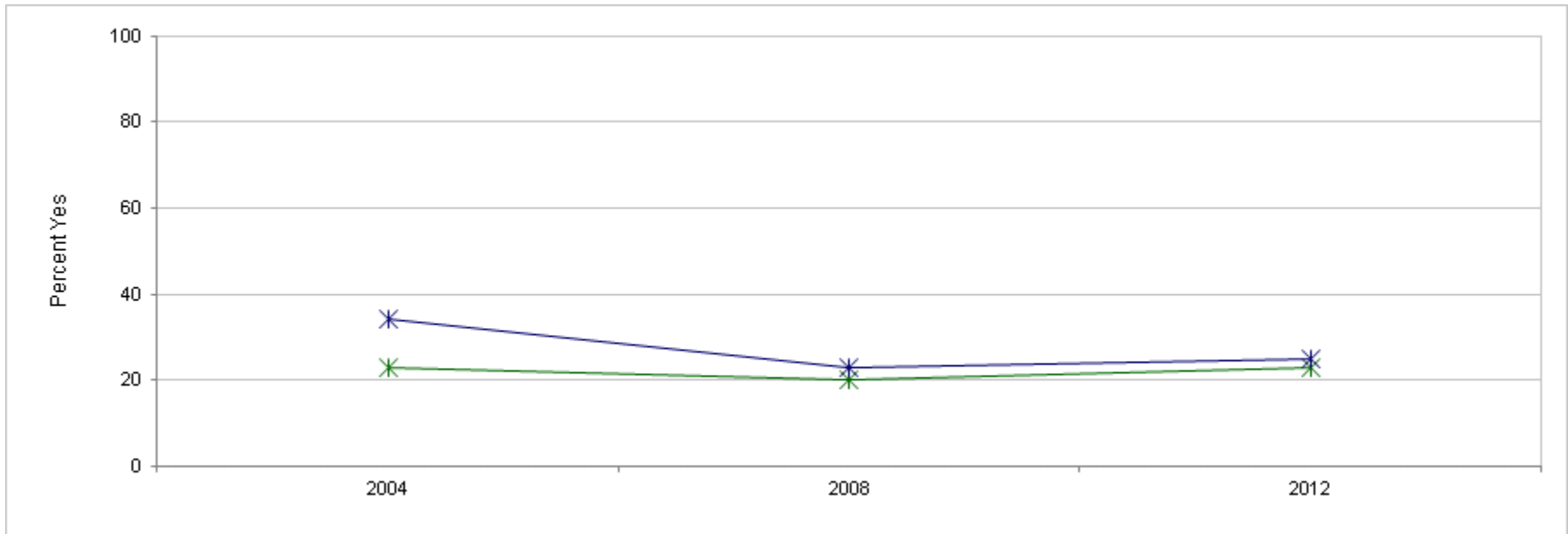
| | Most recent HIGHER than | 2004 | 2008 | 2012 |
|---------------|-------------------------|------|------|------|
| | Most recent LOWER than | | | |
| * Total Women | | 45 | 33 | 28 |
| * Total Men | | 40 | 28 | 24 |

- For women and men, the 2012 percentages are significantly lower than 2004



Offender Was Military Subordinate

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

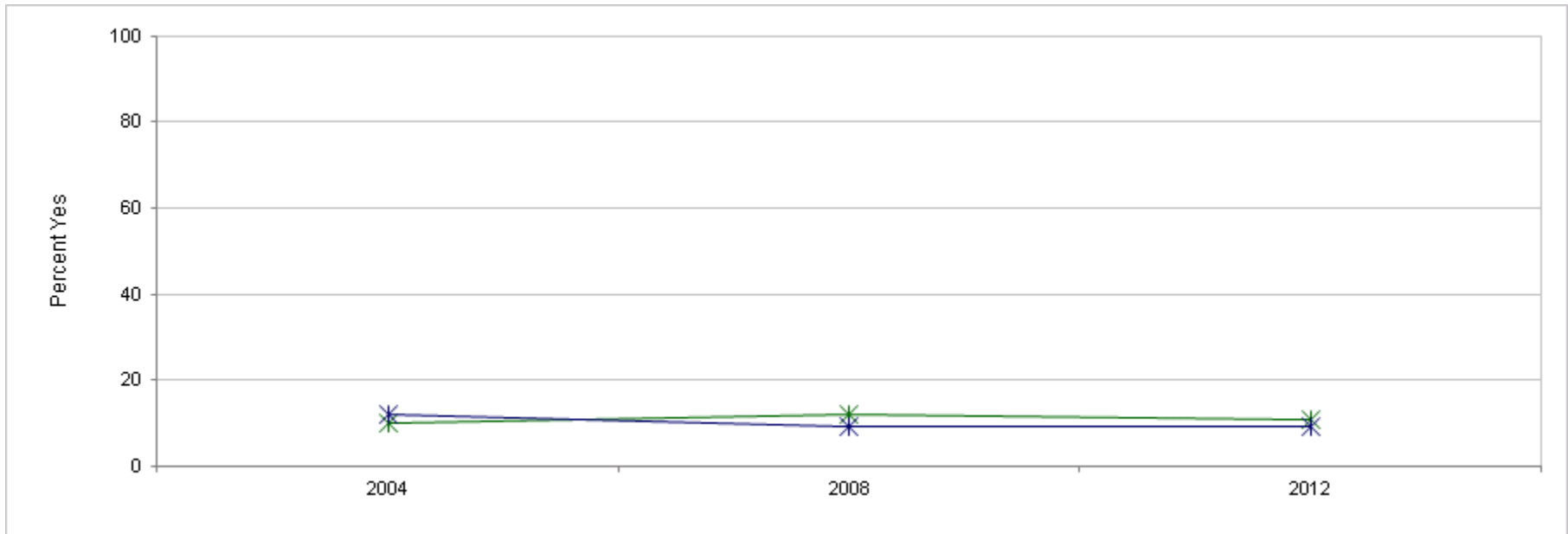


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 23 | 20 | 23 |
| * Total Men | 34 | 23 | 25 |

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women

Offender Was DoD/DHS Civilian Employee

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



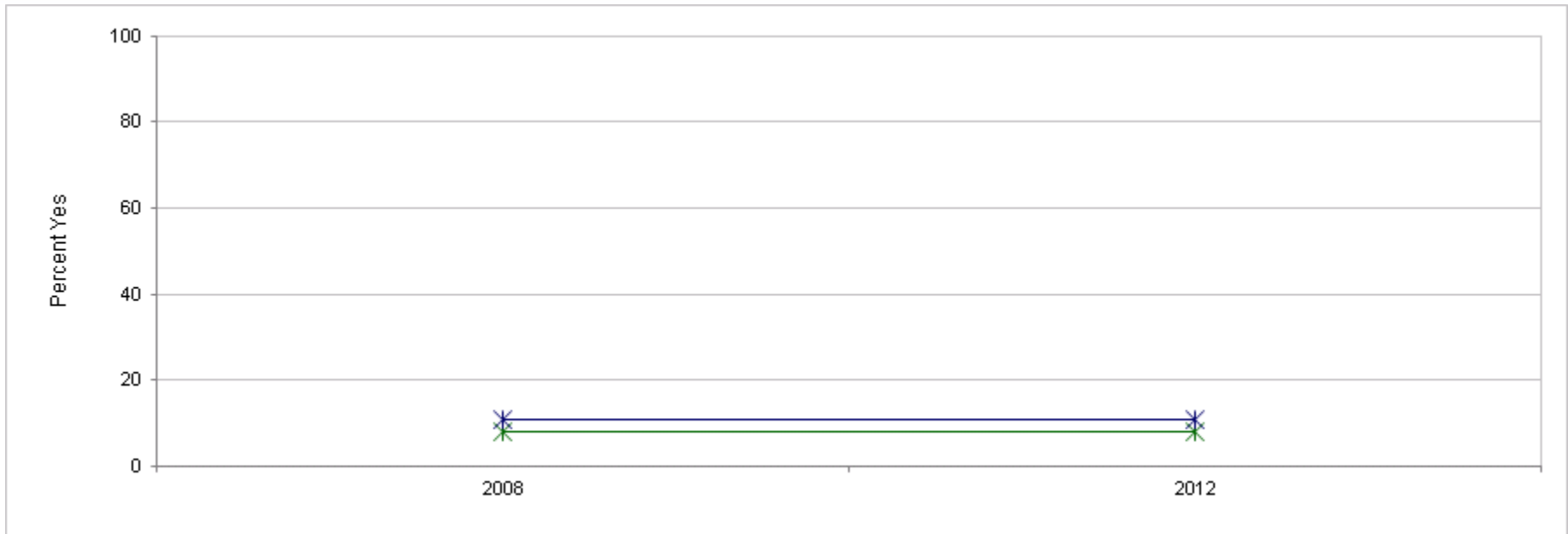
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 10 | 12 | 11 |
| * Total Men | 12 | 9 | 9 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**



Offender Was Person in the Local Community

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



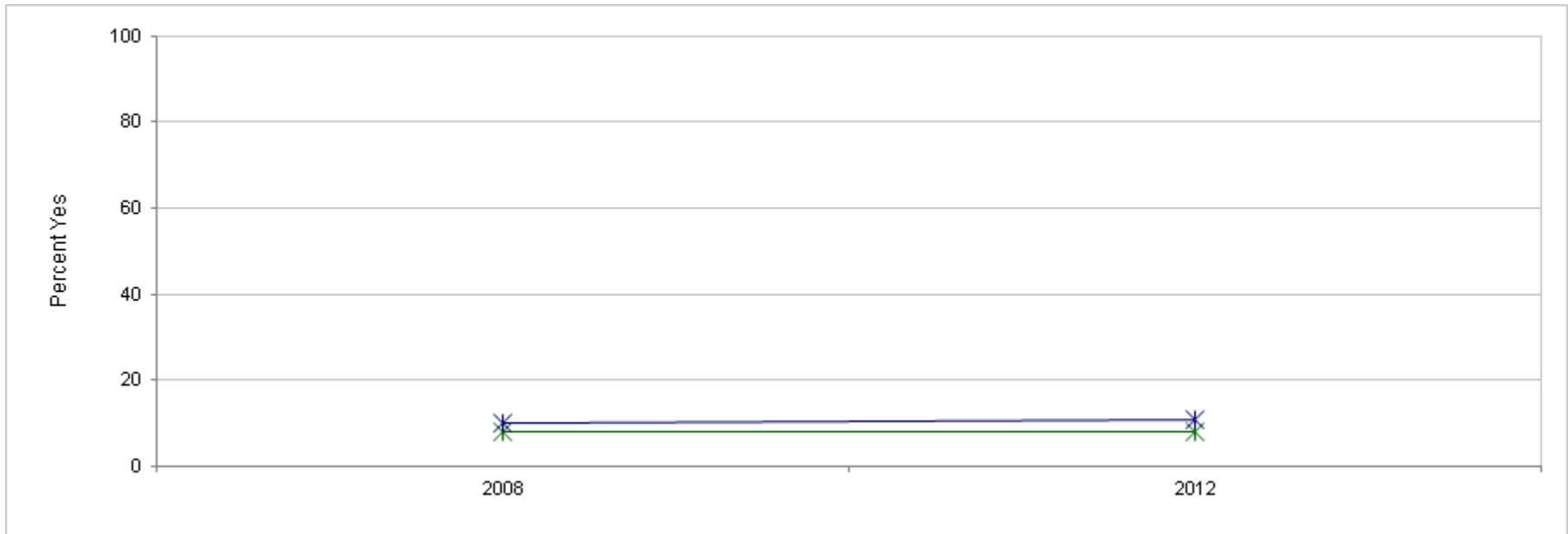
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 8 | 8 |
| * Total Men | 11 | 11 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was Unknown Person

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



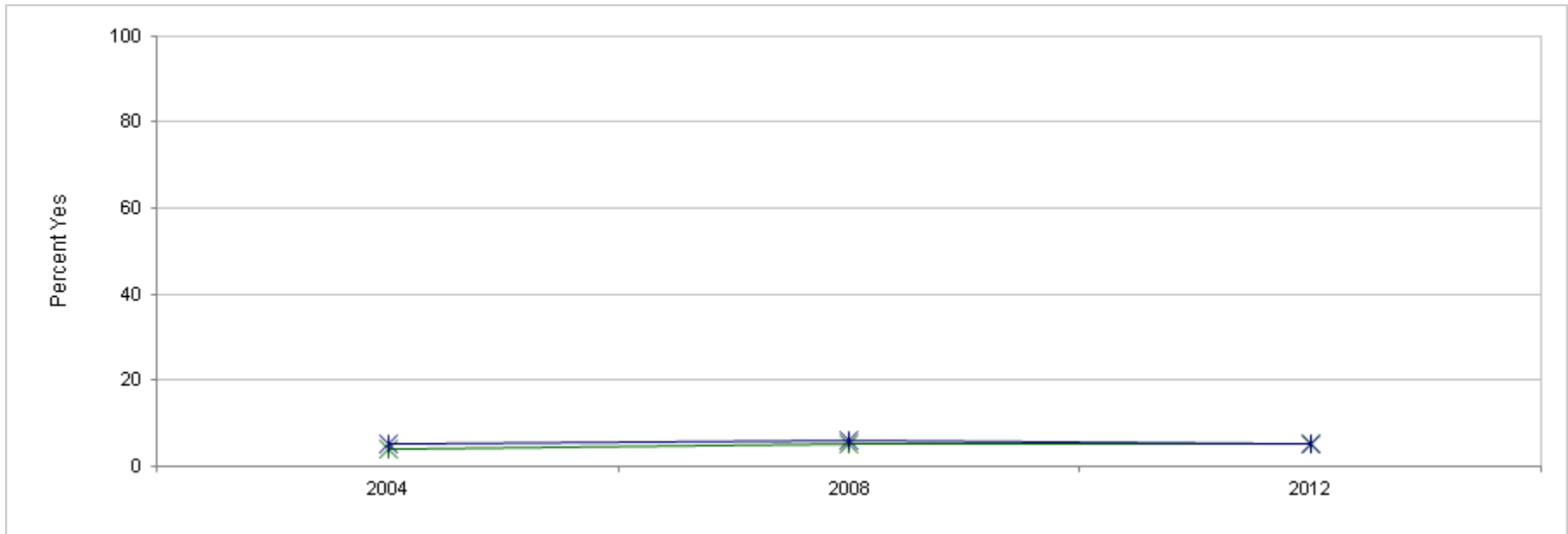
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 8 | 8 |
| * Total Men | | 10 | 11 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Offender Was DoD/DHS Civilian Contractor(s)

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

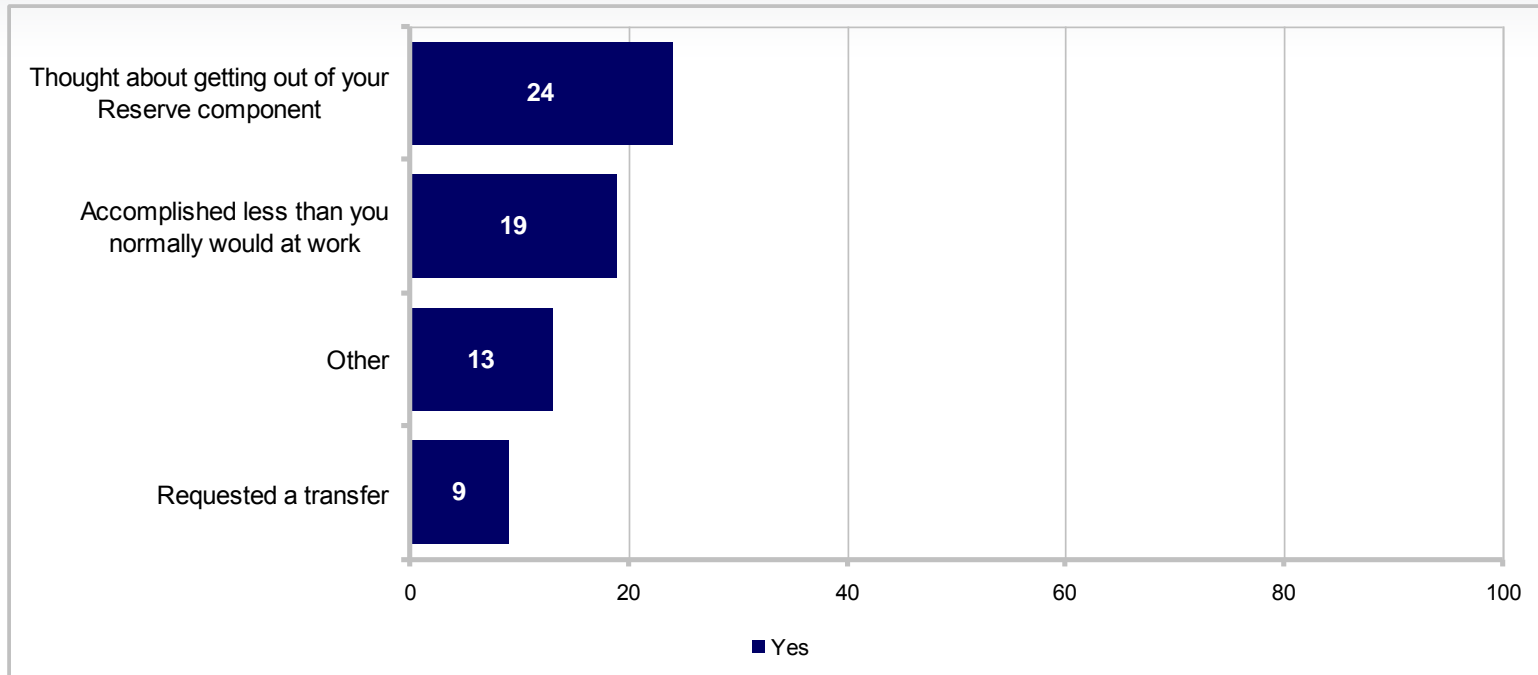


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 4 | 5 | 5 |
| * Total Men | 5 | 6 | 5 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**

Negative Actions as a Result of the One Situation

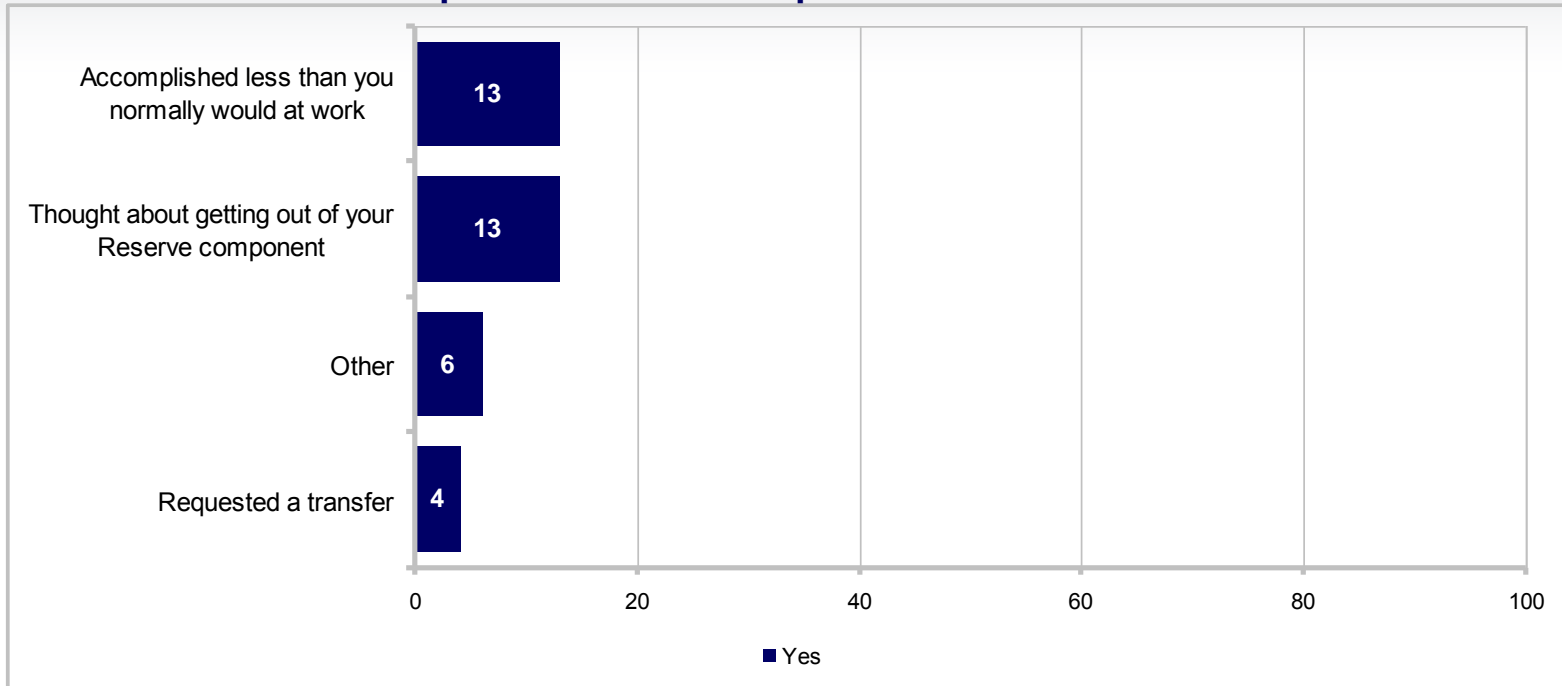
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 24% indicated that as a result of the situation they thought about getting out of their Reserve component
 - 19% indicated that as a result of the situation they accomplished less than they normally would at work
 - 13% indicated that as a result of the situation they experienced another negative action
 - 9% indicated that as a result of the situation they requested a transfer

Negative Actions as a Result of the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 13% of men indicated that as a result of the situation they accomplished less than they normally would at work
 - 13% of men indicated that as a result of the situation they thought about getting out of their Reserve component
 - 6% of men indicated that as a result of the situation, they experienced another negative action
 - 4% of men indicated that as a result of the situation, they requested a transfer



Negative Actions as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Thought about getting out of your Reserve component | 24 | 25 | 30 | 16 | 23 | 17 | 21 | 28 | 23 | 21 | 20 |
| Accomplished less than you normally would at work | 19 | 18 | 23 | 18 | 23 | 14 | 22 | 18 | 20 | 17 | 22 |
| Other | 13 | 13 | 13 | 17 | 13 | 10 | 12 | 12 | 14 | 10 | 15 |
| Requested a transfer | 9 | 8 | 14 | 4 | 8 | 5 | 7 | 9 | 10 | 5 | 8 |

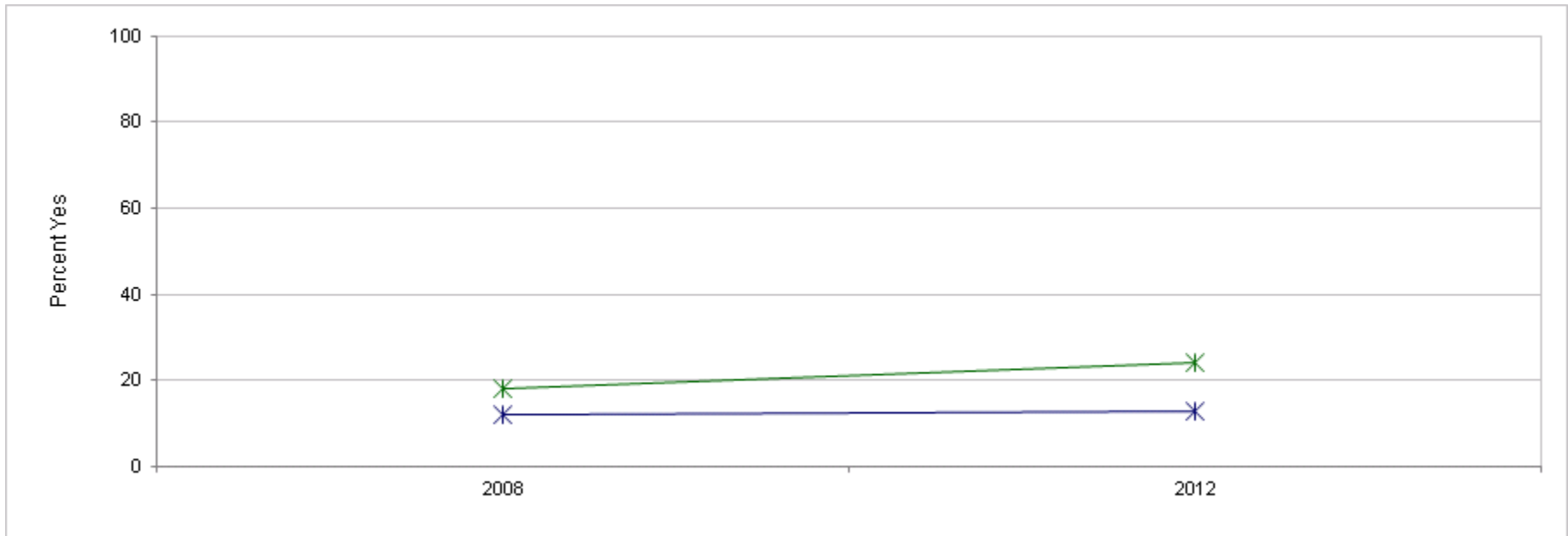
| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Thought about getting out of your Reserve component | 13 | 13 | 13 | 13 | 18 | 10 | 11 | 16 | 13 | 9 | 6 |
| Accomplished less than you normally would at work | 13 | 12 | 13 | 16 | 18 | 11 | 9 | 16 | 12 | 9 | 7 |
| Other | 6 | 5 | 6 | 9 | 7 | 5 | 9 | 7 | 6 | 5 | 4 |
| Requested a transfer | 4 | 5 | 4 | 6 | 3 | 1 | 4 | 4 | 4 | 4 | 2 |

- Higher response of *thought about getting out of their Reserve component* led by USAR women; lower response led by O4 – O6 men, USNR women, and ANG women
- Lower response of *accomplished less than they normally would at work* led by ANG women
- Higher response of *requested a transfer* led by USAR women; lower response led by ANG men, USNR women, ANG women, and O1 – O3 women



Thought About Getting Out of Your Reserve Component as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

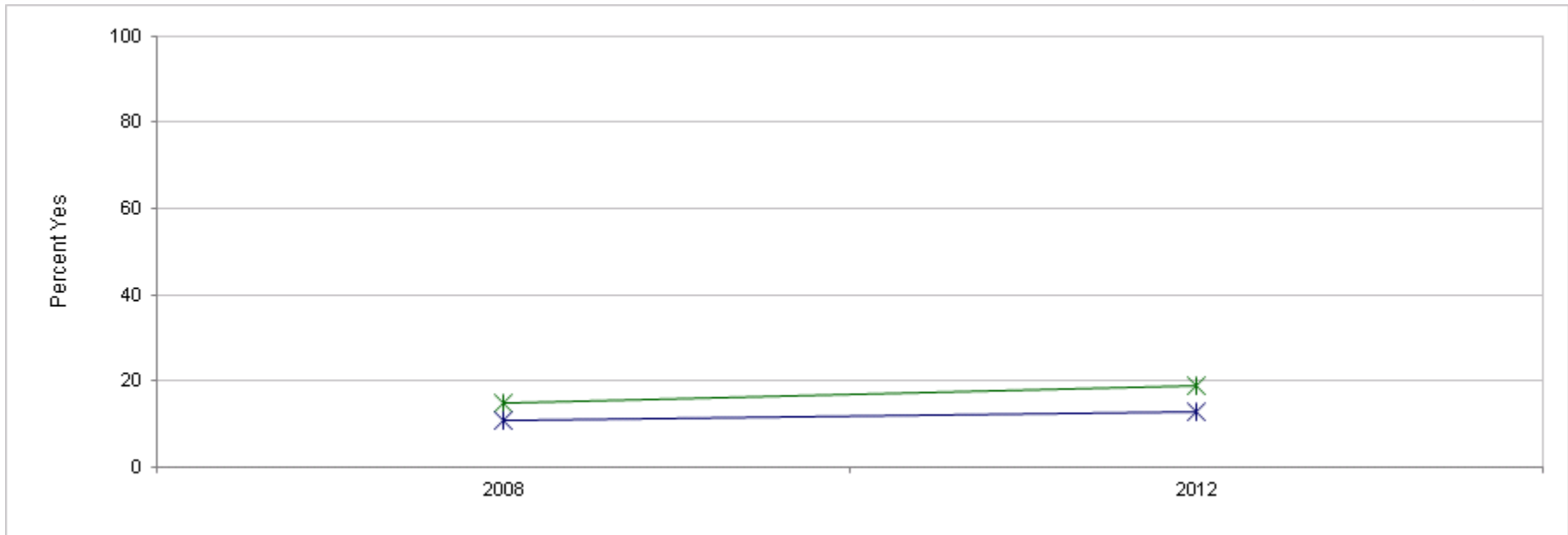


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 18 | 24 |
| * Total Men | 12 | 13 |

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men

Accomplished Less Than You Normally Would at Work as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



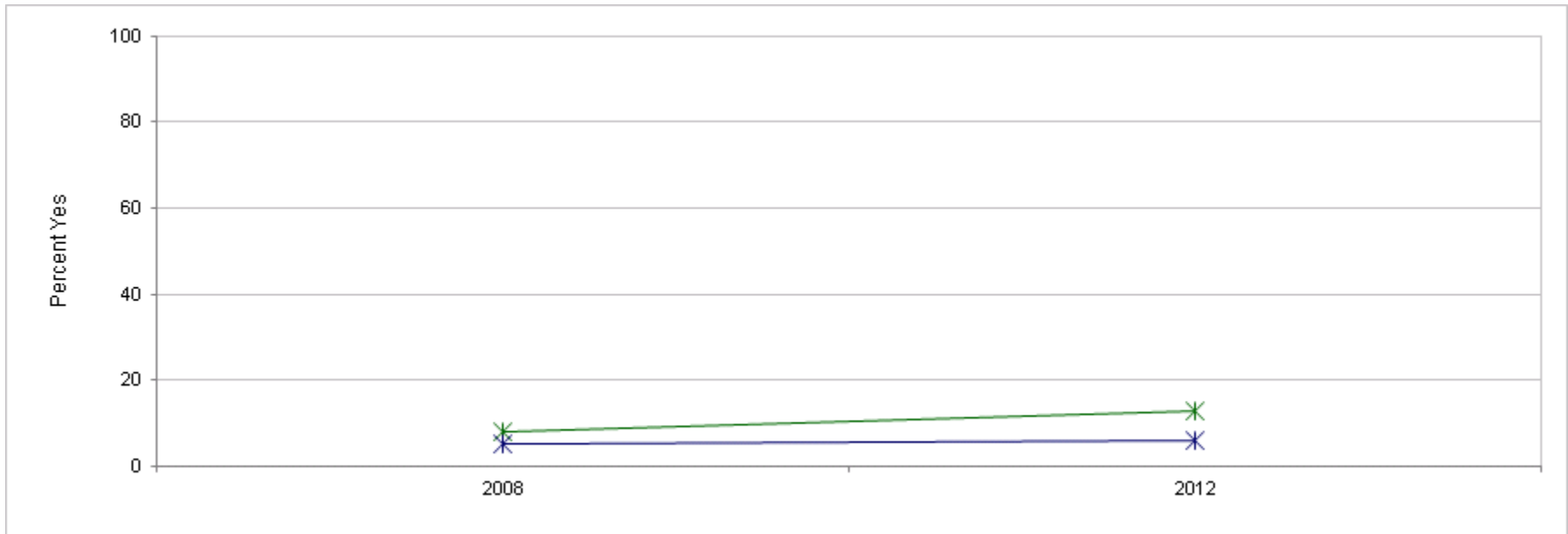
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 15 | 19 |
| * Total Men | 11 | 13 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Experienced Other Negative Action as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



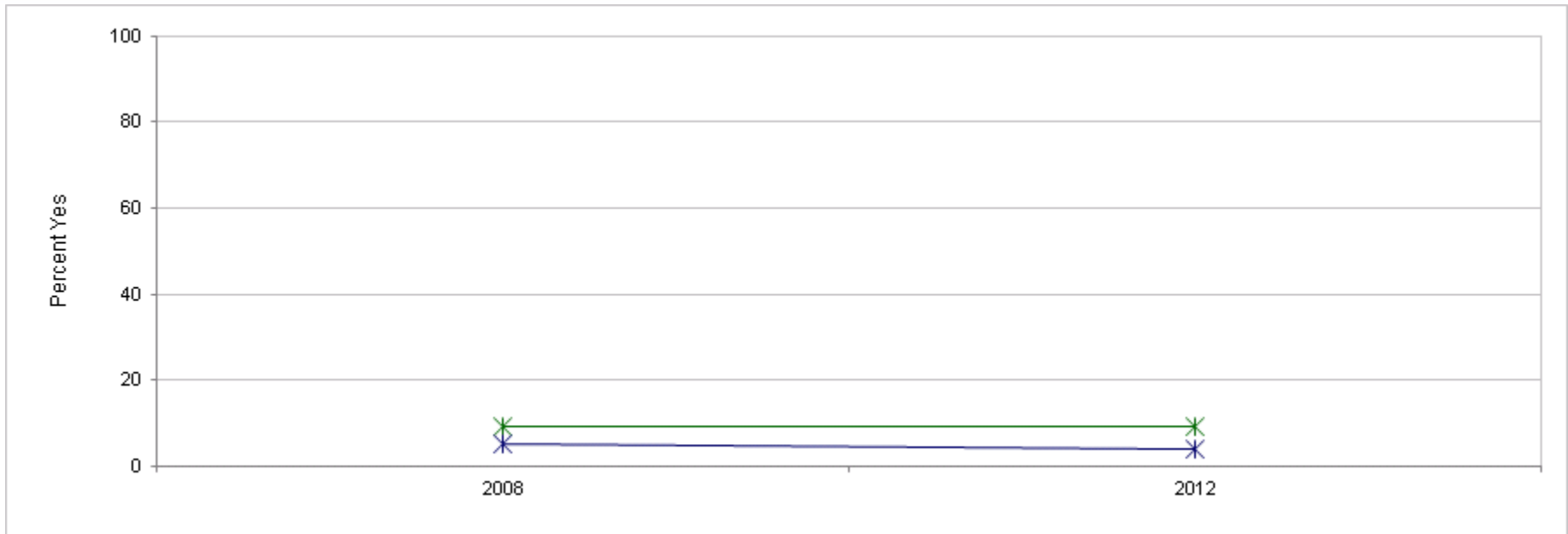
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 8 | 13 |
| * Total Men | 5 | 6 |

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



Requested a Transfer as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

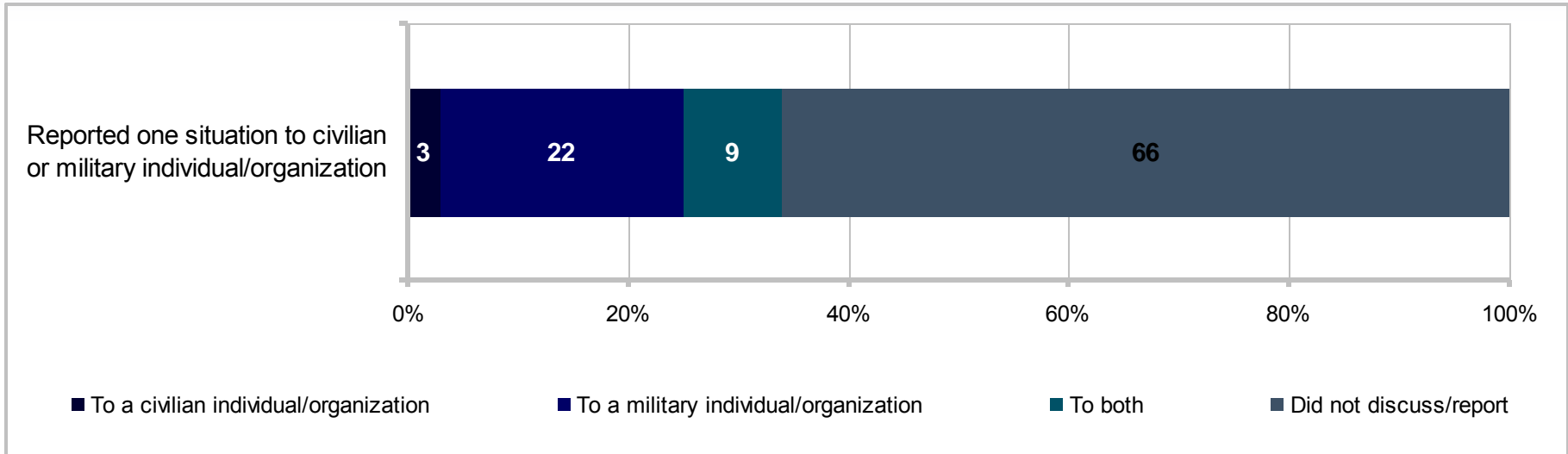


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 9 | 9 |
| * Total Men | 5 | 4 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



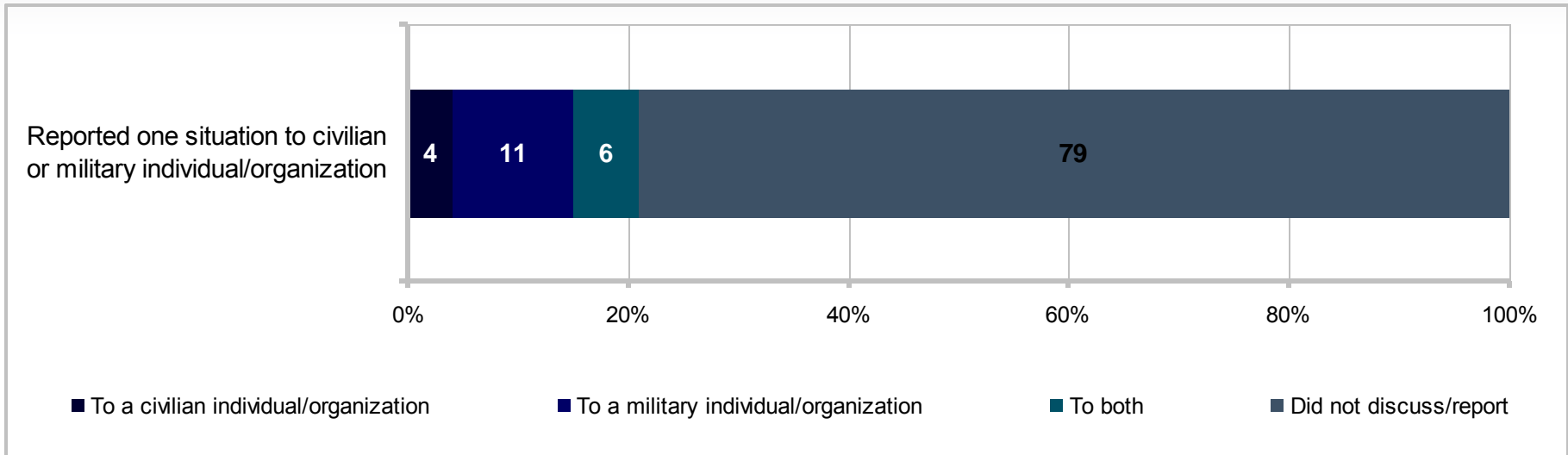
Reported the One Situation to a Civilian or Military Individual/Organization Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 3% reported to a civilian individual/organization; 22% reported to a military individual/organization; 9% reported to both; and 66% did not discuss/report



Reported the One Situation to a Civilian or Military Individual/Organization Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**
 - 4% reported to a civilian individual/organization; 11% reported to a military individual/organization; 6% reported to both; and 79% did not discuss/report



Reported the One Situation to a Civilian or Military Individual/Organization

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|---------------------------------------|-----------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| | | | | | | | | | | | | |
| | | Higher Response | | | | | | | | | | |
| | | Lower Response | | | | | | | | | | |
| Reported one situation to civilian or military individual/organization | To a civilian individual/organization | 3 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 4 | 2 |
| | To a military individual/organization | 22 | 25 | 23 | 21 | 21 | 15 | 19 | 24 | 22 | 19 | 17 |
| | To both | 9 | 7 | 10 | 7 | 5 | 11 | 11 | 7 | 11 | 5 | 9 |
| | Did not discuss/report | 66 | 65 | 64 | 70 | 71 | 69 | 67 | 66 | 64 | 72 | 73 |

- Lower response of *to a military individual/organization* led by ANG women
- Higher response of *to both* led by E5 – E9 women; lower response led by O1 – O3 women



Reported the One Situation to a Civilian or Military Individual/Organization

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

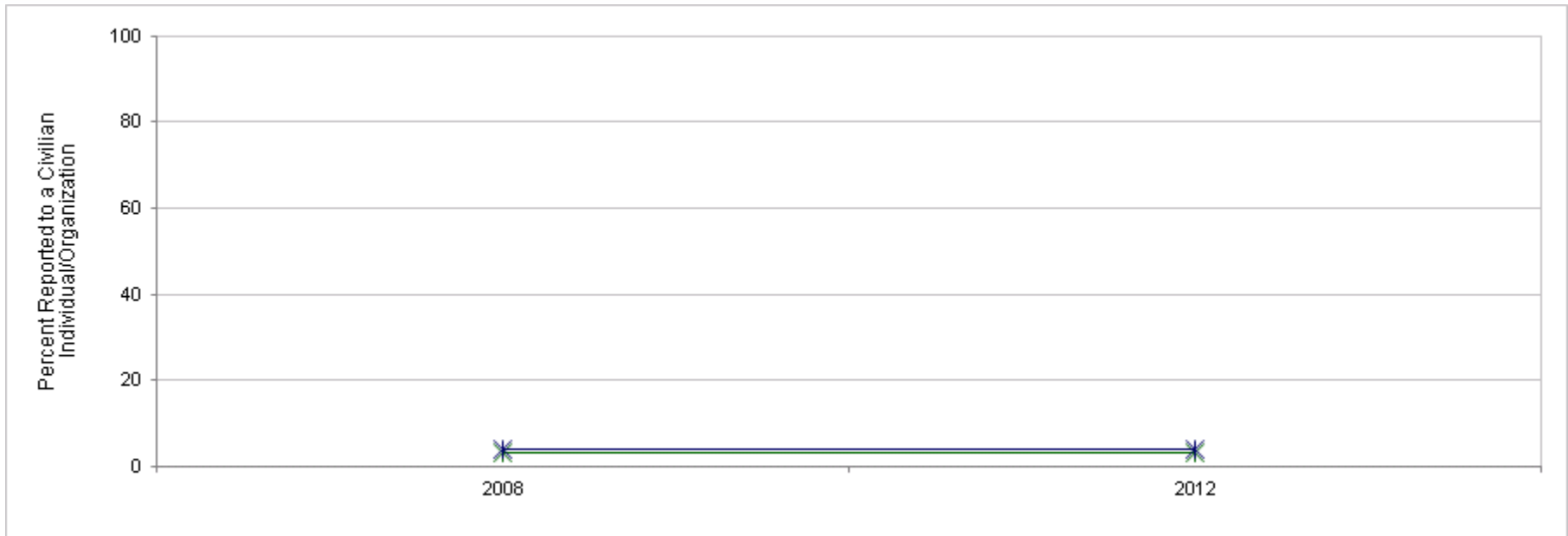
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|---------------------------------------|-----------------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| | | Higher Response | | | | | | | | | | |
| | | Lower Response | | | | | | | | | | |
| Reported one situation to civilian or military individual/organization | To a civilian individual/organization | 4 | 4 | 3 | 2 | 9 | 5 | 3 | 6 | 3 | 2 | 2 |
| | To a military individual/organization | 11 | 12 | 10 | 14 | 2 | 10 | 7 | 8 | 14 | 6 | 8 |
| | To both | 6 | 6 | 6 | 10 | 3 | 3 | 10 | 5 | 6 | 8 | 8 |
| | Did not discuss/report | 79 | 78 | 80 | 74 | 85 | 83 | 80 | 81 | 77 | 83 | 83 |

- Higher response of *to a military individual/organization* led by E5 – E9 men; lower response led by USMCR men



Reported One Situation to a Civilian Individual/Organization

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



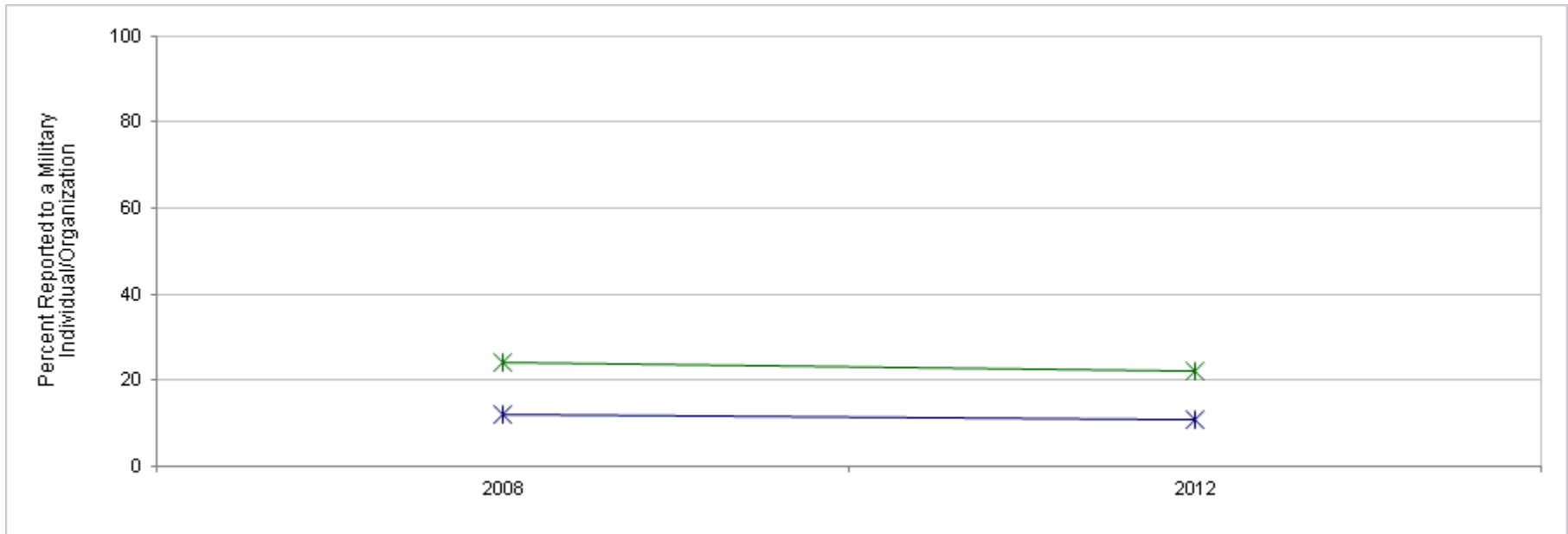
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 3 | 3 |
| * Total Men | 4 | 4 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Reported One Situation to a Military Individual/Organization

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



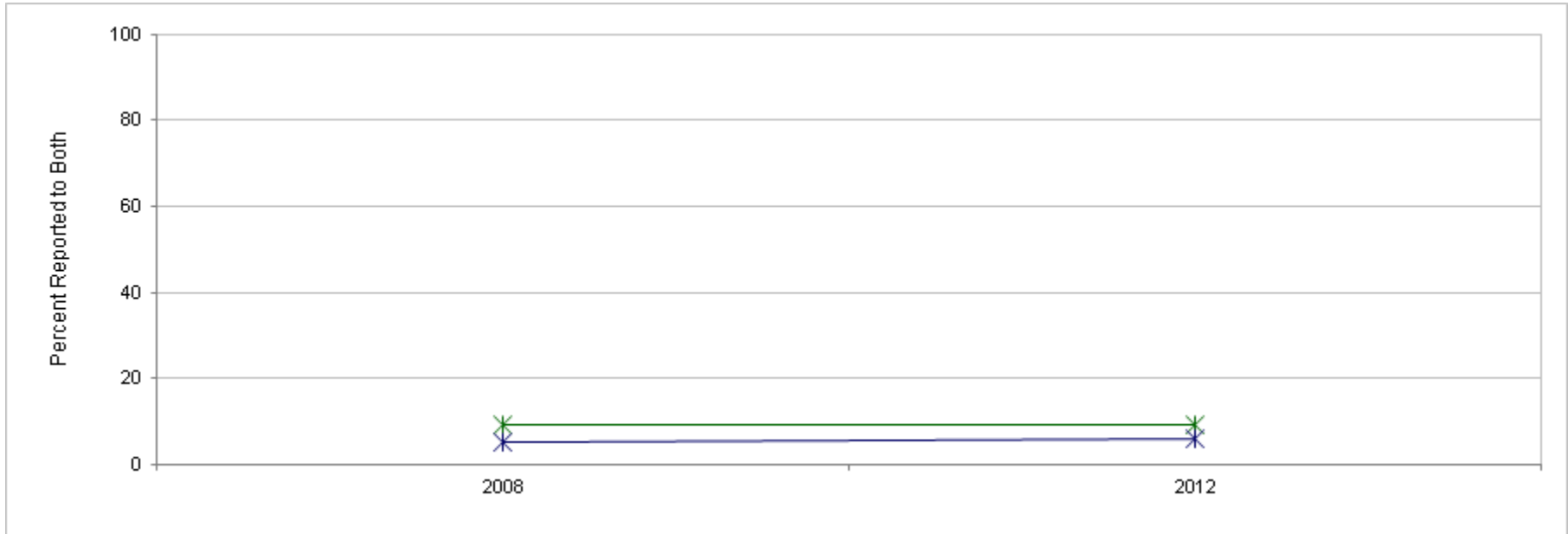
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 24 | 22 |
| * Total Men | | 12 | 11 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Reported One Situation to Both Civilian and Military Individual/Organization

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

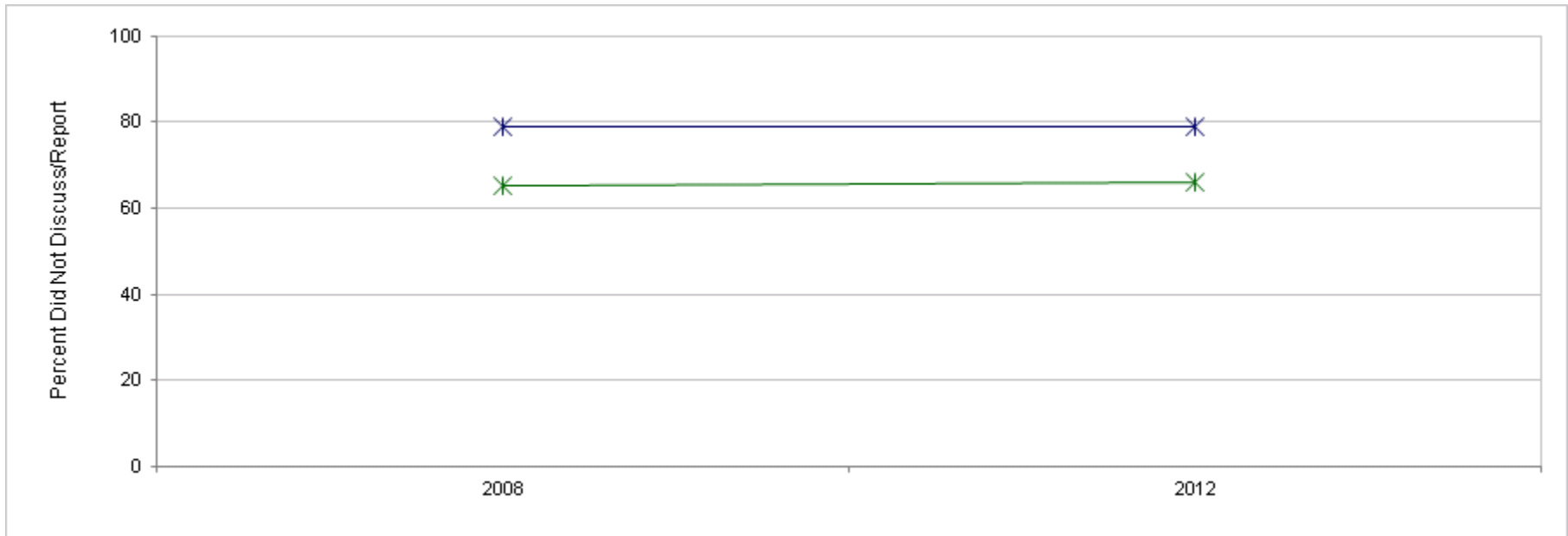


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 9 | 9 |
| * Total Men | | 5 | 6 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Did Not Report One Situation to Civilian or Military Individual/Organization Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

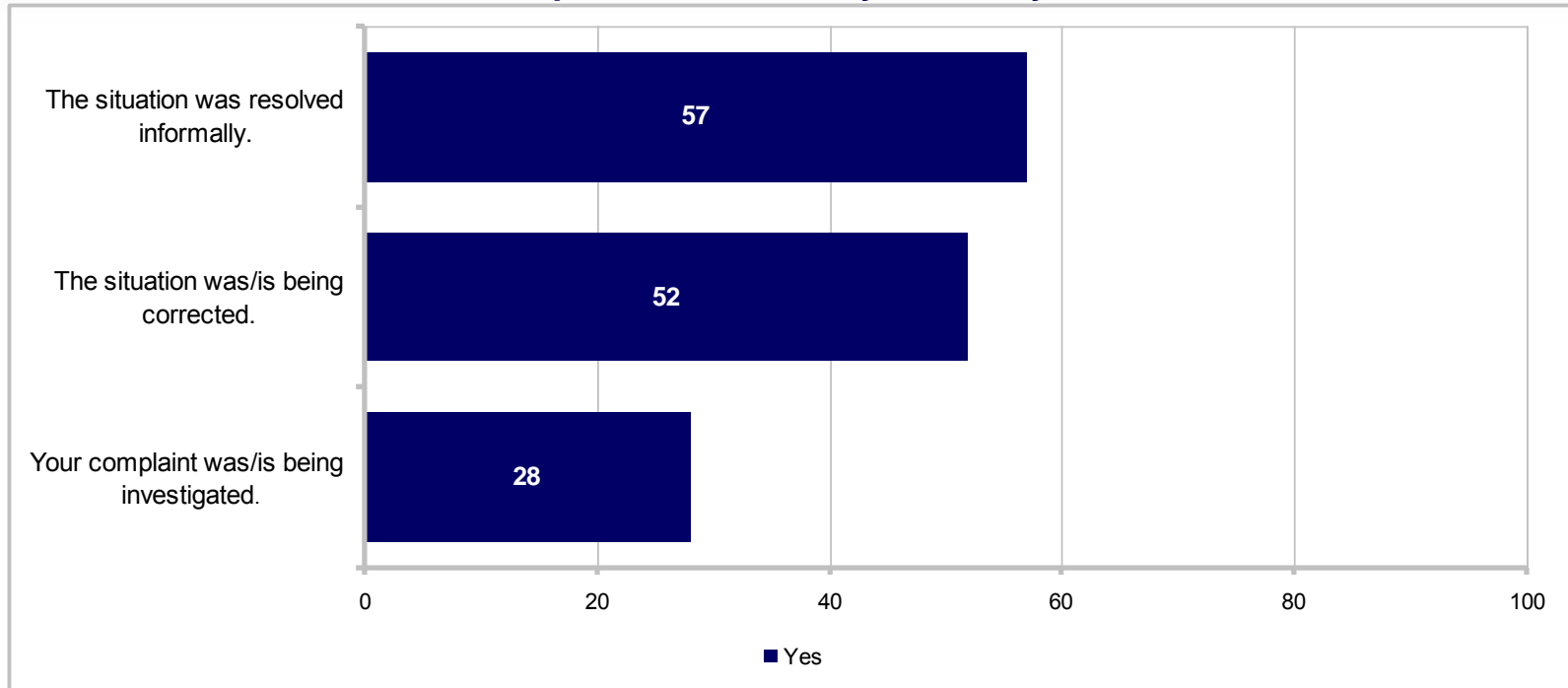


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 65 | 66 |
| * Total Men | | | 79 | 79 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Investigations and Actions Taken in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

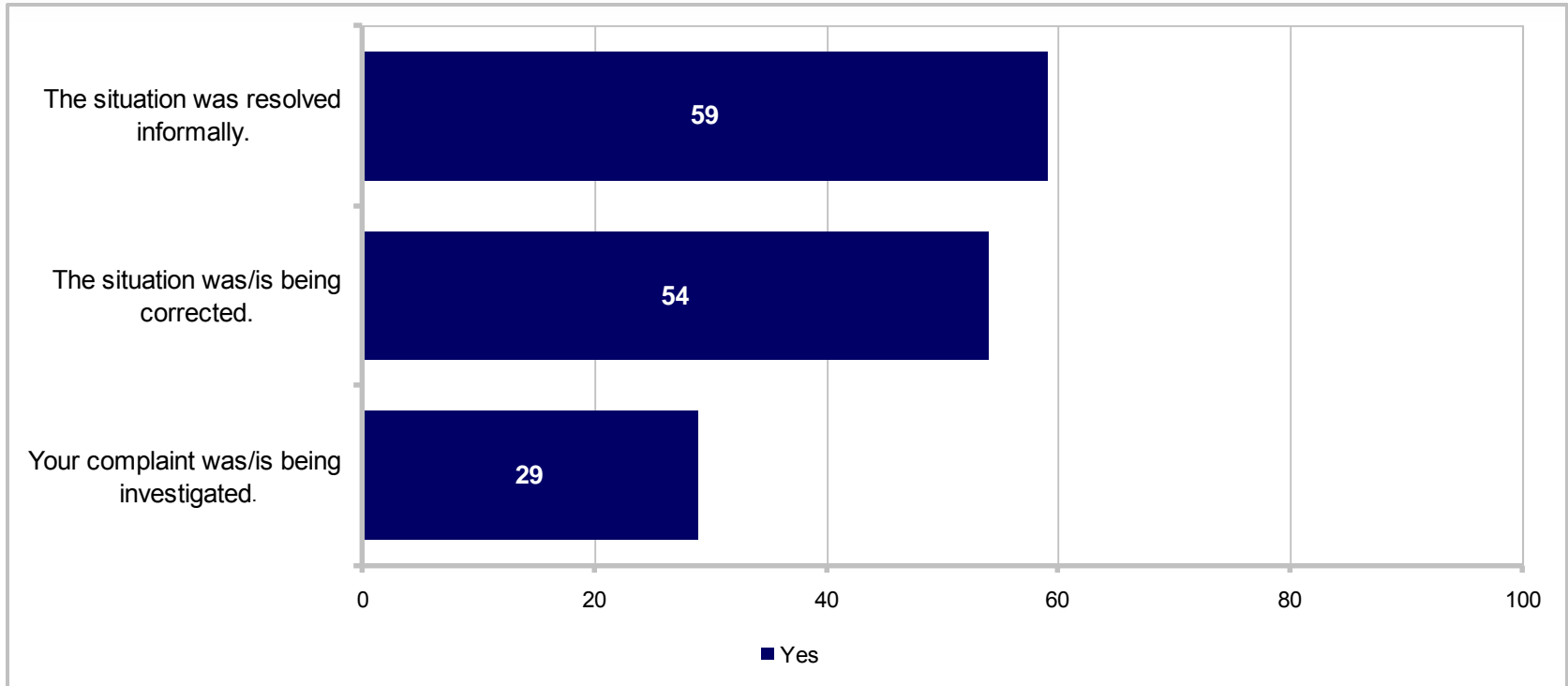


- **Of the 31% of women who reported to a military authority:**

- 57% indicated the situation was resolved informally
- 52% indicated the situation was/is being corrected
- 28% indicated their complaint was/is being investigated

Investigations and Actions Taken in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 59% indicated the situation was resolved informally
- 54% indicated the situation was/is being corrected
- 29% indicated their complaint was/is being investigated



Investigations and Actions Taken in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

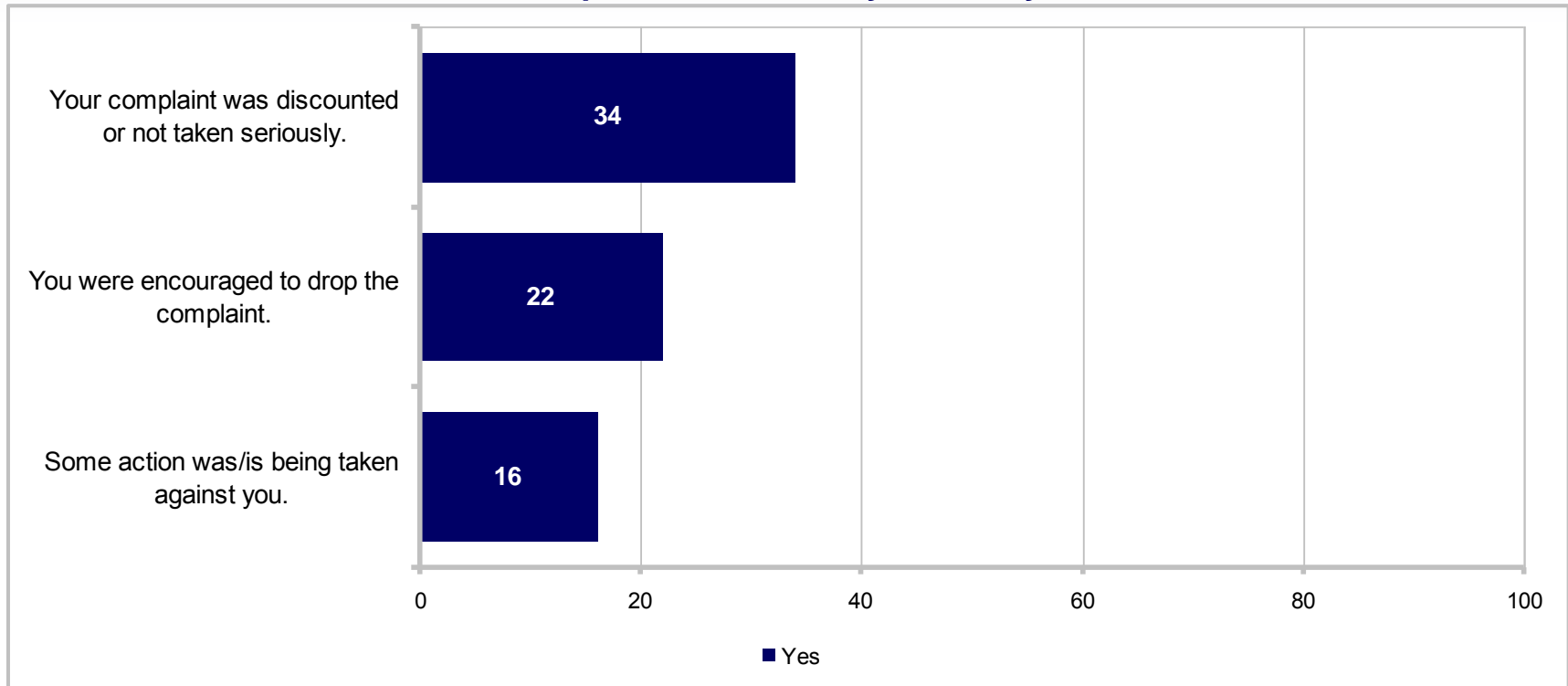
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| The situation was resolved informally. | 57 | 60 | 52 | 61 | 63 | 58 | 60 | 55 | 61 | 52 | 47 |
| The situation was/is being corrected. | 52 | 58 | 48 | 38 | 42 | 52 | 57 | 56 | 51 | 59 | 27 |
| Your complaint was/is being investigated. | 28 | 24 | 32 | 27 | 27 | 26 | 32 | 29 | 28 | 28 | 22 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| The situation was resolved informally. | 59 | 57 | 61 | NR | NR | 57 | NR | 62 | 57 | NR | 79 |
| The situation was/is being corrected. | 54 | 53 | 56 | 42 | 93 | NR | NR | 56 | 52 | NR | NR |
| Your complaint was/is being investigated. | 29 | 28 | 39 | 20 | NR | 13 | NR | 31 | 30 | NR | NR |

- Higher response of *situation was/is being corrected* led by USMCR men; lower response led by O4 – O6 women

Negative Actions in Response To Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

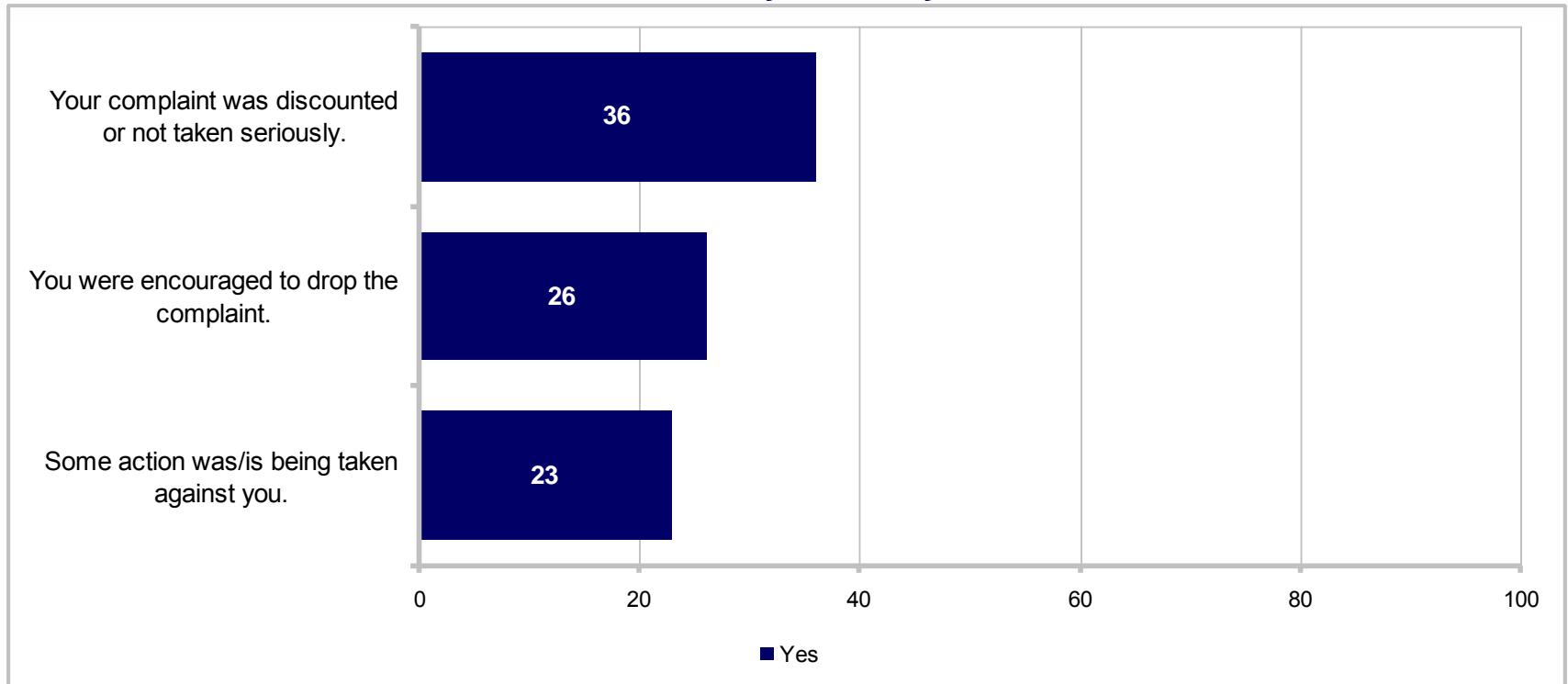


- **Of the 31% of women who reported to a military authority:**

- 34% indicated their complaint was discounted or not taken seriously
- 22% indicated they were encouraged to drop the complaint
- 16% indicated some action was/is being taken against them

Negative Actions in Response To Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 36% indicated their complaint was discounted or not taken seriously
- 26% indicated they were encouraged to drop the complaint
- 23% indicated some action was/is being taken against them

Negative Actions in Response To Reporting the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

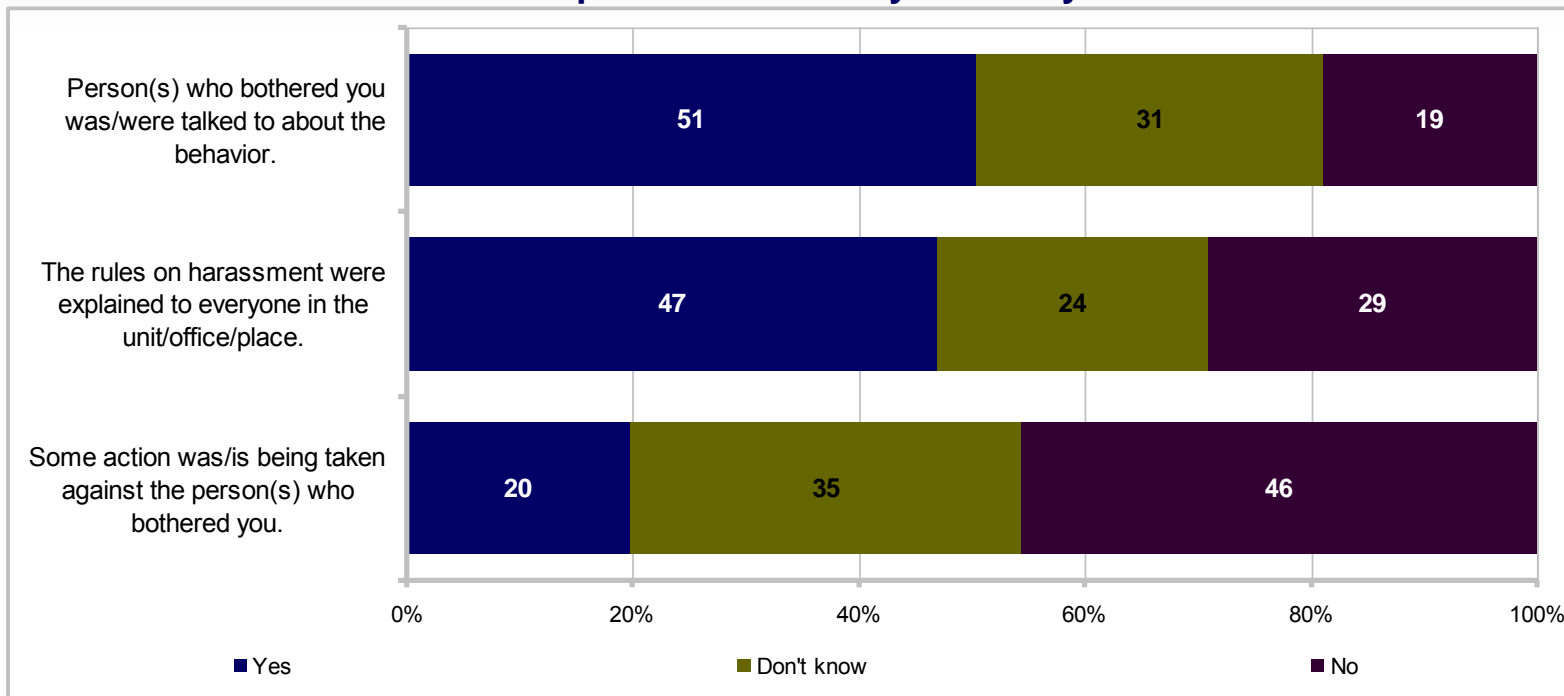
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Your complaint was discounted or not taken seriously. | 34 | 28 | 37 | 37 | 45 | 34 | 41 | 27 | 38 | 32 | 46 |
| You were encouraged to drop the complaint. | 22 | 18 | 25 | 22 | 31 | 18 | 31 | 18 | 24 | 22 | 34 |
| Some action was/is being taken against you. | 16 | 14 | 19 | 11 | 26 | 12 | 15 | 15 | 15 | 13 | 24 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Your complaint was discounted or not taken seriously. | 36 | 38 | 35 | 34 | NR | 20 | NR | 42 | 34 | NR | 26 |
| You were encouraged to drop the complaint. | 26 | 24 | 21 | NR | NR | 9 | NR | 40 | 23 | NR | NR |
| Some action was/is being taken against you. | 23 | 22 | 22 | 26 | NR | 9 | NR | 39 | 18 | NR | NR |

- Lower response of *complaint was discounted or not taken seriously* led by E1 – E4 women
- Lower response of *encouraged to drop the complaint* led by ANG men

Positive Actions in Response To Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

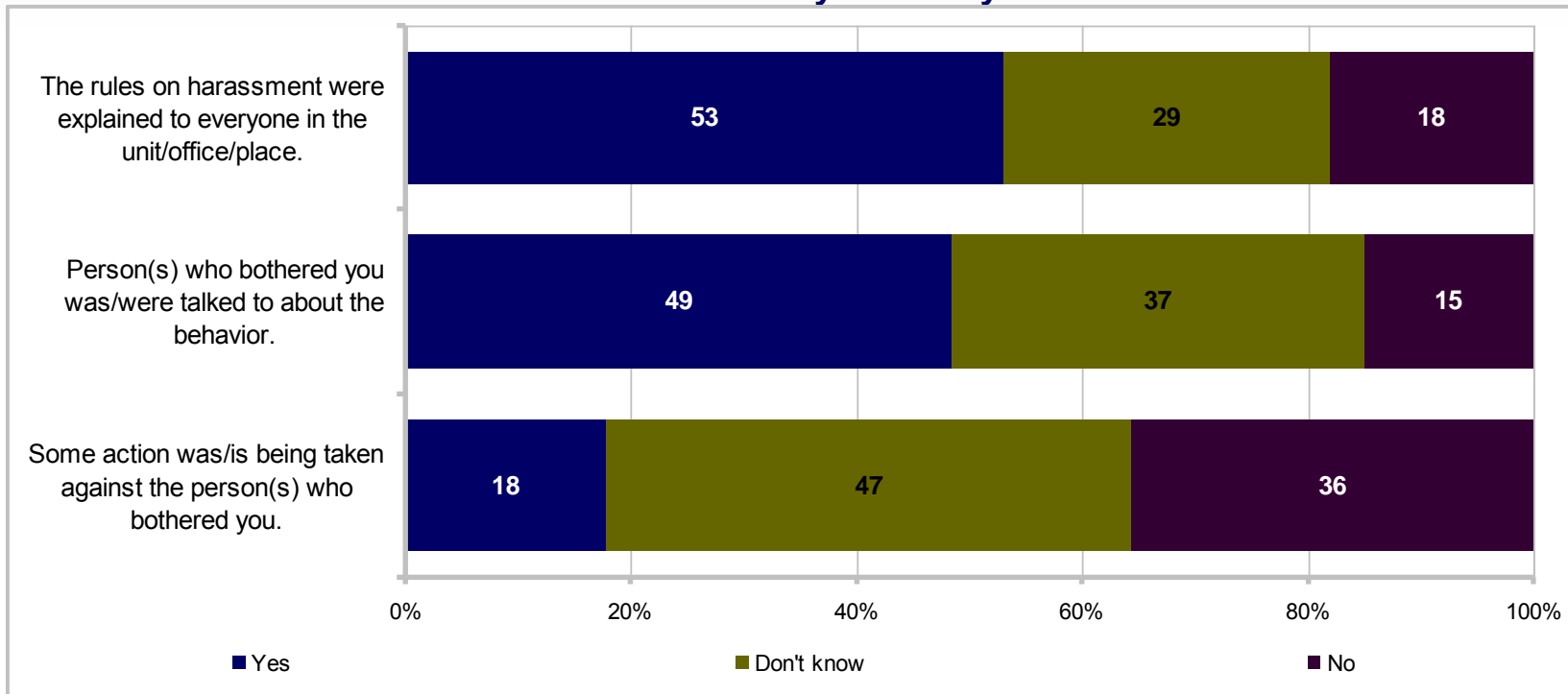


- **Of the 31% of women who reported to a military authority:**

- 51% indicated *yes*, the person(s) who bothered them was/were talked to about the behavior; 31% indicated *don't know*, and 19% indicated *no*
- 47% indicated *yes*, the rules on harassment were explained to everyone in the unit/office/place; 24% indicated *don't know*, and 29% indicated *no*
- 20% indicated *yes*, some action was/is being taken against the person(s) who bothered them; 35% indicated *don't know*, and 46% indicated *no*

Positive Actions in Response To Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



• **Of the 17% of men who reported to a military authority:**

- 53% indicated *yes*, the rules on harassment were explained to everyone in the unit/office/place; 29% indicated *don't know*, and 18% indicated *no*
- 49% indicated *yes*, the person(s) who bothered them was/were talked to about the behavior; 37% indicated *don't know*, and 15% indicated *no*
- 18% indicated *yes*, some action was/is being taken against the person(s) who bothered them; 47% indicated *don't know*, and 36% indicated *no*

Positive Actions in Response To Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

| DoD Reserve Women | | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|------------|----|-------------|-----------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | | |
| | | | | Higher Response | | | | | | | | | |
| | | | | Lower Response | | | | | | | | | |
| Person(s) who bothered you was/were talked to about the behavior. | Yes | 51 | 58 | 46 | 51 | 28 | 44 | 42 | 55 | 49 | 47 | 34 | |
| | Don't know | 31 | 24 | 37 | 29 | 37 | 32 | 37 | 24 | 34 | 30 | 47 | |
| | No | 19 | 18 | 18 | 20 | 35 | 24 | 20 | 21 | 17 | 23 | 19 | |
| The rules on harassment were explained to everyone in the unit/office/place. | Yes | 47 | 54 | 47 | 43 | 25 | 35 | 36 | 54 | 45 | 38 | 31 | |
| | Don't know | 24 | 21 | 25 | 23 | 31 | 31 | 23 | 22 | 24 | 23 | 28 | |
| | No | 29 | 25 | 28 | 33 | 44 | 35 | 41 | 23 | 31 | 39 | 41 | |
| Some action was/is being taken against the person(s) who bothered you. | Yes | 20 | 23 | 21 | 19 | NR | 10 | 13 | 26 | 16 | 18 | 9 | |
| | Don't know | 35 | 34 | 37 | 31 | 47 | 42 | 23 | 34 | 35 | 32 | 35 | |
| | No | 46 | 43 | 42 | 49 | 53 | 48 | 64 | 40 | 49 | 50 | 56 | |

- Higher response of yes *the person(s) who bothered them was/were talked to about the behavior* led by ARNG women; lower response led by O4 – O6 women
- Higher response of don't know *if the person(s) who bothered them was/were talked to about the behavior* led by O4 – O6 women; lower response led by ARNG women and E1 – E4 women
- Higher response of yes *the rules on harassment were explained to everyone in the unit/office/place* led by E1 – E4 women and ARNG women; lower response led by O4 – O6 women
- Higher response of yes *some action was/is being taken against the person(s) who bothered them* led by E1 – E4 women; lower response led by O4 – O6 women and ANG women
- Higher response of no *some action was/is being taken against the person(s) who bothered them* led by USAFR women



Positive Actions in Response To Reporting the One Situation

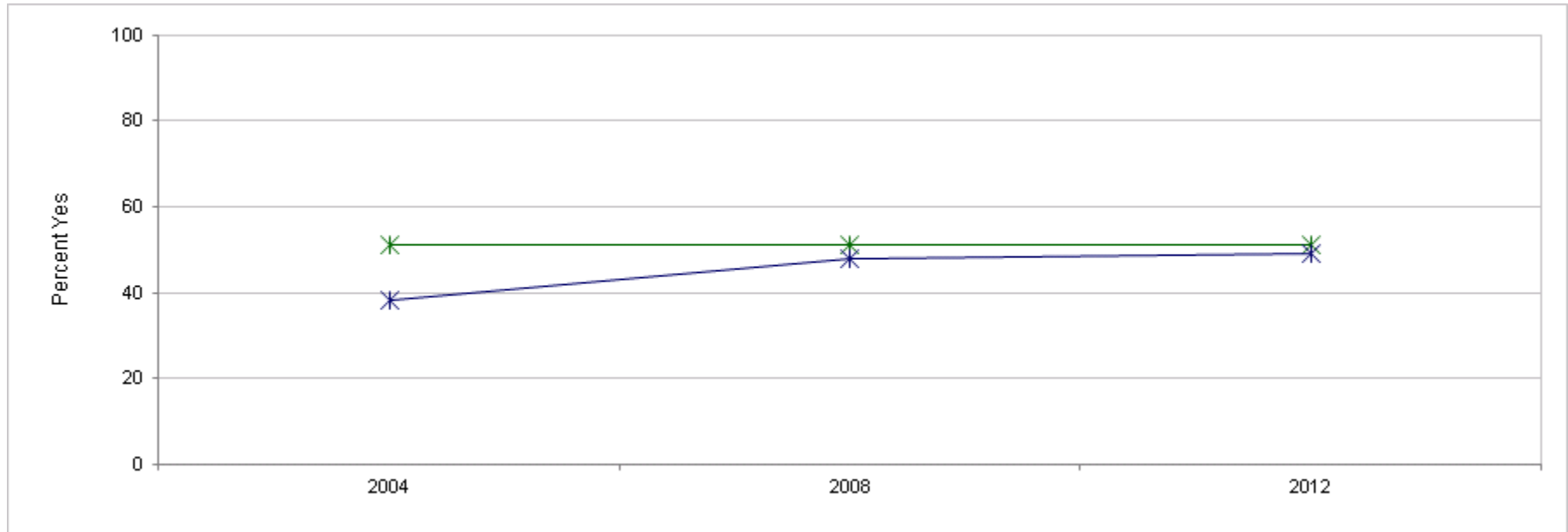
Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

| DoD Reserve Men | | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|------------|----|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Person(s) who bothered you was/were talked to about the behavior. | Yes | 49 | 45 | 48 | NR | NR | NR | NR | NR | 45 | 51 | 28 | NR |
| | Don't know | 37 | 39 | 38 | 29 | NR | 32 | NR | NR | 34 | 39 | NR | 18 |
| | No | 15 | 16 | 14 | 15 | NR | 13 | NR | NR | 21 | 10 | NR | 21 |
| The rules on harassment were explained to everyone in the unit/office/place. | Yes | 53 | 52 | 48 | 65 | NR | NR | NR | NR | 64 | 54 | 19 | NR |
| | Don't know | 29 | 28 | 31 | 21 | NR | 29 | NR | NR | 23 | 29 | NR | NR |
| | No | 18 | 20 | 21 | 14 | NR | 15 | 9 | NR | 14 | 17 | 30 | NR |
| Some action was/is being taken against the person(s) who bothered you. | Yes | 18 | 20 | 10 | 19 | NR | 23 | NR | NR | 25 | 15 | 11 | 16 |
| | Don't know | 47 | 47 | 56 | 27 | NR | NR | NR | NR | 49 | 45 | NR | NR |
| | No | 36 | 33 | 34 | NR | NR | 25 | NR | NR | 26 | 40 | NR | NR |

- Lower response of yes *the rules on harassment were explained to everyone in the unit/office/place* led by O1 – O3 men

Positive Actions: Person(s) Who Bothered You Was/Were Talked to About the Behavior

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



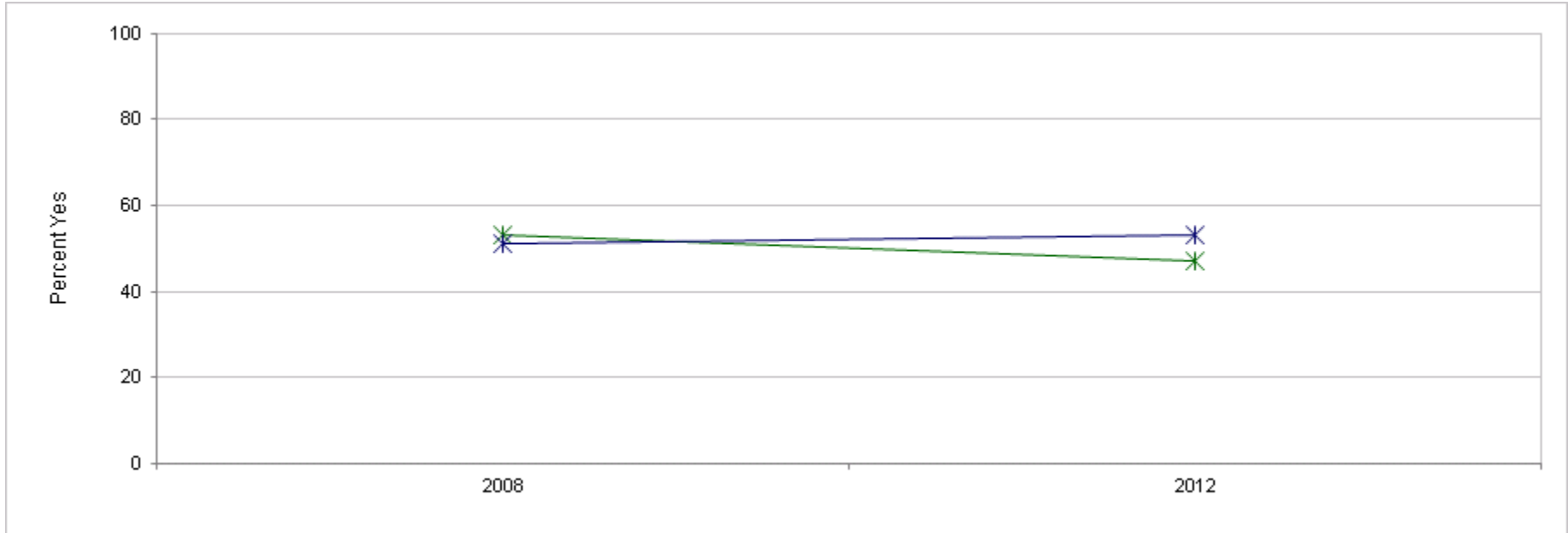
| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 51 | 51 | 51 |
| * Total Men | 38 | 48 | 49 |

- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



Positive Actions: The Rules on Harassment Were Explained to Everyone in the Unit/Office/Place

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



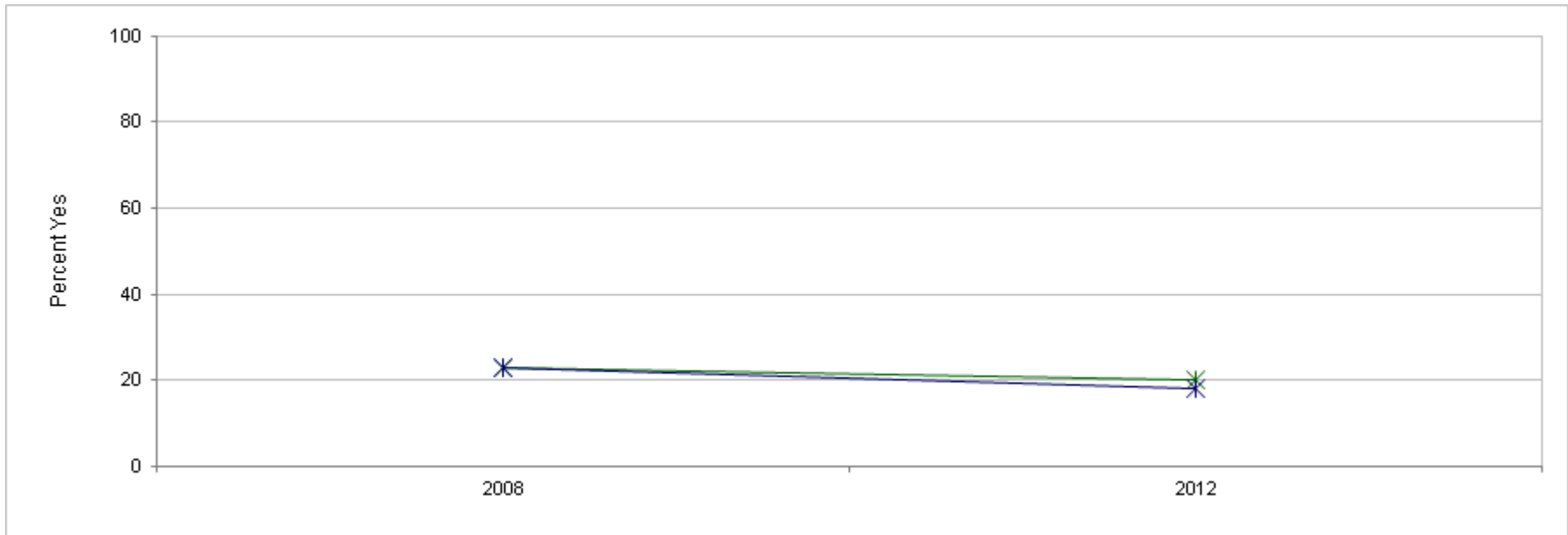
| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 53 | 47 |
| * Total Men | 51 | 53 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Positive Actions: Some Action Was/Is Being Taken Against the Person Who Bothered You

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

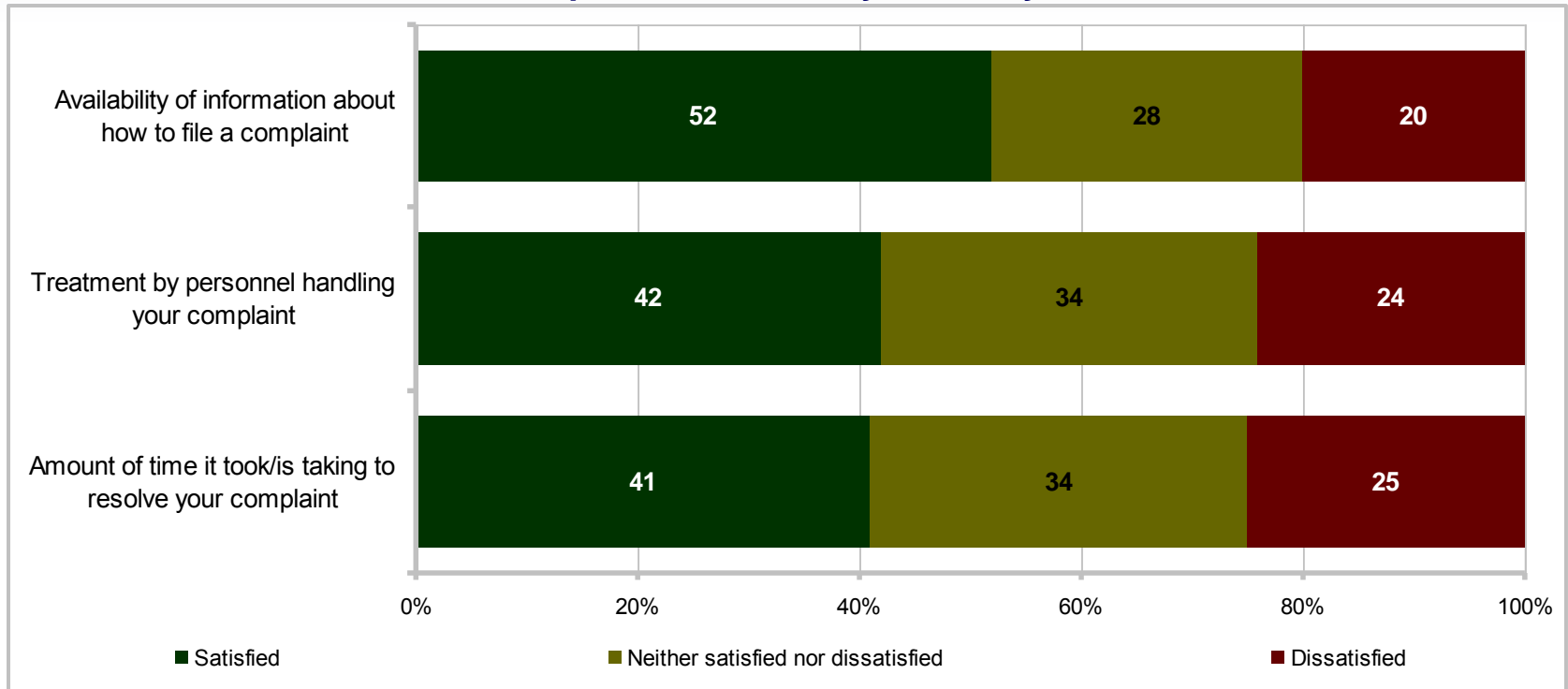


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 23 | 20 |
| * Total Men | 23 | 18 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Satisfaction With Aspects of the Reporting Process in the One Situation

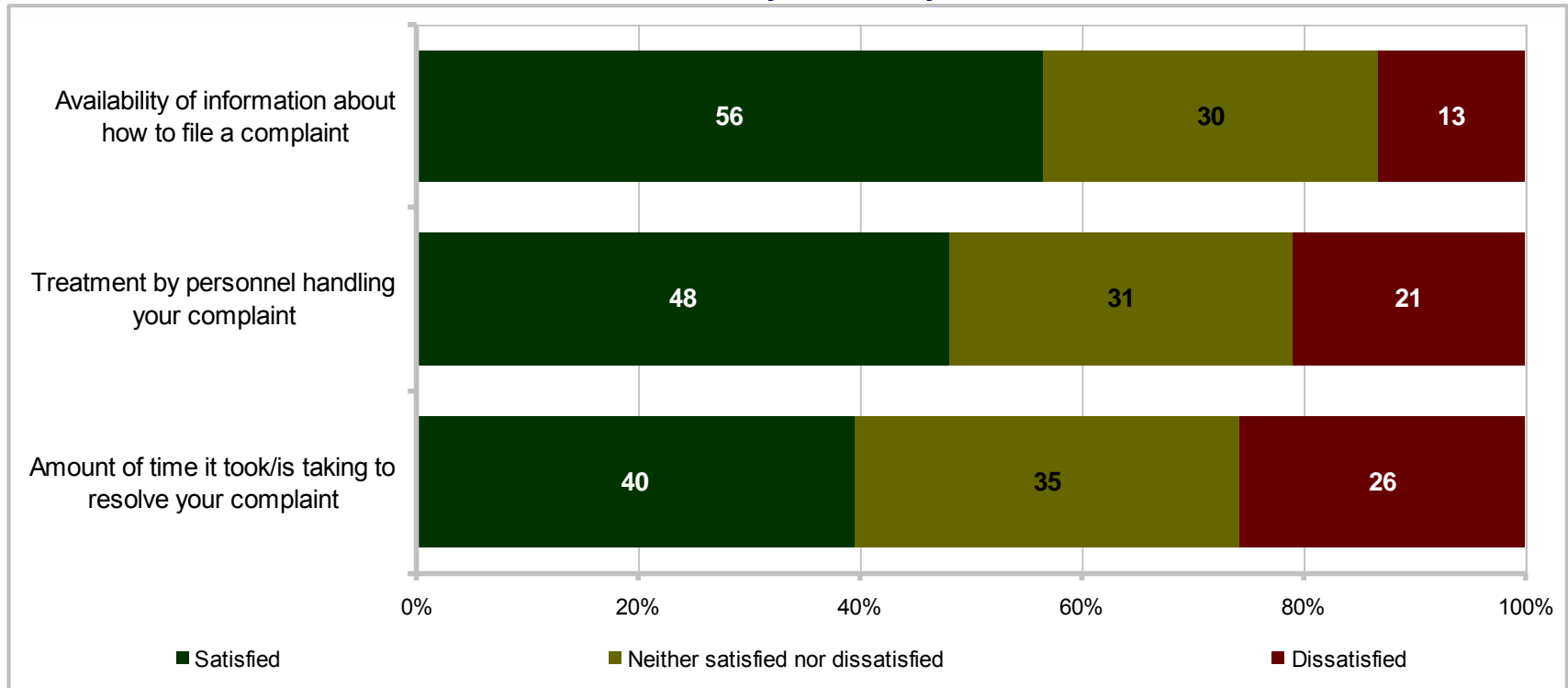
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 31% of women who reported to a military authority:**
 - 52% were satisfied with the availability of information about how to file a complaint; 20% were dissatisfied
 - 42% were satisfied with the treatment by personnel handling their complaint; 24% were dissatisfied
 - 41% were satisfied with the amount of time it took/is taking to resolve their complaint; 25% were dissatisfied

Satisfaction With Aspects of the Reporting Process in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- Of the 17% of men who reported to a military authority:**

- 56% were satisfied with the availability of information about how to file a complaint; 13% were dissatisfied
- 48% were satisfied with the treatment by personnel handling their complaint; 21% were dissatisfied
- 40% were satisfied with the amount of time it took/is taking to resolve their complaint; 26% were dissatisfied

Satisfaction With Aspects of the Reporting Process in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|--------------|---------------------------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| | | | | | | | | | | | | |
| | | Higher Response of Satisfied | | | | | | | | | | |
| | | Higher Response of Dissatisfied | | | | | | | | | | |
| Availability of information about how to file a complaint | Satisfied | 52 | 59 | 42 | 53 | 31 | 51 | 56 | 51 | 52 | 62 | 44 |
| | Dissatisfied | 20 | 21 | 23 | 13 | 23 | 19 | 13 | 23 | 19 | 10 | 25 |
| Treatment by personnel handling your complaint | Satisfied | 42 | 46 | 39 | 35 | NR | 45 | 41 | 47 | 40 | 47 | 27 |
| | Dissatisfied | 24 | 23 | 25 | 15 | 23 | 24 | 23 | 23 | 25 | 16 | 31 |
| Amount of time it took/is taking to resolve your complaint | Satisfied | 41 | 48 | 37 | 34 | 26 | 37 | 33 | 48 | 38 | 42 | 17 |
| | Dissatisfied | 25 | 24 | 28 | 16 | 28 | 24 | 24 | 23 | 26 | 20 | 35 |

- Higher response of satisfied *with the availability of information about how to file a complaint* led by ARNG women
- Higher response of satisfied *with the amount of time it took/is taking to resolve their complaint* led by ARNG women



Satisfaction With Aspects of the Reporting Process in the One Situation

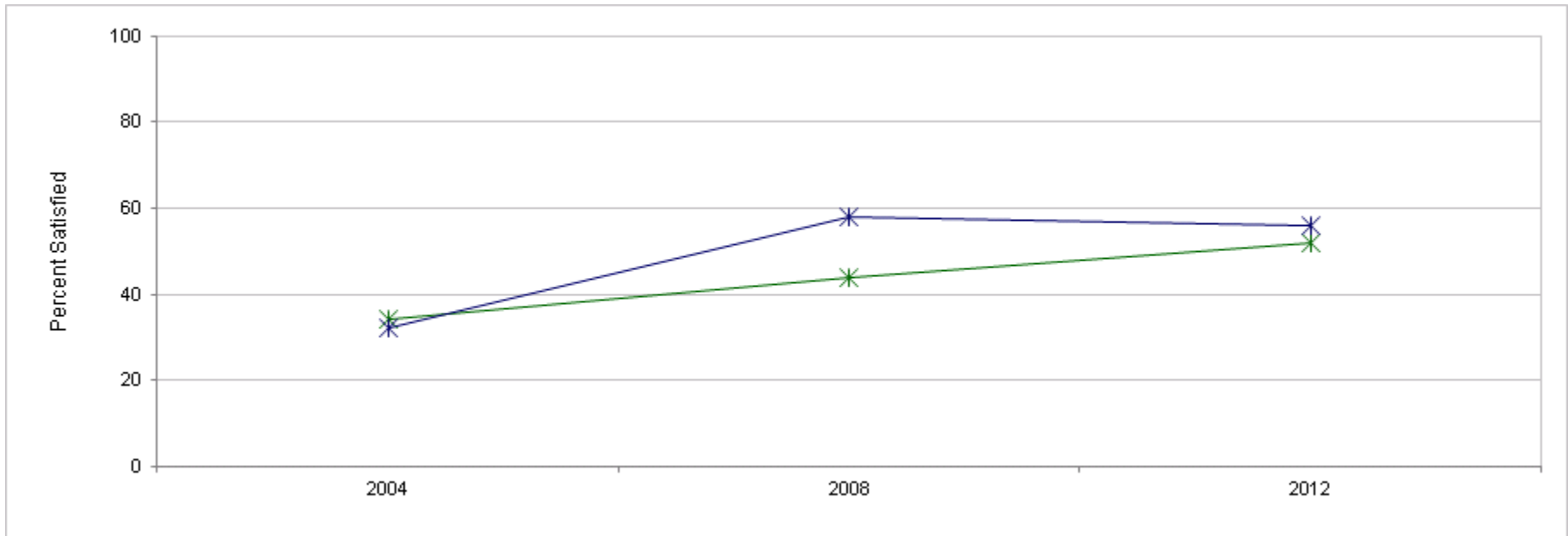
Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|--------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| Higher Response of Satisfied | | | | | | | | | | | | |
| Higher Response of Dissatisfied | | | | | | | | | | | | |
| Availability of information about how to file a complaint | Satisfied | 56 | 56 | 61 | NR | NR | 62 | NR | 69 | 52 | NR | NR |
| | Dissatisfied | 13 | 15 | 14 | 17 | NR | NR | NR | 9 | 15 | NR | NR |
| Treatment by personnel handling your complaint | Satisfied | 48 | 48 | 56 | 38 | NR | NR | NR | 56 | 46 | NR | NR |
| | Dissatisfied | 21 | 22 | 18 | 23 | NR | 12 | NR | 16 | 22 | NR | 20 |
| Amount of time it took/is taking to resolve your complaint | Satisfied | 40 | 42 | 39 | 32 | NR | NR | NR | 44 | 36 | NR | NR |
| | Dissatisfied | 26 | 25 | 30 | 35 | NR | 7 | NR | 26 | 27 | NR | 20 |

- There are no statistically significant differences for men by Reserve component or by paygrade

Satisfied With the Availability of Information About How To File a Complaint

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



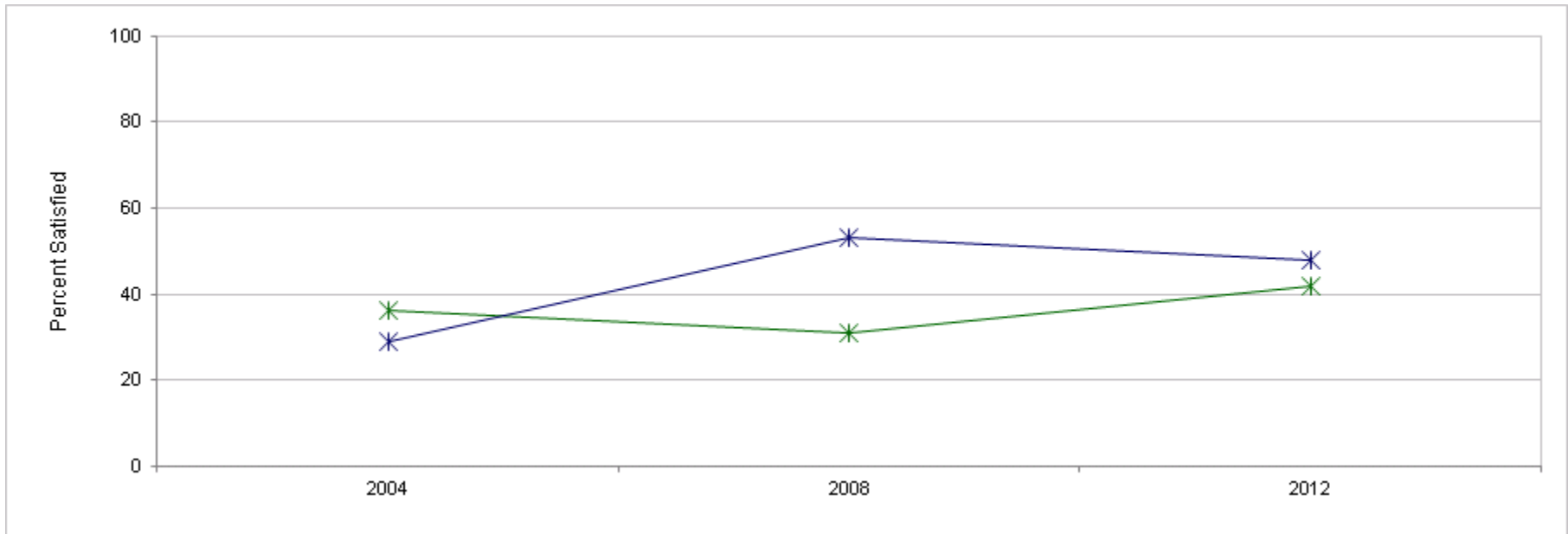
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 34 | 44 | 52 |
| * Total Men | 32 | 58 | 56 |

- For women and men, the 2012 percentages are significantly higher than 2004



Satisfied With the Treatment by Personnel Handling Your Complaint

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

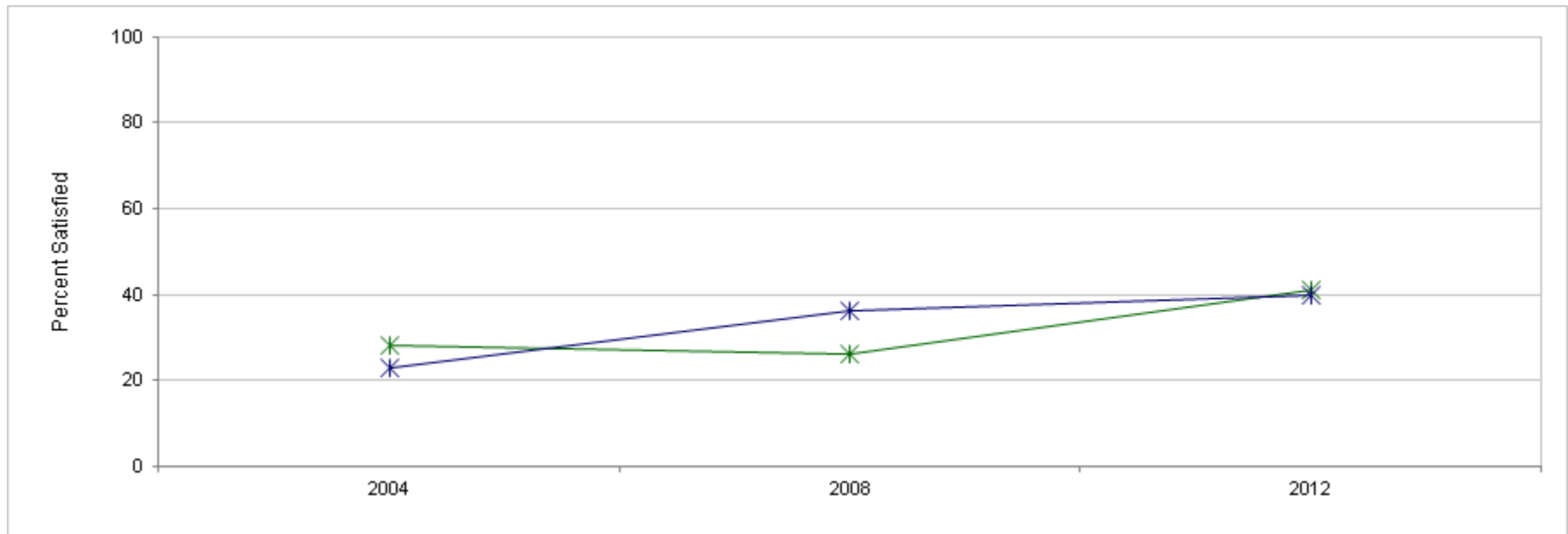


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 36 | 31 | 42 |
| * Total Men | 29 | 53 | 48 |

- For men, the 2012 percentage is significantly higher than 2004; there are no statistically significant differences for women

Satisfied With the Amount of Time it Took/Is Taking To Resolve Your Complaint

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

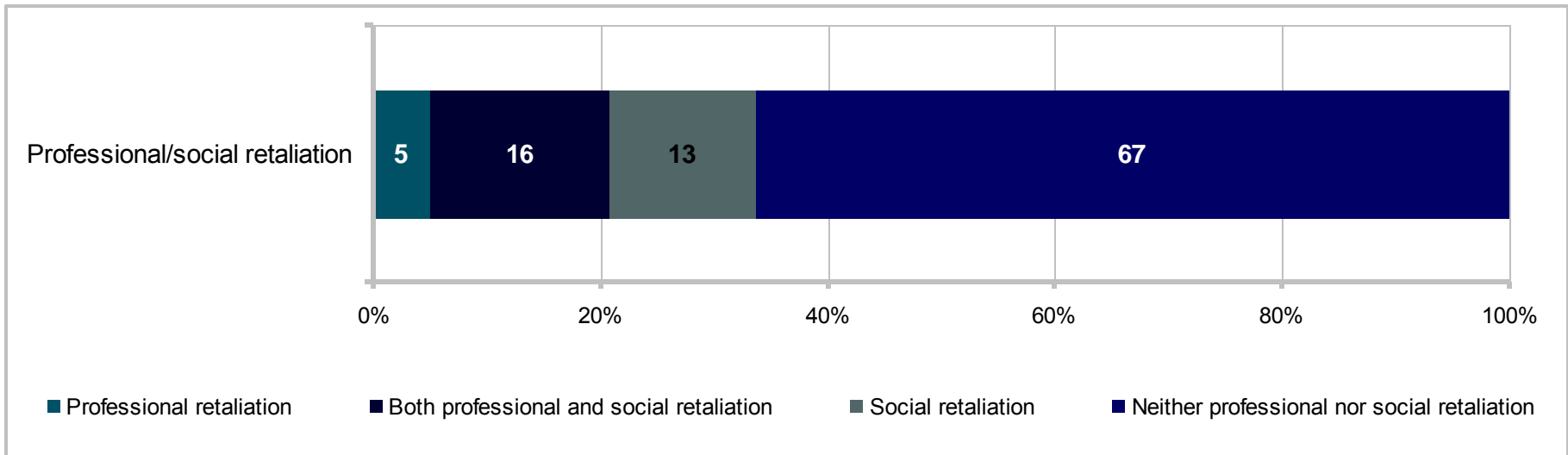


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 28 | 26 | 41 |
| * Total Men | 23 | 36 | 40 |

- For women and men, the 2012 percentages are significantly higher than 2004

Experiences of Professional and/or Social Retaliation for Reporting the One Situation

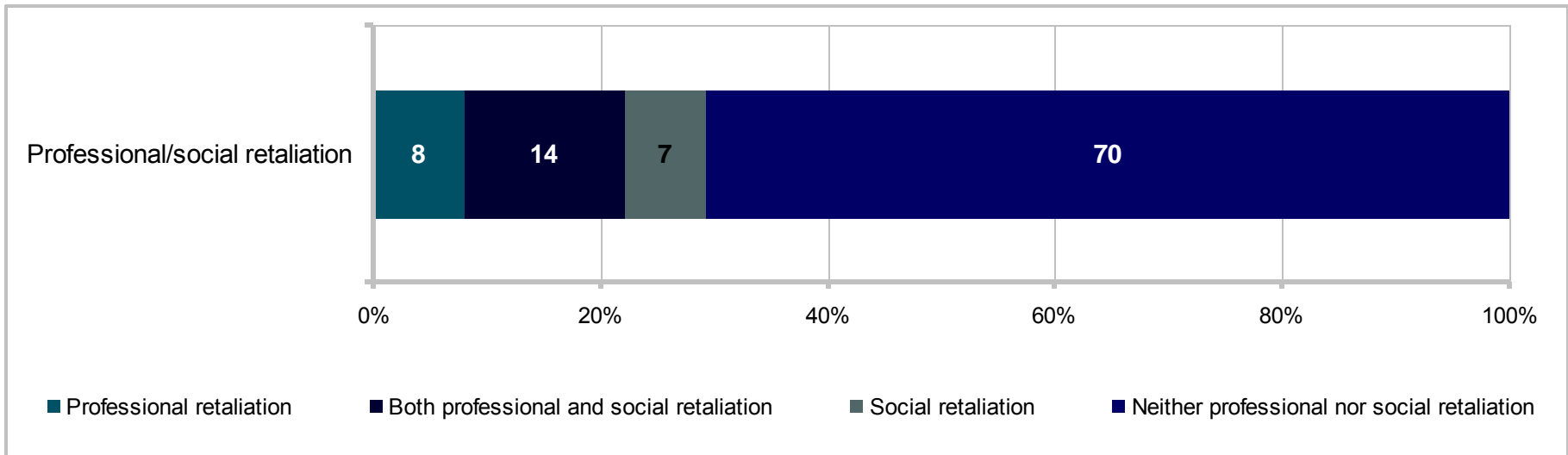
Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 31% of women who reported to a military authority:**
 - 5% experienced professional retaliation only; 16% experienced both professional and social retaliation; 13% experienced social retaliation only; and 67% experienced neither professional nor social retaliation

Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**
 - 8% experienced professional retaliation only; 14% experienced both professional and social retaliation; 7% experienced social retaliation only; and 70% experienced neither professional nor social retaliation

Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|---------------------------------|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Professional/social retaliation | Professional retaliation | 5 | 5 | 5 | 3 | NR | 4 | 5 | 3 | 4 | 6 | 7 |
| | Both professional and social retaliation | 16 | 15 | 15 | 12 | 28 | 14 | 23 | 14 | 16 | 20 | 26 |
| | Social retaliation | 13 | 13 | 14 | 4 | 9 | 13 | 16 | 10 | 16 | 11 | 11 |
| | Neither professional nor social retaliation | 67 | 67 | 66 | 81 | 63 | 70 | 56 | 73 | 64 | 64 | 56 |

- Lower response of *social retaliation* led by USNR women
- Higher response of *neither professional nor social retaliation* led by USNR women

Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

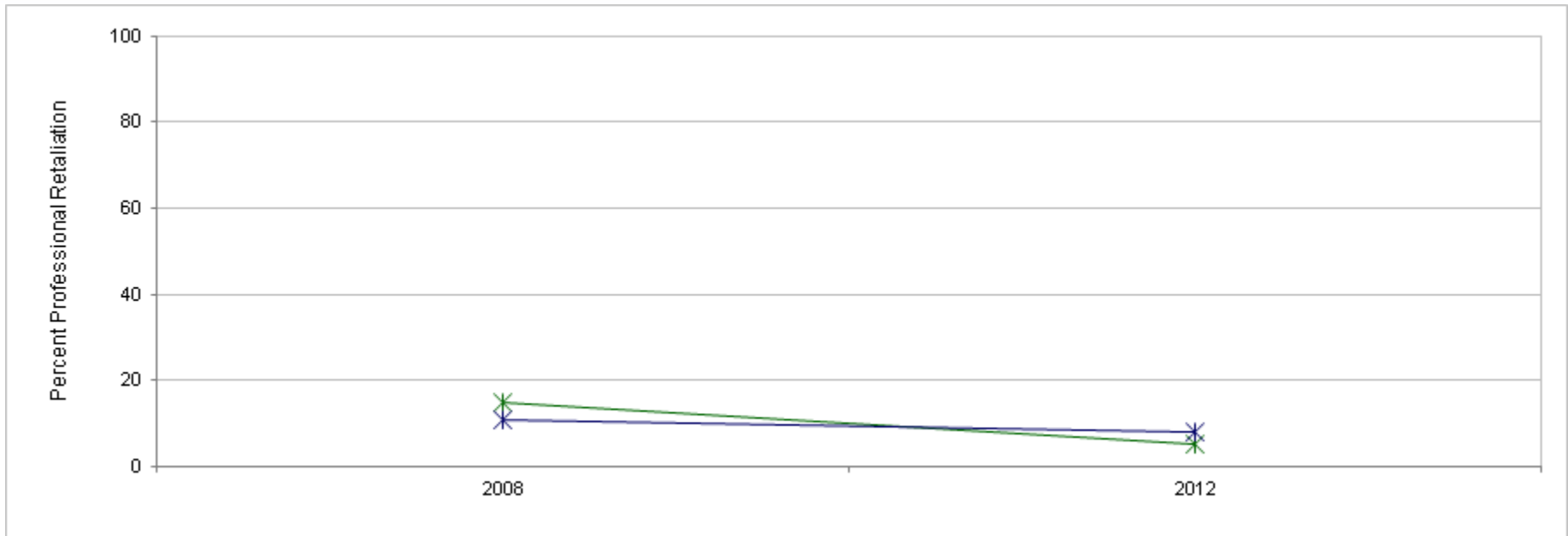
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---------------------------------|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Professional/social retaliation | Professional retaliation | 8 | 10 | 7 | 3 | NR | NR | NR | 15 | 7 | NR | NR |
| | Both professional and social retaliation | 14 | 16 | 13 | 17 | NR | 13 | 4 | 21 | 11 | NR | NR |
| | Social retaliation | 7 | 8 | 13 | NR | NR | NR | NR | 12 | 5 | 9 | NR |
| | Neither professional nor social retaliation | 70 | 66 | 67 | 79 | NR | 77 | 96 | 53 | 77 | NR | NR |

- Higher response of *neither professional nor social retaliation* led by USAFR men



Experienced Professional Retaliation for Reporting the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

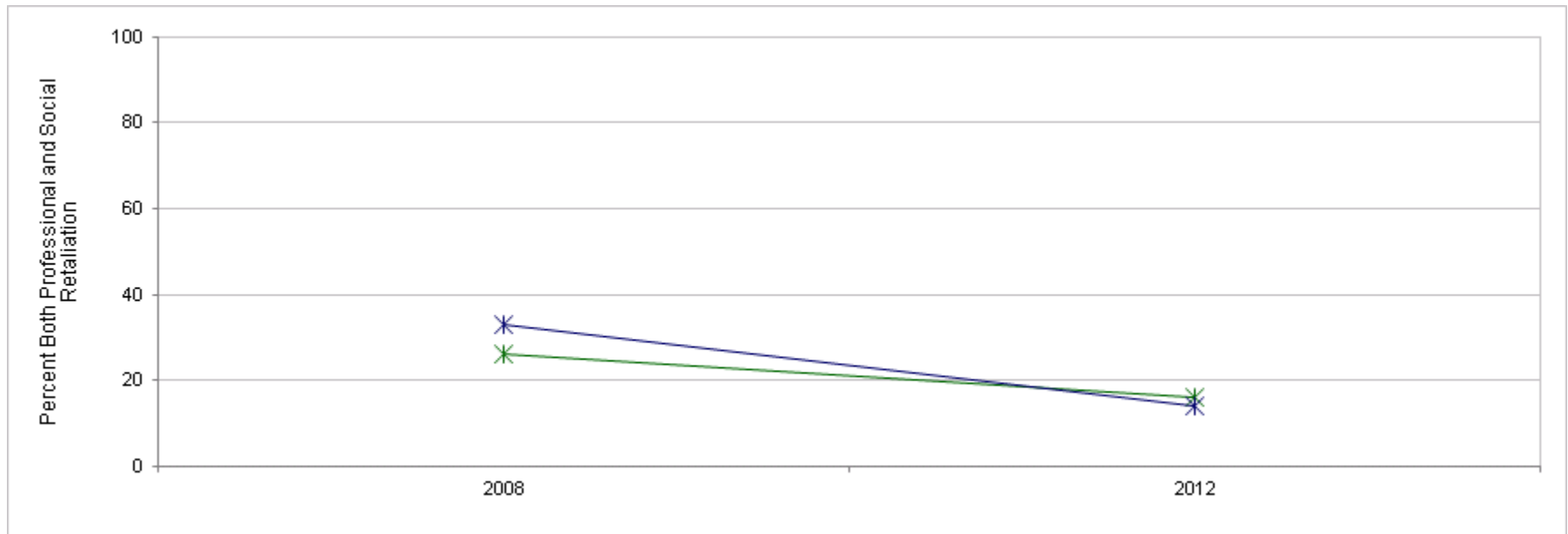


| | 2008 | 2012 |
|---------------|------|------|
| * Total Women | 15 | 5 |
| * Total Men | 11 | 8 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Experienced Both Professional and Social Retaliation for Reporting the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



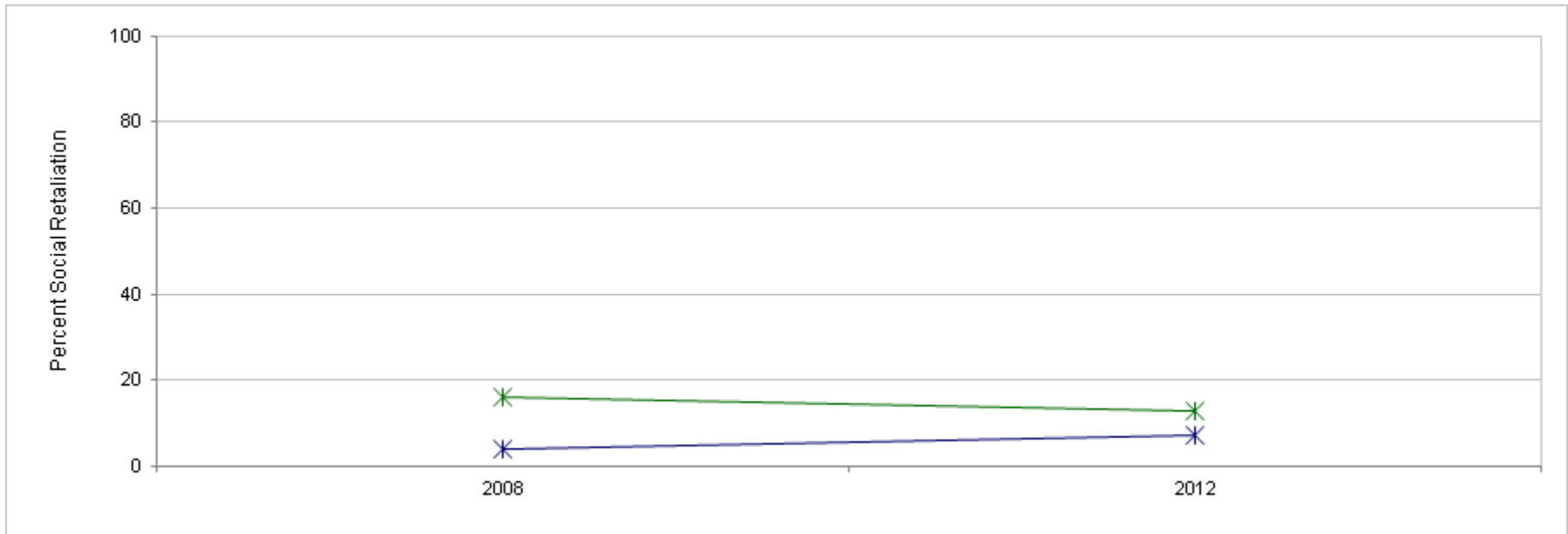
| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 26 | 16 |
| * Total Men | | | 33 | 14 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Experienced Social Retaliation for Reporting the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

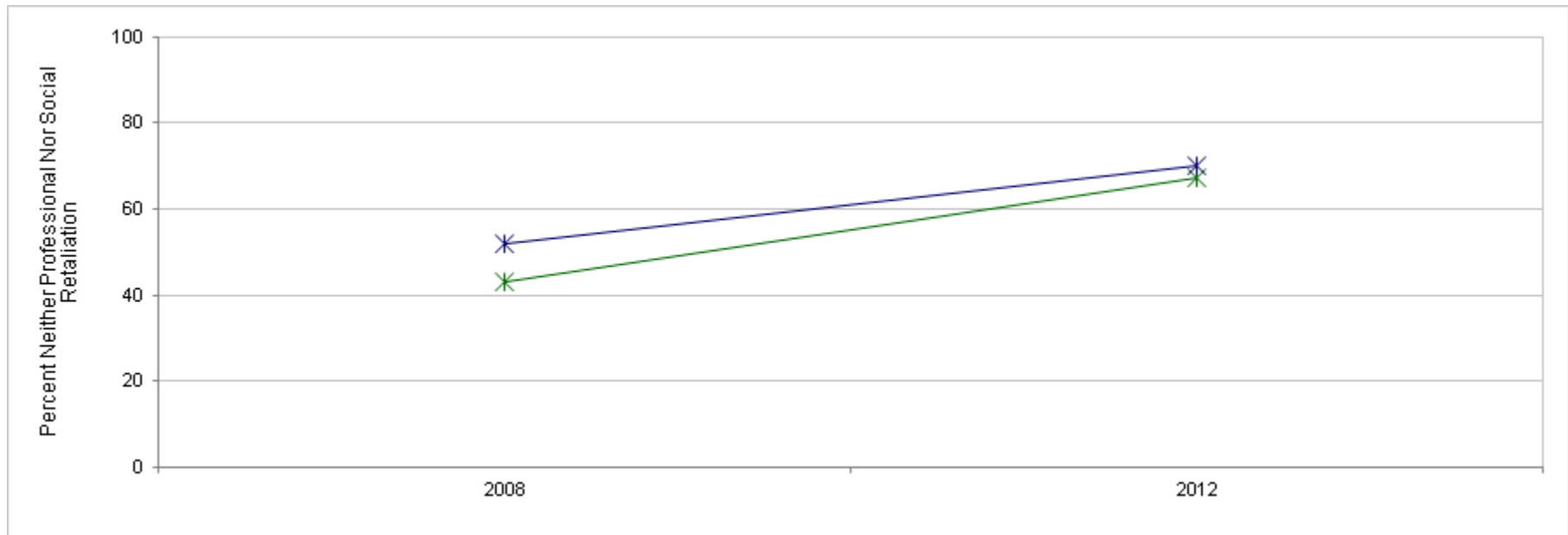


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 16 | 13 |
| * Total Men | | 4 | 7 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Did Not Experience Professional or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

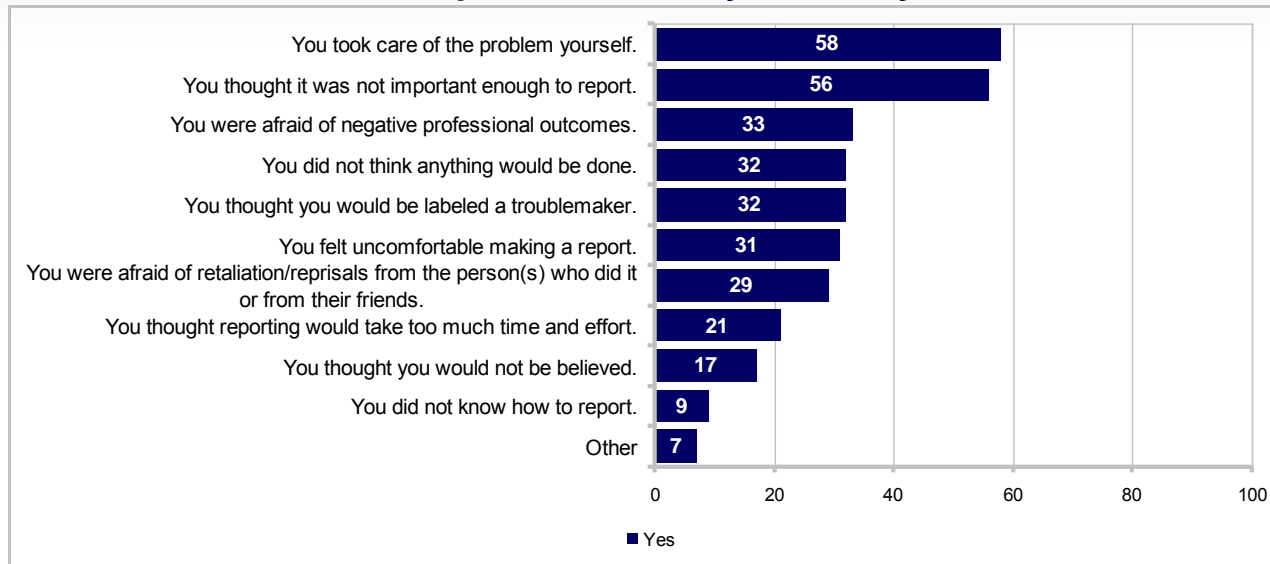


| | Most recent HIGHER than Most recent LOWER than | 2008 | 2012 |
|---------------|---|------|------|
| * Total Women | | 43 | 67 |
| * Total Men | | 52 | 70 |

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men

Reasons for Not Reporting the One Situation to a Military Authority

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority



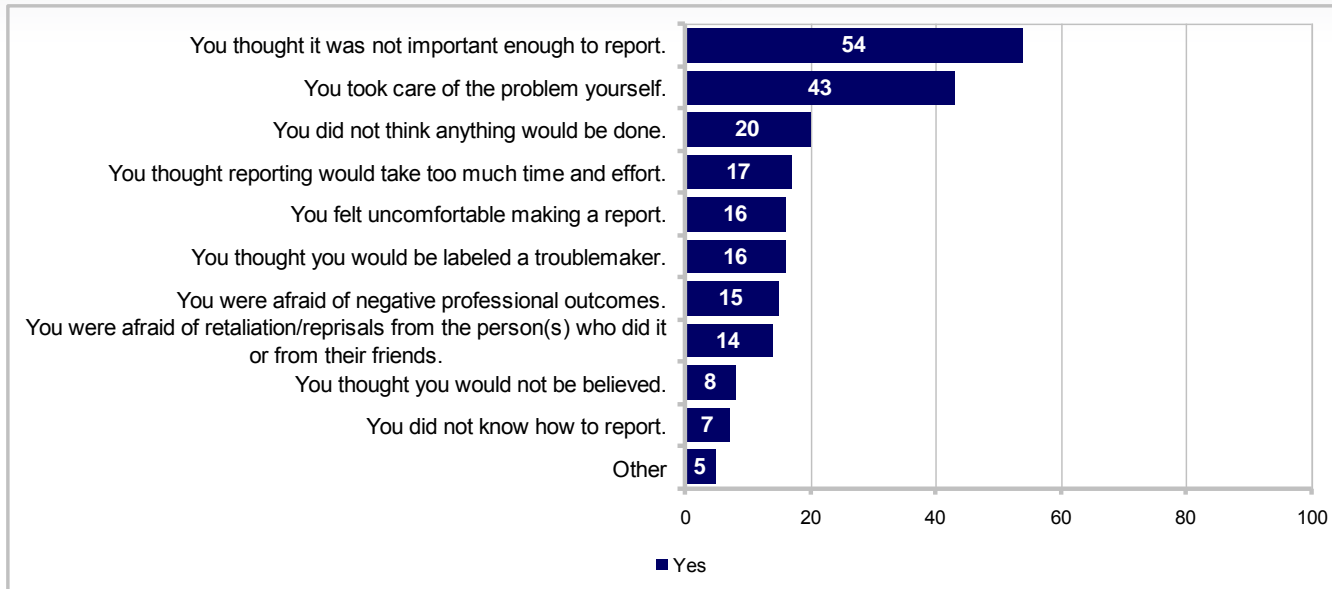
- **Of the 69% of women who did not report to a military authority, the reasons for not reporting were:**

- 58% took care of the problem themselves
- 56% thought it was not important enough to report
- 33% were afraid of negative professional outcomes
- 32% did not think anything would be done
- 32% thought they would be labeled a troublemaker
- 31% felt uncomfortable making a report
- 29% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 21% thought reporting would take too much time and effort
- 17% thought they would not be believed
- 9% did not know how to report
- 7% for another reason



Reasons for Not Reporting the One Situation to a Military Authority

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority



• **Of the 83% of men who did not report to a military authority, the reasons for not reporting were:**

- 54% thought it was not important enough to report
- 43% took care of the problem themselves
- 20% did not think anything would be done
- 17% thought reporting would take too much time and effort
- 16% uncomfortable making a report
- 16% thought they would be labeled a troublemaker
- 15% were afraid of negative professional outcomes
- 14% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 8% thought they would not be believed
- 7% did not know how to report
- 5% for another reason



Reasons for Not Reporting the One Situation to a Military Authority

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority

| DoD Reserve Women | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| | | | | | | | | | | | |
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| You took care of the problem yourself. | 58 | 59 | 58 | 55 | 55 | 55 | 60 | 54 | 62 | 56 | 63 |
| You thought it was not important enough to report. | 56 | 57 | 54 | 57 | 57 | 61 | 56 | 59 | 52 | 60 | 64 |
| You were afraid of negative professional outcomes. | 33 | 30 | 36 | 37 | 25 | 33 | 27 | 32 | 33 | 33 | 35 |
| You did not think anything would be done. | 32 | 32 | 38 | 29 | 9 | 29 | 24 | 34 | 31 | 34 | 30 |
| You thought you would be labeled a troublemaker. | 32 | 29 | 37 | 33 | 20 | 32 | 29 | 31 | 32 | 37 | 33 |
| You felt uncomfortable making a report. | 31 | 29 | 35 | 32 | 23 | 31 | 29 | 35 | 28 | 32 | 32 |
| You were afraid of retaliation/reprisals from the person(s) who did it or from their friends. | 29 | 28 | 32 | 27 | 14 | 29 | 25 | 30 | 28 | 28 | 25 |
| You thought reporting would take too much time and effort. | 21 | 21 | 23 | 18 | 23 | 17 | 21 | 22 | 19 | 23 | 23 |
| You thought you would not be believed. | 17 | 14 | 24 | 15 | 7 | 15 | 9 | 18 | 17 | 15 | 11 |
| You did not know how to report. | 9 | 8 | 10 | 14 | 1 | 5 | 7 | 10 | 8 | 11 | 3 |
| Other | 7 | 7 | 9 | 5 | 6 | 7 | 4 | 7 | 7 | 6 | 8 |

- Lower response of *thought it was not important enough to report* led by E5 – E9 women
- Higher response of *did not think anything would be done* led by USAR women; lower response led by USMCR women
- Lower response of *afraid of retaliation/reprisals from the person(s) who did it or from their friends* led by USMCR women
- Higher response of *thought they would not be believed* led by USAR women; lower response led by USAFR women and O4 – O6 women
- Lower response of *did not know how to report* led by USMCR women and O4 – O6 women
- Lower response of *other* led by USAFR women

Reasons for Not Reporting the One Situation to a Military Authority

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority

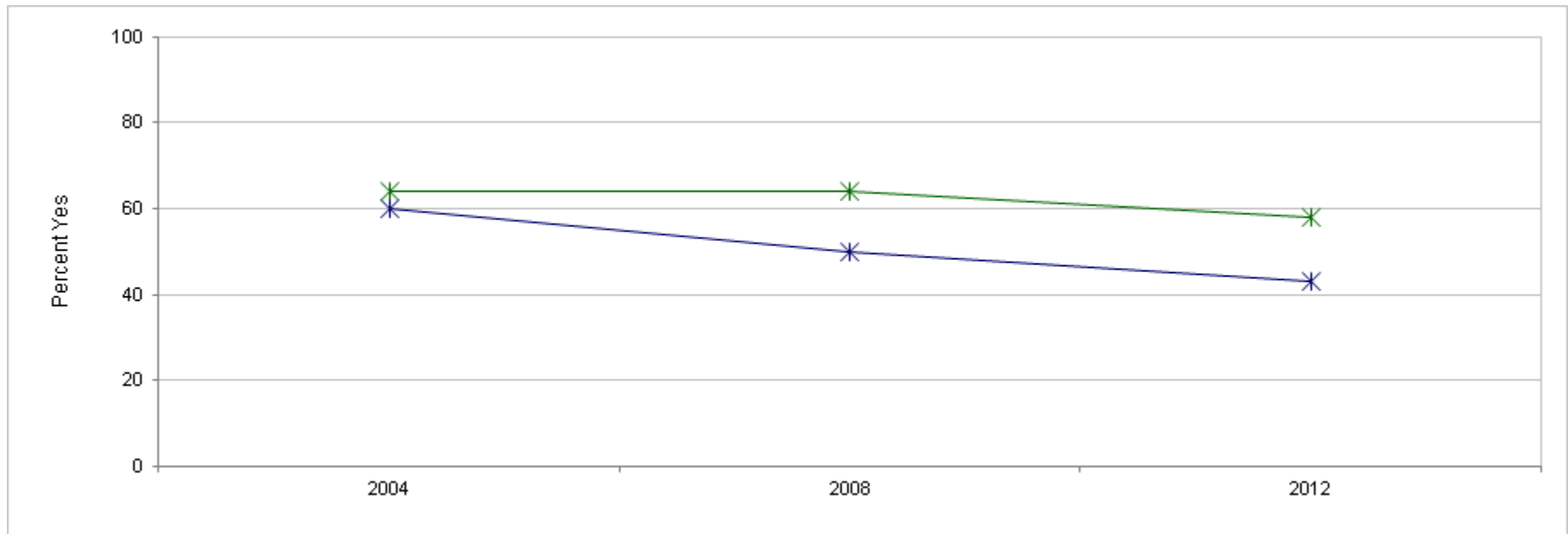
| DoD Reserve Men | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| You took care of the problem yourself. | 43 | 46 | 41 | 38 | 39 | 46 | 39 | 35 | 47 | 47 | 51 |
| You thought it was not important enough to report. | 54 | 52 | 53 | 48 | 53 | 61 | 63 | 54 | 50 | 64 | 67 |
| You were afraid of negative professional outcomes. | 15 | 14 | 16 | 10 | 20 | 21 | 9 | 19 | 13 | 15 | 13 |
| You did not think anything would be done. | 20 | 20 | 21 | 9 | 27 | 22 | 18 | 26 | 18 | 12 | 14 |
| You thought you would be labeled a troublemaker. | 16 | 16 | 16 | 10 | 15 | 21 | 7 | 19 | 14 | 12 | 12 |
| You felt uncomfortable making a report. | 16 | 13 | 21 | 13 | 21 | 24 | 10 | 18 | 16 | 13 | 13 |
| You were afraid of retaliation/reprisals from the person(s) who did it or from their friends. | 14 | 14 | 17 | 8 | 14 | 18 | 11 | 17 | 13 | 16 | 10 |
| You thought reporting would take too much time and effort. | 17 | 15 | 15 | 18 | 23 | 24 | 12 | 22 | 13 | 14 | 14 |
| You thought you would not be believed. | 8 | 9 | 10 | 3 | 7 | 6 | 3 | 9 | 9 | 2 | 5 |
| You did not know how to report. | 7 | 6 | 8 | 4 | 8 | 10 | 5 | 7 | 7 | 6 | 3 |
| Other | 5 | 6 | 5 | 2 | 4 | 3 | 6 | 6 | 5 | 1 | 6 |

- Lower response of *took care of the problem themselves* led by E1 – E4 men
- Higher response of *thought it was not important enough to report* led by O4 – O6 men
- Lower response of *did not think anything would be done* led by USNR men
- Lower response of *thought they would be labeled a troublemaker* led by USAFR men
- Lower response of *thought they would not be believed* led by O1 – O3 men
- Lower response of *other* led by O1 – O3 men

Margins of error range from ±2% to ±16%

Reasons for Not Reporting to a Military Authority: You Took Care of the Problem Yourself

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

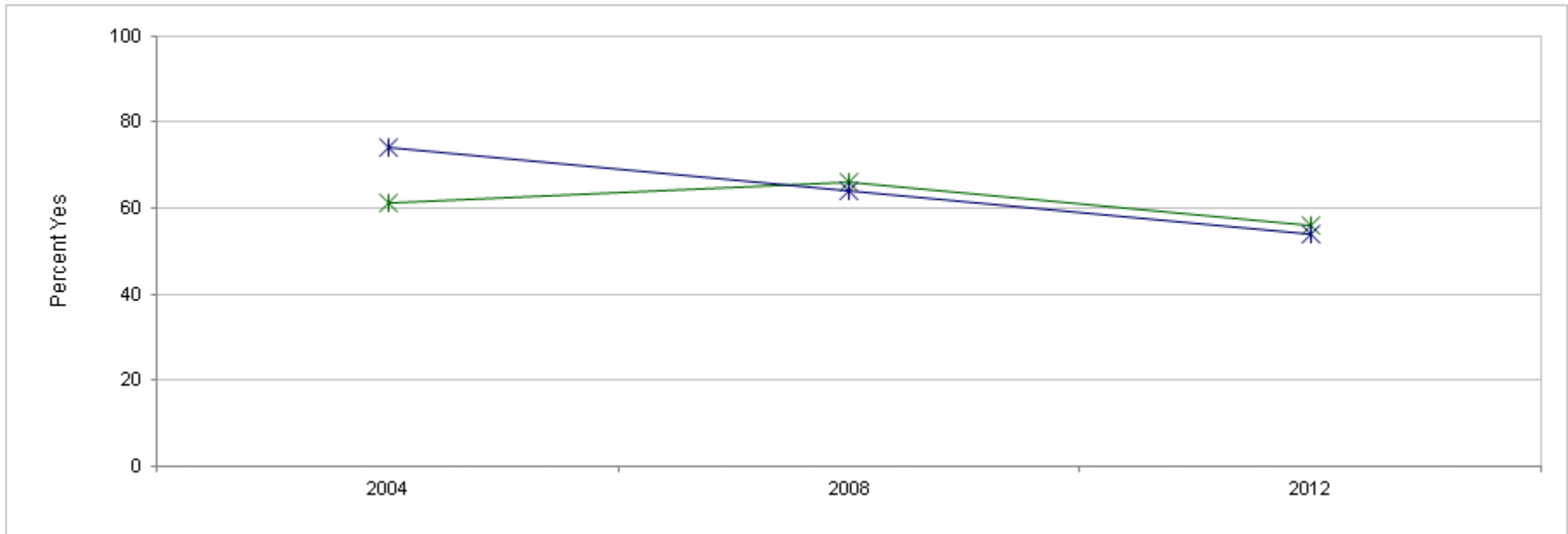


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 64 | 64 | 58 |
| * Total Men | 60 | 50 | 43 |

- For women and men, the 2012 percentages are significantly lower than 2004

Reasons for Not Reporting to a Military Authority: You Thought it Was Not Important Enough To Report

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

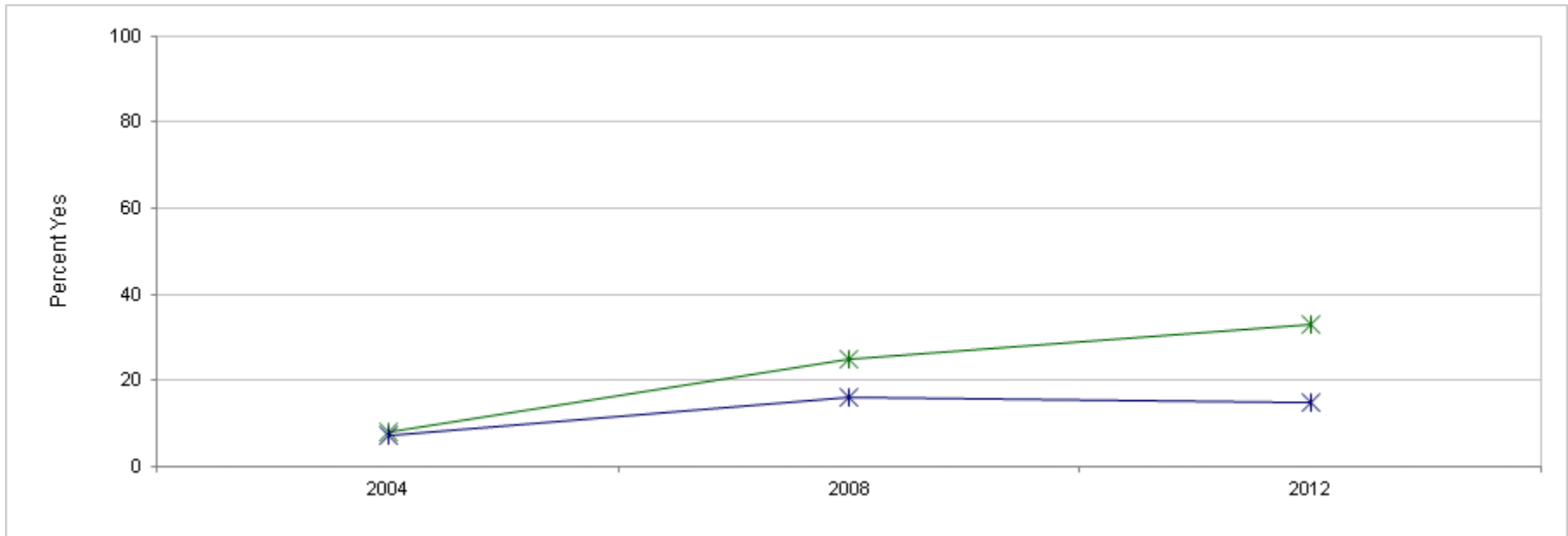


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 61 | 66 | 56 |
| * Total Men | 74 | 64 | 54 |

- For women, the 2012 percentage is significantly lower than 2008; for men, the 2012 percentage is significantly lower than 2008 and 2004

Reasons for Not Reporting to a Military Authority: You Were Afraid of Negative Professional Outcomes

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

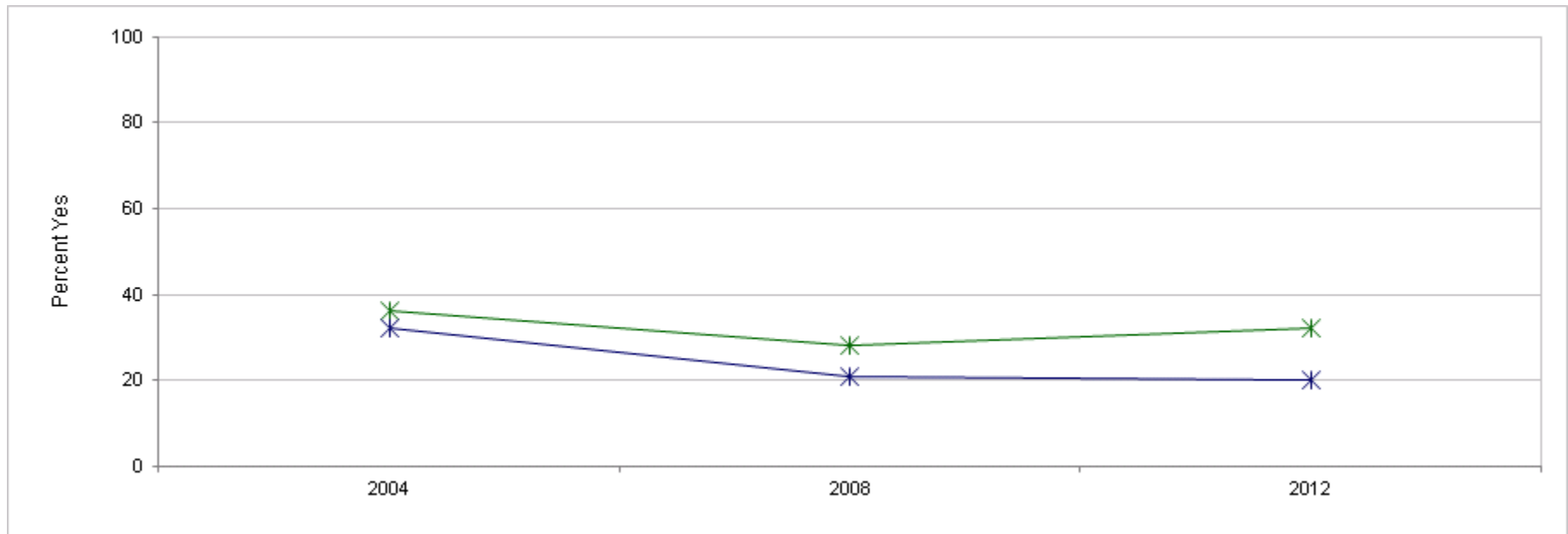


| | Most recent HIGHER than | 2004 | 2008 | 2012 |
|---------------|-------------------------|------|------|------|
| | Most recent LOWER than | | | |
| * Total Women | | 8 | 25 | 33 |
| * Total Men | | 7 | 16 | 15 |

- For women and men, the 2012 percentages are significantly higher than 2004

Reasons for Not Reporting to a Military Authority: You Did Not Think Anything Would Be Done

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

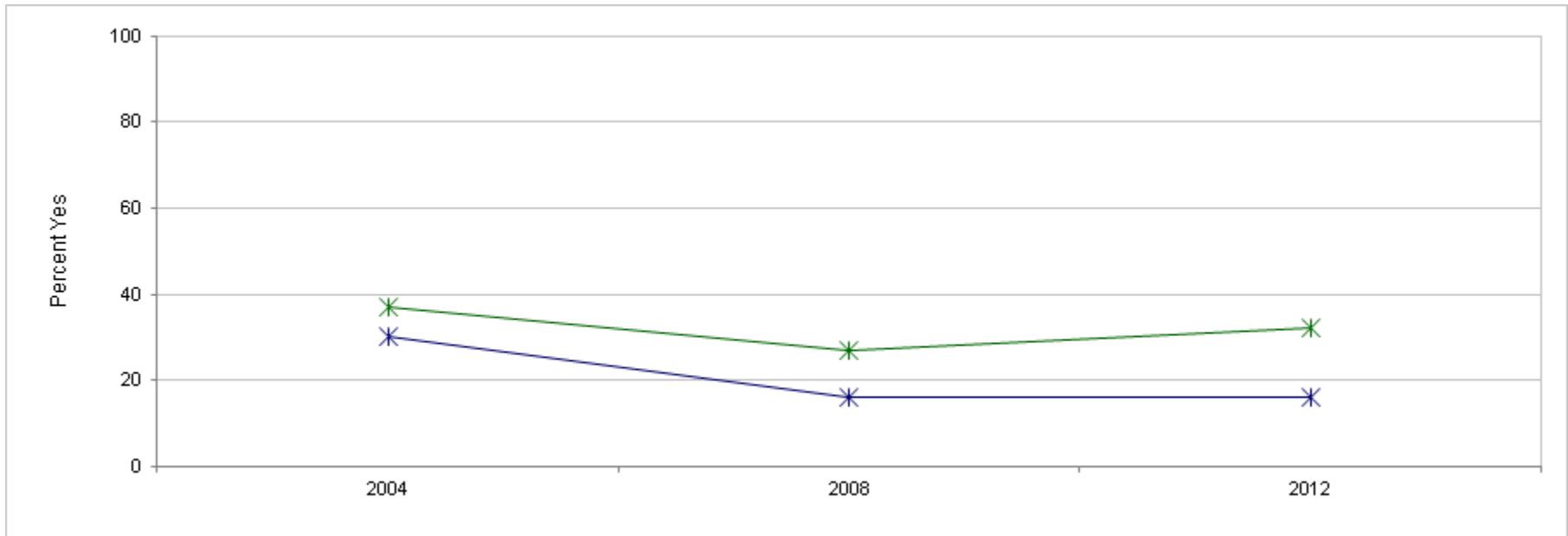


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 36 | 28 | 32 |
| * Total Men | 32 | 21 | 20 |

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women

Reasons for Not Reporting to a Military Authority: You Thought You Would Be Labeled a Troublemaker

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

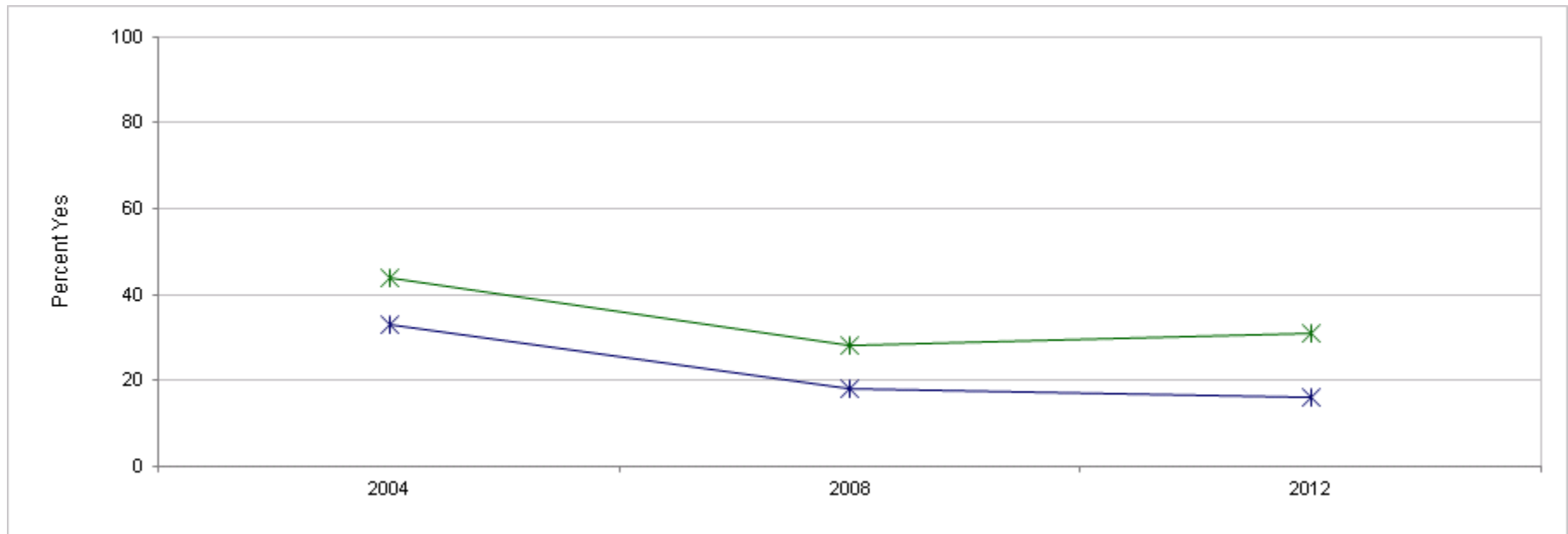


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 37 | 27 | 32 |
| * Total Men | 30 | 16 | 16 |

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women

Reasons for Not Reporting to a Military Authority: You Felt Uncomfortable Making a Report

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



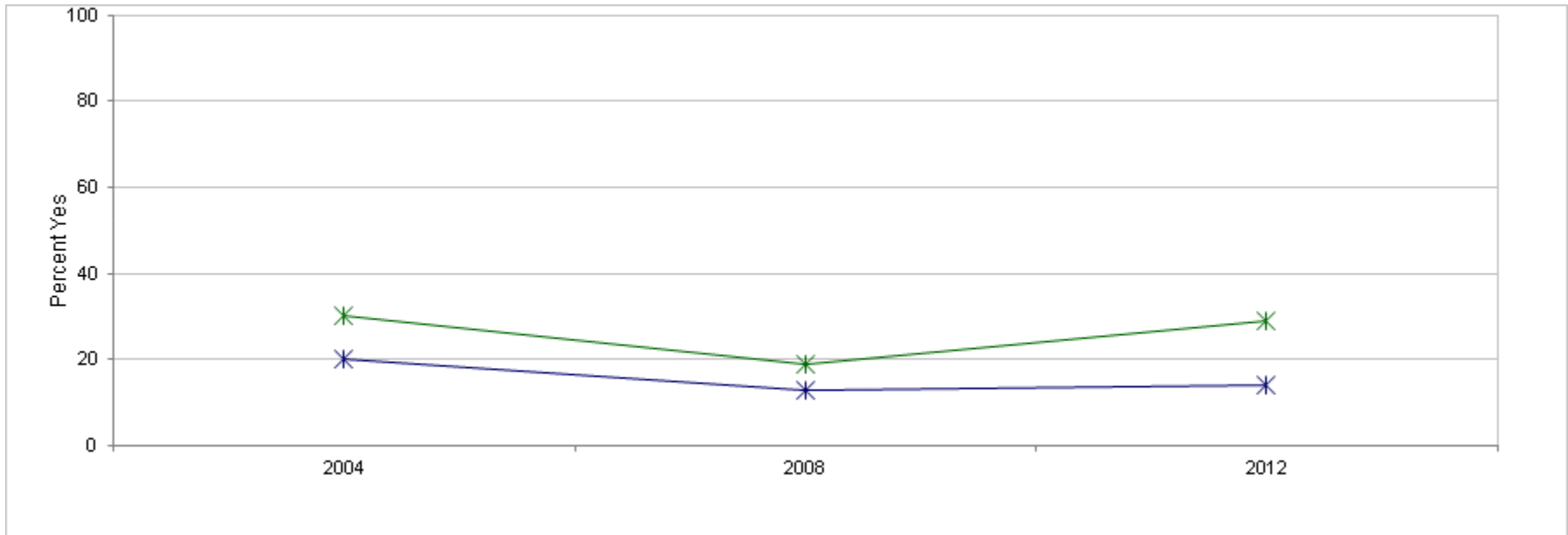
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 44 | 28 | 31 |
| * Total Men | 33 | 18 | 16 |

- For women and men, the 2012 percentages are significantly lower than 2004



Reasons for Not Reporting to a Military Authority: You Were Afraid of Retaliation/Reprisals From the Person(s) Who Did it or From Their Friends

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

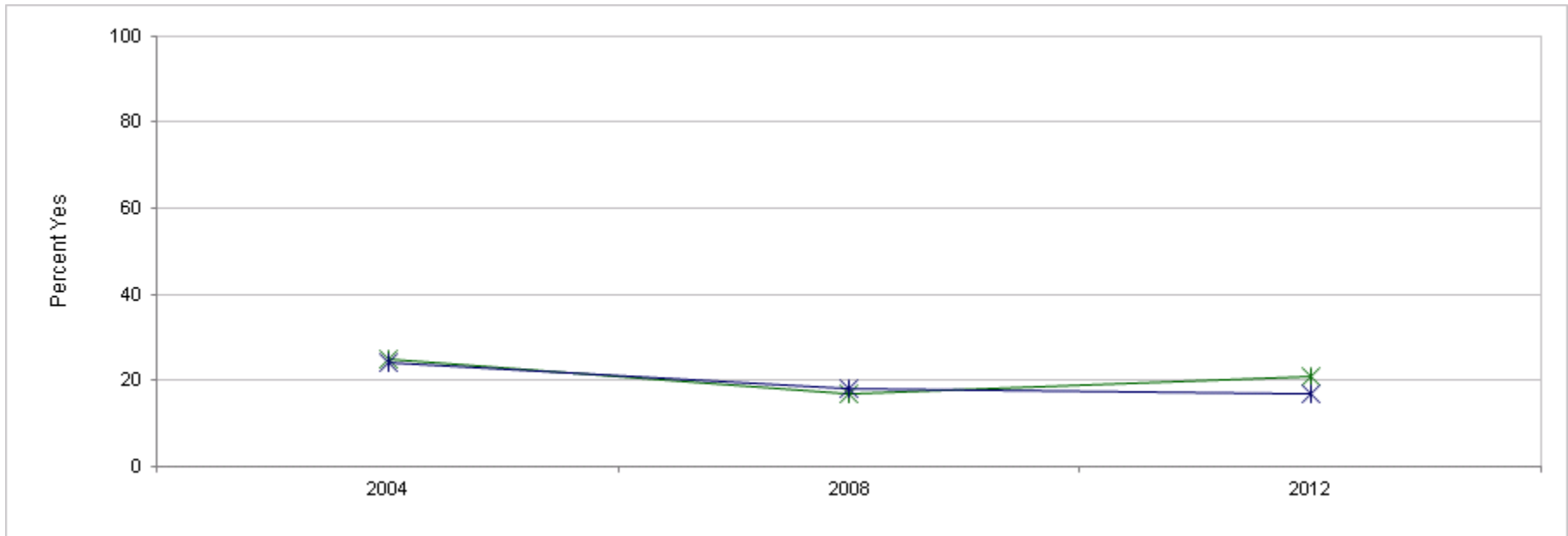


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 30 | 19 | 29 |
| * Total Men | 20 | 13 | 14 |

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men

Reasons for Not Reporting to a Military Authority: You Thought Reporting Would Take too Much Time and Effort

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

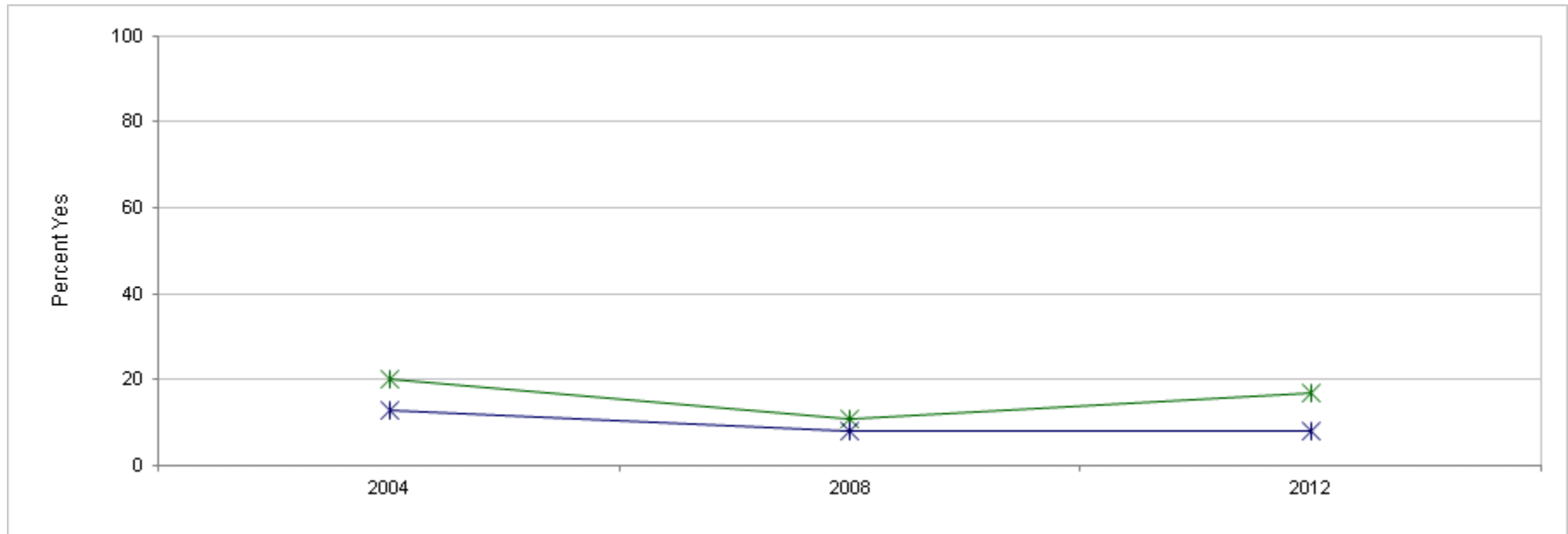


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 25 | 17 | 21 |
| * Total Men | 24 | 18 | 17 |

- For women and men, the 2012 percentages are significantly lower than 2004

Reasons for Not Reporting to a Military Authority: You Thought You Would Not Be Believed

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

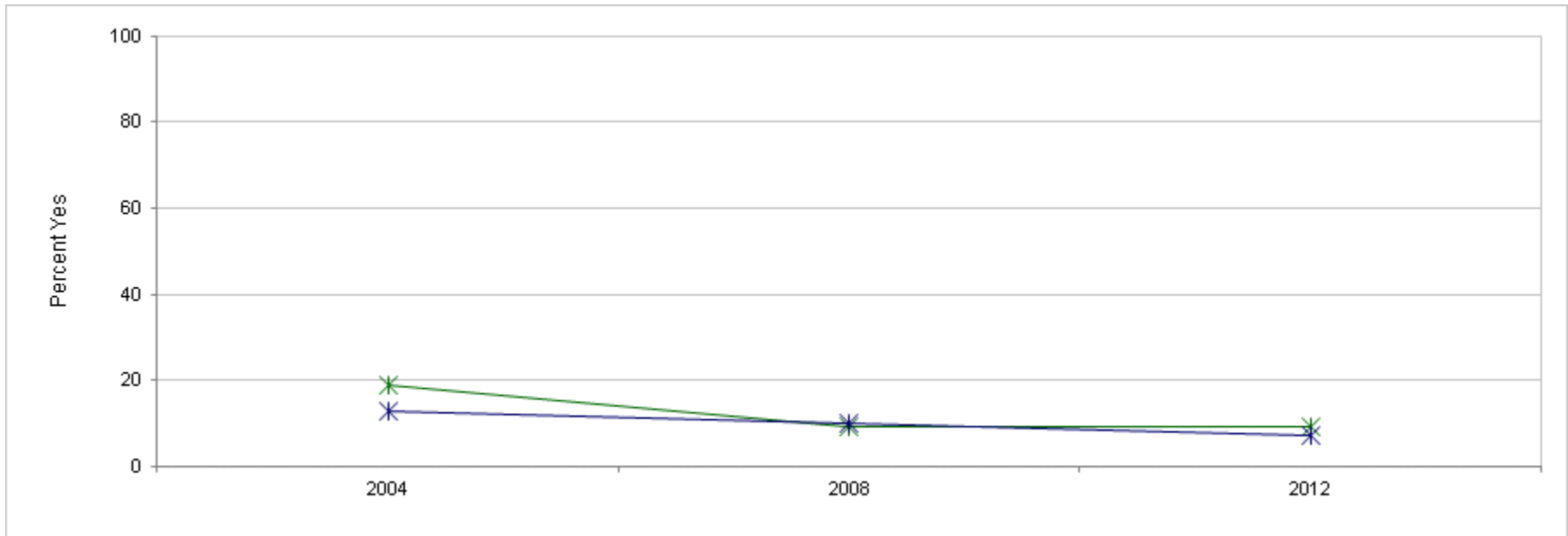


| | 2004 | 2008 | 2012 |
|--|------|------|------|
| Most recent HIGHER than Most recent LOWER than | | | |
| * Total Women | 20 | 11 | 17 |
| * Total Men | 13 | 8 | 8 |

- For women, the 2012 percentage is significantly higher than 2008; for men, the 2012 percentage is significantly lower than 2004

Reasons for Not Reporting to a Military Authority: You Did Not Know How To Report

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



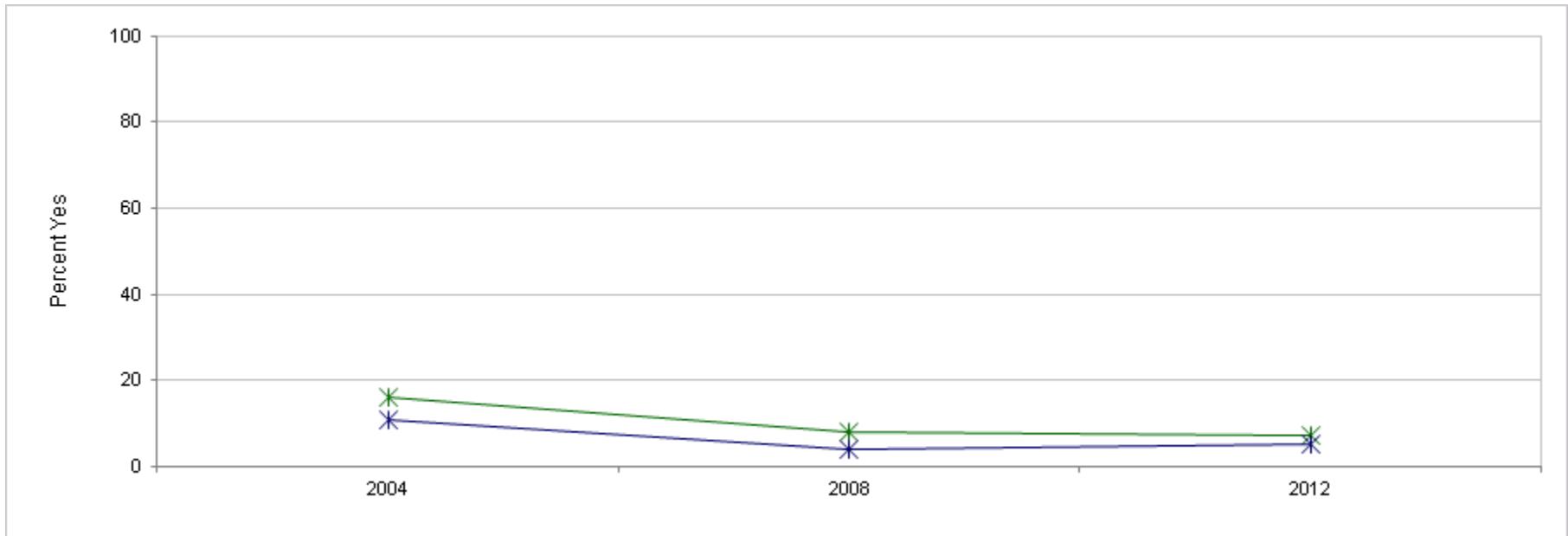
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 19 | 9 | 9 |
| * Total Men | 13 | 10 | 7 |

- For women and men, the 2012 percentages are significantly lower than 2004



Reasons for Not Reporting to a Military Authority: Other

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 16 | 8 | 7 |
| * Total Men | 11 | 4 | 5 |

- For women and men, the 2012 percentages are significantly lower than 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **31% of women and 15% of men indicated experiencing crude/offensive behavior in the past 12 months**
 - Higher response of experienced led by ARNG women and O1 – O3 men
 - Lower response of experienced led by USAFR men, ANG men, USAFR women, USNR women, and ANG women
 - For both women and men, the 2012 percentages are significantly lower than 2004 and 2008
- **17% of women and 3% of men indicated experiencing unwanted sexual attention in the past 12 months**
 - Higher response of experienced led by ARNG women
 - Lower response of experienced led by ANG women, O4 – O6 women, and USAFR women
 - For women, the 2012 percentage is significantly lower than 2004; for men the 2012 percentage is lower than 2008
- **6% of women and 2% of men indicated experiencing sexual coercion in the past 12 months**
 - Higher response of experienced led by ARNG women
 - Lower response of experienced led by O4 – O6 women, ANG women, USAFR women, and USNR women
 - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **18% of women and 2% of men indicated experiencing sexual harassment in the past 12 months**
 - Higher response of experienced led by ARNG women
 - Lower response of experienced led by ANG women, USNR women, USAFR women, and O4 – O6 women
 - There are no statistically significant differences for women or men between 2012 and 2008 or 2004
- **34% of women and 10% of men indicated experiencing sexist behavior in the past 12 months**
 - Higher response of experienced led by ARNG women and E5 – E9 men
 - Lower response of experienced led by USAFR men, ANG men, E1 – E4 men, USAFR women, USNR women, and E1 – E4 women
 - For both women and men, the 2012 percentages are significantly lower than 2004 and 2008

*The percentage who experienced Unwanted Gender-Related (UGR) behavior (i.e., crude/offensive, behavior, unwanted sexual attention, sexual coercion, and sexist behavior) is 41% for women and 18% for men.



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 50% of women and 40% of men indicated the situation occurred at a military installation; 32% of women and 28% of men indicated some behaviors occurred at a military installation; 18% of women and 31% of men indicated the situation did not occur at a military installation
 - Higher response of at a military installation led by O4 – O6 women and O1 – O3 men
 - Lower response of at a military installation led by E1 – E4 women
 - Lower response of some behaviors occurred at a military installation led by O4 – O6 women
 - Lower response of not at a military installation led by O1 – O3 men and O4 – O6 women



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 85% of women and 75% of men indicated the situation occurred during duty hours
 - Higher response led by O4 – O6 women and E5 – E9 women
 - Lower response led by E1 – E4 women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 81% of women and 74% of men indicated the situation occurred at their military work
 - Lower response led by USAR men
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 41% of women and 12% of men indicated the situation occurred in a military work environment where members of their gender are uncommon
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 26% of women and 31% of men indicated the situation occurred at a military non-work location
 - Lower response led by ANG men
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 21% of women and 29% of men indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
 - Higher response led by ARNG men, ARNG women, and E5 – E9 women
 - Lower response led by USAFR women, USMCR men, ANG women, and E1 – E4 women



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 24% of women and 27% of men indicated the situation occurred at their civilian job
 - Higher response led by USAFR men and USAFR women
 - Lower response led by USMCR women
 - 13% of women and 16% of men indicated the situation occurred in their or someone else's quarters/home
 - Lower response led by O4 – O6 men, USAFR men, ANG women, ANG men, O4 – O6 women, and O1 – O3 women
 - 7% of women and 10% of men indicated the situation occurred at their civilian school
 - Higher response led by E1 – E4 women
 - Lower response led by O4 – O6 women, ANG men, and O4 – O6 men



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 46% of women and men indicated the situation occurred while activated
 - Higher response led by USAR women
 - Lower response led by USAFR men and ANG women
 - 35% of women and 38% of men indicated the situation occurred while deployed
 - Higher response led by E5 – E9 women
 - Lower response led by USMCR men, USAFR men, USAFR women, and E1 – E4 women



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 55% of women and 62% of men indicated the situation involved multiple offenders
 - For women, the 2012 percentages are significantly higher than 2004
- **Of the 41% of women and 18% of men who experienced UGR:**
 - 82% of women and 51% of men indicated the offender(s) was male only; 2% of women and 15% of men indicated the offender(s) was female only; and 16% of women and 35% of men indicated both males and females were involved
 - Higher response of male only led by O1 – O3 women and O4 – O6 women
 - Lower response of female only led by USMCR men
 - Lower response of both males and females involved led by O4 – O6 women and O1 – O3 women
 - For women, the 2012 percentage who indicated male only is significantly lower than 2004; for women and men, the 2012 percentages who indicated males and females involved are significantly higher than 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 59% of women and 49% of men indicated the offender(s) was a military coworker(s)
 - For men, the 2012 percentage is significantly lower than 2004
 - 34% of women and 19% of men indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
 - Higher response led by E1 – E4 women
 - Lower response led by O1 – O3 men and O4 – O6 women
 - For women and men, the 2012 percentages are significantly lower than 2004, 2008
 - 32% of women and 18% of men indicated the offender(s) was someone in their military chain of command
 - Lower response led by ANG women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 28% of women and 24% of men indicated the offender(s) was another military person(s)
 - Higher response led by E5 – E9 women
 - For women and men, the 2012 percentages are significantly lower than 2004
 - 23% of women and 25% of men indicated the offender(s) was a military subordinate(s)
 - Higher response led by O1 – O3 men, O4 – O6 men, O1 – O3 women, and E5 – E9 men
 - Lower response led by E1 – E4 men and E1 – E4 women
 - For men, the 2012 percentage is significantly lower than 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR (continued):**
 - 11% of women and 9% of men indicated the offender(s) was a DoD/DHS civilian employee(s)
 - Higher response led by USAFR men, USAFR women, ANG women, and E5 – E9 women
 - Lower response led by O1 – O3 women, ARNG men, ARNG women, and E1 – E4 women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 8% of women and 11% of men indicated the offender(s) was a person(s) in the local community
 - Lower response led by O1 – O3 women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 8% of women and 11% of men indicated the offender(s) was unknown
 - Lower response led by USNR women and O1 – O3 men
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 5% of women and men indicated the offender(s) was a DoD/DHS civilian contractor(s)
 - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 24% of women and 13% of men indicated that as a result of the situation they thought about getting out of their Reserve component
 - Higher response led by USAR women
 - Lower response led by O4 – O6 men, USNR women, and ANG women
 - For women, the 2012 percentage is significantly higher than 2008
 - 19% of women and 13% of men indicated that as a result of the situation they accomplished less than they normally would at work
 - Lower response led by ANG women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 13% of women and 6% of men indicated that as a result of the situation they experienced another negative action
 - For women, the 2012 percentage is significantly higher than 2008
 - 9% of women and 4% of men indicated that as a result of the situation they requested a transfer
 - Higher response led by USAR women
 - Lower response led by ANG men, USNR women, ANG women, and O1 – O3 women
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
 - 3% of women and 4% of men reported to a civilian individual/organization; 22% of women and 11% of men reported to a military individual/organization; 9% of women and 6% of men reported to both; and 66% of women and 79% of men did not discuss/report
 - Higher response of to a military individual/organization led by E5 – E9 men
 - Lower response of to a military individual/organization led by ANG women and USMCR men
 - Higher response of to both led by E5 – E9 women
 - Lower response of to both led by O1 – O3 women
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
 - 57% of women and 59% of men indicated the situation was resolved informally
 - 52% of women and 54% of men indicated the situation was/is being corrected
 - Higher response led by USMCR men
 - Lower response led by O4 – O6 women
 - 28% of women and 29% of men indicated their complaint was/is being investigated



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
 - 34% of women and 36% of men indicated their complaint was discounted or not taken seriously
 - Lower response led by E1 – E4 women
 - 22% of women and 26% of men indicated they were encouraged to drop the complaint
 - Lower response led by ANG men
 - 16% of women and 23% of men indicated some action was/is being taken against them



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
 - 51% of women and 49% of men indicated yes, the person(s) who bothered them was/were talked to about the behavior; 31% of women and 37% of men indicated don't know; and 19% of women and 15% of men indicated no
 - Higher response of yes led by ARNG women
 - Lower response of yes led by O4 – O6 women
 - Higher response of don't know led by O4 – O6 women
 - Lower response of don't know led by ARNG women and E1 – E4 women
 - There are no statistically significant differences for women or men between 2012 and 2008 or 2004
 - 47% of women and 53% of men indicated yes, the rules on harassment were explained to everyone in the unit/office/place; 24% of women and 29% of men indicated don't know; and 29% of women and 18% of men indicated no
 - Higher response of yes led by E1 – E4 women and ARNG women
 - Lower response of yes led by O4 – O6 women and O1 – O3 men
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 20% of women and 18% of men indicated yes, some action was/is being taken against the person(s) who bothered them; 35% of women and 47% of men indicated don't know; and 46% of women and 36% of men indicated no
 - Higher response of yes led by E1 – E4 women
 - Lower response of yes led by O4 – O6 women and ANG women
 - Higher response of no led by USAFR women
 - There are no statistically significant differences for women or men between 2012 and 2008



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
 - 52% of women and 56% of men were satisfied with the availability of information about how to file a complaint; 20% of women and 13% of men were dissatisfied
 - Higher response of satisfied led by ARNG women
 - For women and men, the 2012 percentages are significantly higher than 2004
 - 42% of women and 48% of men were satisfied with the treatment by personnel handling their complaint; 24% of women and 21% of men were dissatisfied
 - For men, the 2012 percentage is significantly higher than 2004
 - 41% of women and 40% of men were satisfied with the amount of time it took/is taking to resolve their complaint; 25% of women and 26% of men were dissatisfied
 - Higher response of satisfied led by ARNG women
 - For women and men, the 2012 percentages are significantly higher than 2004



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
 - 5% of women and 8% of men experienced professional retaliation only; 16% of women and 14% of men experienced both professional and social retaliation; 13% of women and 7% of men experienced social retaliation only; and 67% of women and 70% of men experienced neither professional nor social retaliation
 - Lower response of social retaliation only USNR women
 - Higher response of neither professional nor social retaliation led by USAFR men and USNR women
 - For women, the 2012 percentage for experienced neither professional nor social retaliation is significantly higher than 2008



UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 69% of women and 83% of men who did not report to a military authority:**
 - 58% of women and 43% of men did not report because they took care of the problem themselves
 - Lower response led by E1 – E4 men
 - For women and men, the 2012 percentages are significantly lower than 2004
 - 56% of women and 54% of men did not report because they thought it was not important enough to report
 - Higher response led by O4 – O6 men
 - Lower response led by E5 – E9 women
 - For women, the 2012 percentage is significantly lower than 2004; for men, the 2012 percentage is significantly lower than 2008 and 2004
 - 33% of women and 15% of men did not report because they were afraid of negative professional outcomes
 - For women and men, the 2012 percentages are significantly higher than 2004
 - 32% of women and 20% of men did not report because they did not think anything would be done
 - Higher response led by USAR women
 - Lower response led by USNR men and USMCR women
 - For men, the 2012 percentage is significantly lower than 2004
 - 32% of women and 16% of men did not report because they thought they would be labeled a troublemaker
 - Lower response led by USAFR men
 - For men, the 2012 percentage is significantly lower than 2004

UNWANTED Gender-Related (UGR) EXPERIENCES

Summary of Findings

- **Of the 69% of women and 83% of men who did not report to a military authority (continued):**
 - 31% of women and 16% of men did not report because they felt uncomfortable making a report
 - For women and men, the 2012 percentages are significantly lower than 2004
 - 29% of women and 14% of men did not report because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends
 - Lower response led by USMCR women
 - For women, the 2012 percentage is significantly higher than 2008
 - 21% of women and 17% of men did not report because they thought reporting would take too much time and effort
 - For women and men, the 2012 percentages are significantly lower than 2004
 - 17% of women and 8% of men did not report because they thought they would not be believed
 - Higher response led by USAR women
 - Lower response led by O1 – O3 men, USAFR women, and O4 – O6 women
 - For women, the 2012 percentage is significantly higher than 2008; for men, the 2012 percentage is significantly lower than 2004
 - 9% of women and 7% of men did not report because they did not know how to report
 - Lower response led by USMCR women and O4 – O6 women
 - For women and men, the 2012 percentages are significantly lower than 2004
 - 7% of women and 5% of men did not report because of another reason
 - Lower response led by O1 – O3 men and USAFR women
 - For women and men, the 2012 percentages are significantly lower than 2004



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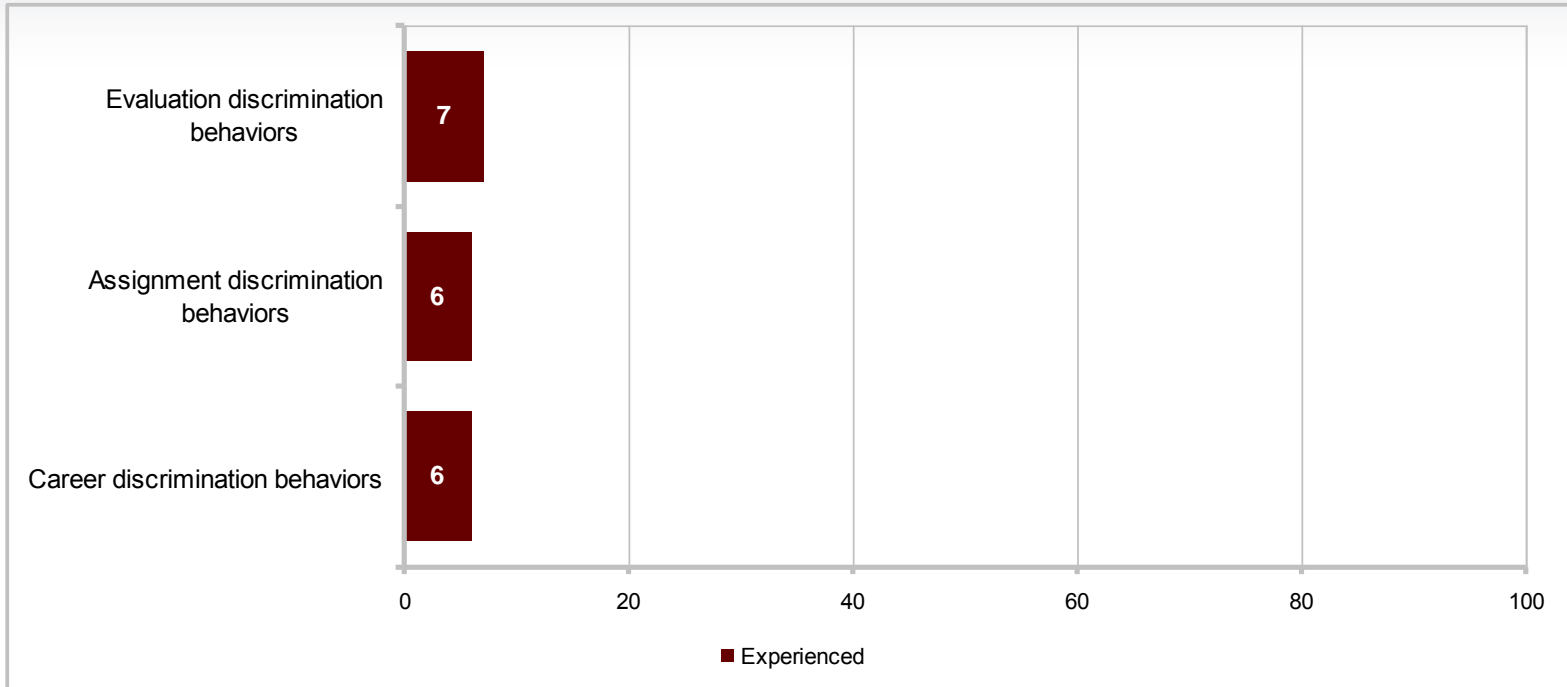


Gender Discriminatory Behaviors and Sex Discrimination

- **Definition and measure of gender discriminatory behaviors and sex discrimination:**
 - Gender discriminatory behaviors:
 - Evaluation discrimination behaviors – four survey items (Q54a-d) to assess the member’s belief that gender was a factor in others’ judgments about their military performance (e.g., evaluations or awards)
 - Career discrimination behaviors – four survey items (Q54h-k) are used to assess the member’s belief that gender was a factor in their access to military resources and mentoring that aid in military career development (e.g., professional networks)
 - Assignment discrimination behaviors – four survey items (Q54e,f,g,l) are used to assess the member’s belief that gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement
 - For each behavior, members were asked to indicate whether they had experienced the behavior in the 12 months preceding the survey and whether they believed their gender was a factor
 - Sex discrimination is defined as treating individuals differently in their employment specifically because of their sex (e.g., unfair or unequal access to professional development resources and opportunities due to a Reserve component member’s gender). It is illegal to create artificial barriers to career advancement because of an individual’s sex.
 - Members who had experienced evaluation, career, and/or assignment discrimination behaviors in the 12 months preceding the survey were asked whether they considered at least some of the behaviors to be sex discrimination. If the member considered the behavior to be sex discrimination, then they are included in the sex discrimination incident rate.



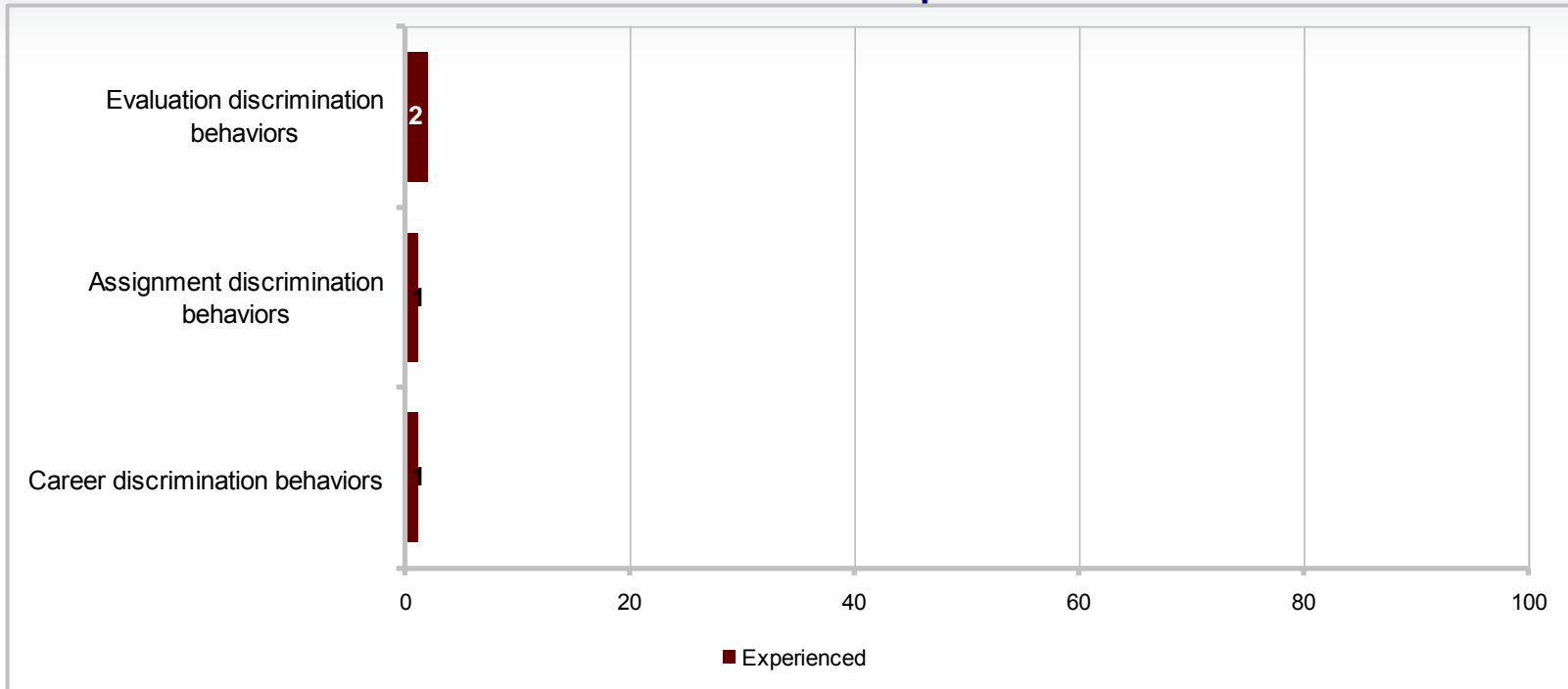
Evaluation, Assignment, and Career Discrimination Incident Rates Percent of All Reserve Component Women



- **7% of women indicated experiencing *evaluation discrimination behaviors* in the past 12 months**
- **6% of women indicated experiencing *assignment discrimination behaviors* in the past 12 months**
- **6% of women indicated experiencing *career discrimination behaviors* in the past 12 months**



Evaluation, Assignment, and Career Discrimination Incident Rates Percent of All Reserve Component Men



- **2%** indicated experiencing *evaluation discrimination behaviors* in the past 12 months
- **1%** indicated experiencing *assignment discrimination behaviors* in the past 12 months
- **1%** indicated experiencing *career discrimination behaviors* in the past 12 months



Evaluation, Assignment, and Career Discrimination Incident Rates

Percent of All Reserve Component Members

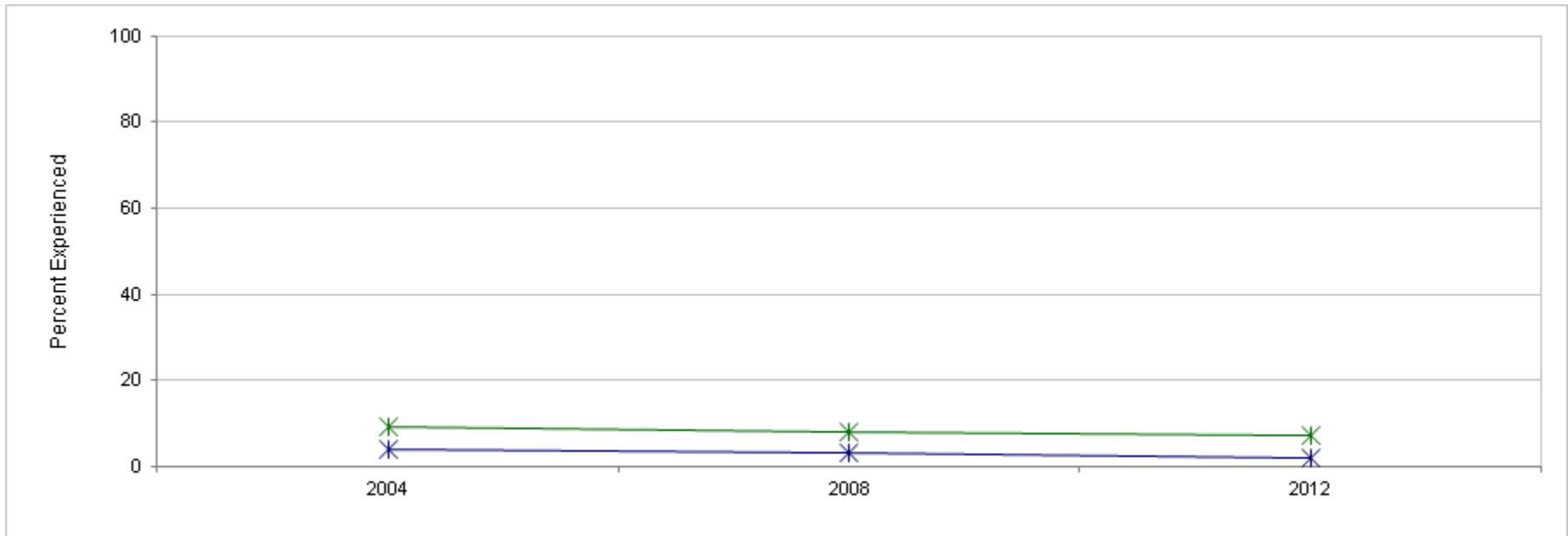
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|-------------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Evaluation discrimination behaviors | 7 | 9 | 7 | 4 | 11 | 6 | 4 | 5 | 8 | 8 | 11 |
| Assignment discrimination behaviors | 6 | 7 | 6 | 5 | 7 | 5 | 5 | 5 | 7 | 7 | 9 |
| Career discrimination behaviors | 6 | 8 | 6 | 4 | 7 | 7 | 4 | 5 | 7 | 10 | 10 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|-------------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Evaluation discrimination behaviors | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| Assignment discrimination behaviors | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| Career discrimination behaviors | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 1 |

- Higher response of *evaluation discrimination* led by O4 – O6 women and ARNG women; lower response led by USAFR women, USNR women, and E1 – E4 women
- Higher response of *assignment discrimination* led by O4 – O6 women; lower response led by E1 – E4 women
- Higher response of *career discrimination* led by O4 – O6 women, O1 – O3 women, and ARNG women; lower response led by USNR women, USAFR women, and E1 – E4 women



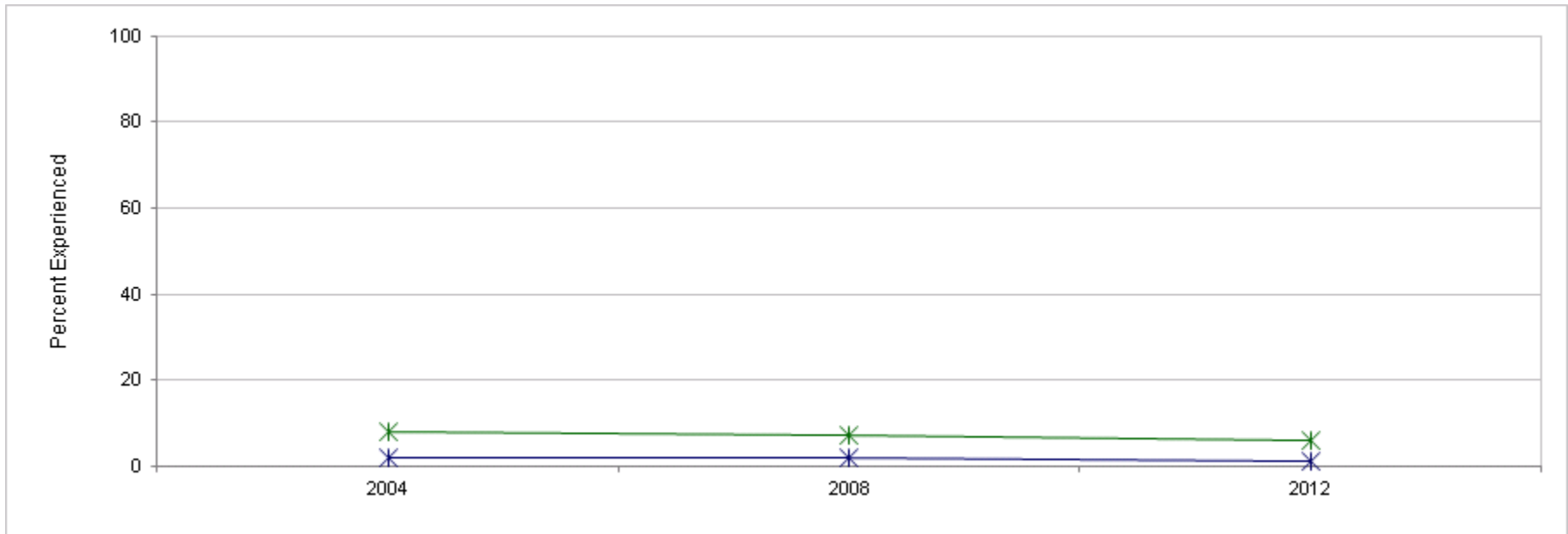
Evaluation Discrimination Behaviors Percent of All Reserve Component Members, by Gender



| | 2004 | 2008 | 2012 |
|--|------|------|------|
| Most recent HIGHER than Most recent LOWER than | | | |
| * Total Women | 9 | 8 | 7 |
| * Total Men | 4 | 3 | 2 |

- For women and men, the 2012 percentages are significantly lower than 2004

Assignment Discrimination Behaviors Percent of All Reserve Component Members, by Gender

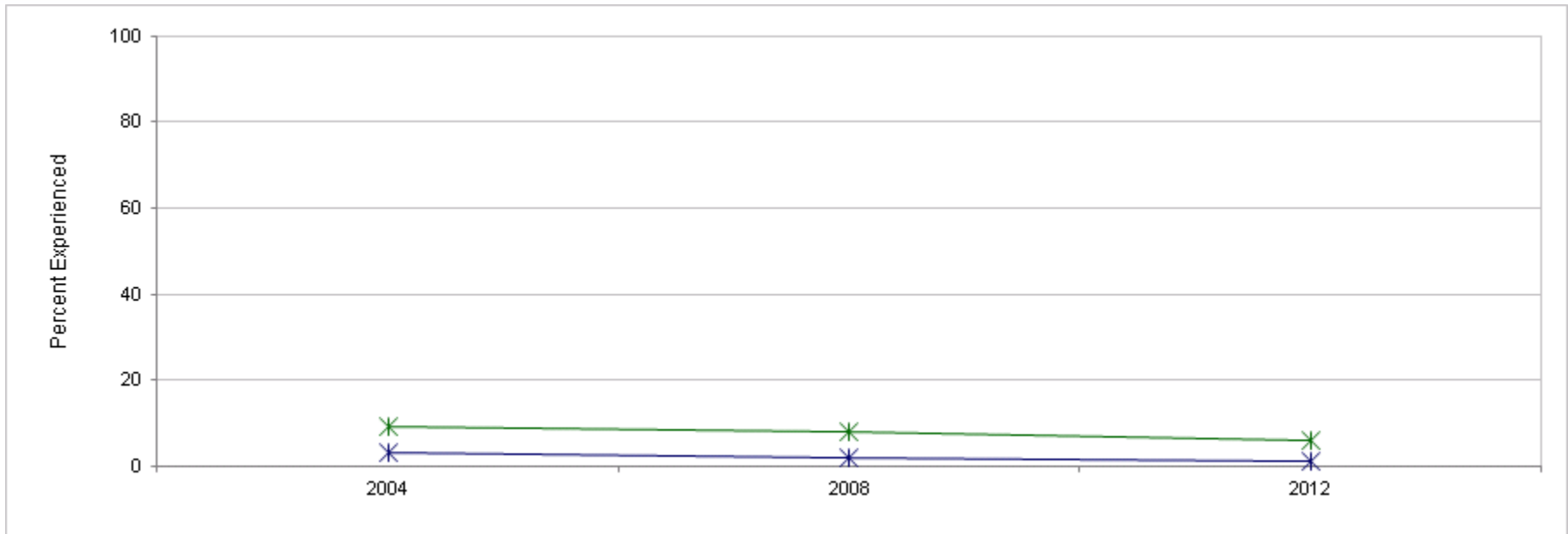


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 8 | 7 | 6 |
| * Total Men | 2 | 2 | 1 |

- **For women, the 2012 percentages are significantly lower than 2004; there are no statistically significant differences for men**



Career Discrimination Behaviors Percent of All Reserve Component Members, by Gender

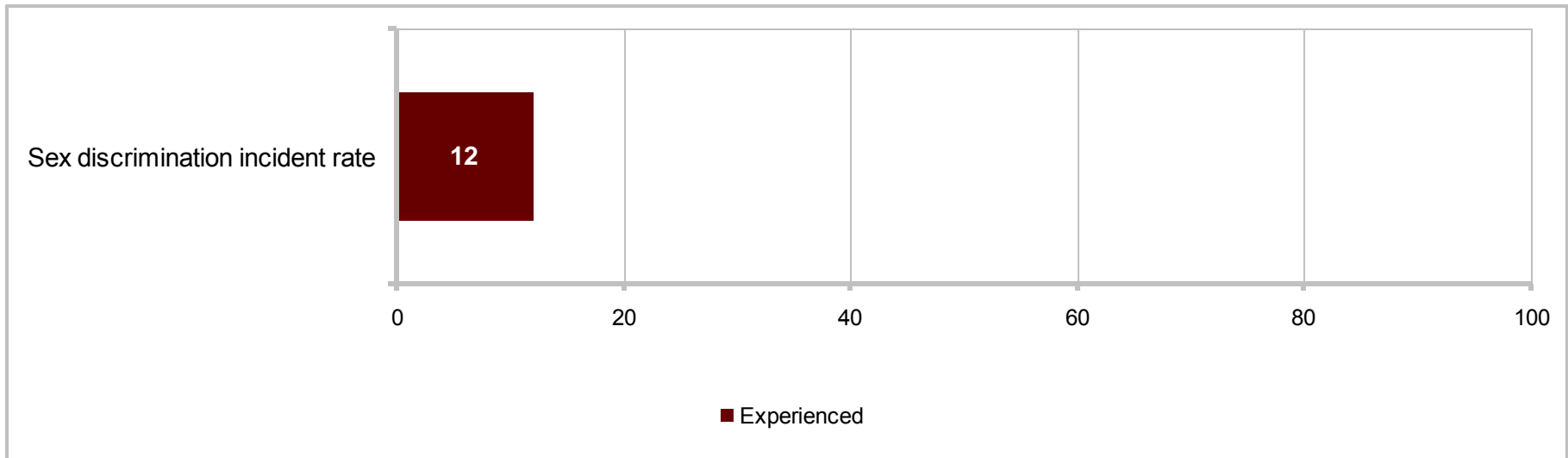


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 9 | 8 | 6 |
| * Total Men | 3 | 2 | 1 |

- For women and men, the 2012 percentages are significantly lower than 2004



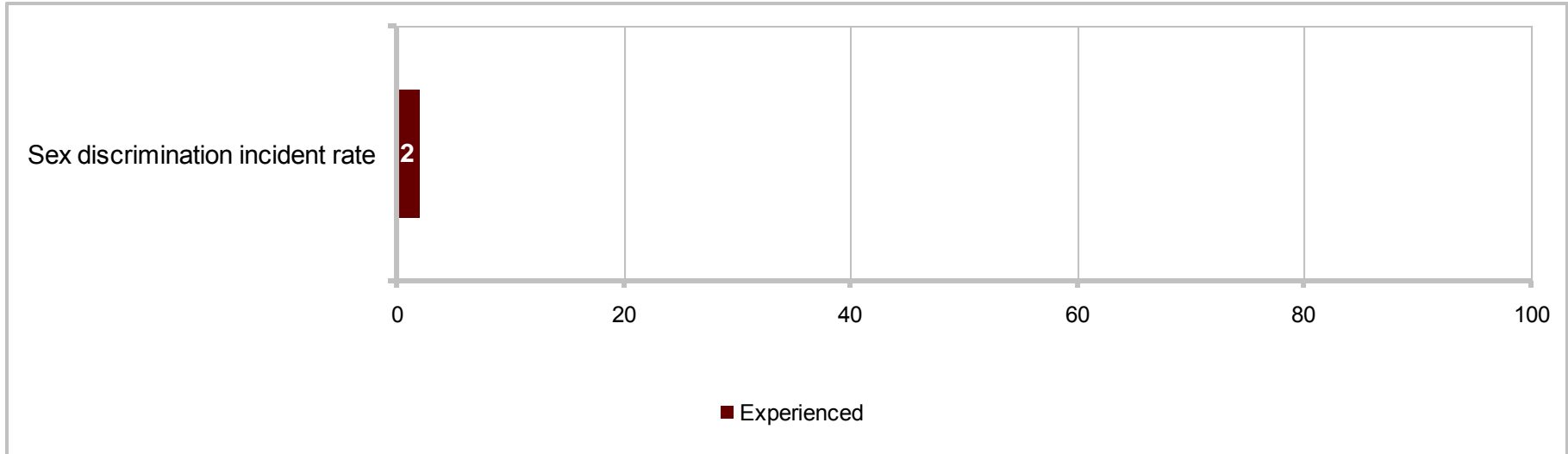
Sex Discrimination Incident Rate Percent of All Reserve Component Women



- **12% of women indicated experiencing sex discrimination in the past 12 months**



Sex Discrimination Incident Rate Percent of All Reserve Component Men



- **2% of men indicated experiencing sex discrimination in the past 12 months**



Sex Discrimination Incident Rate Percent of All Reserve Component Members

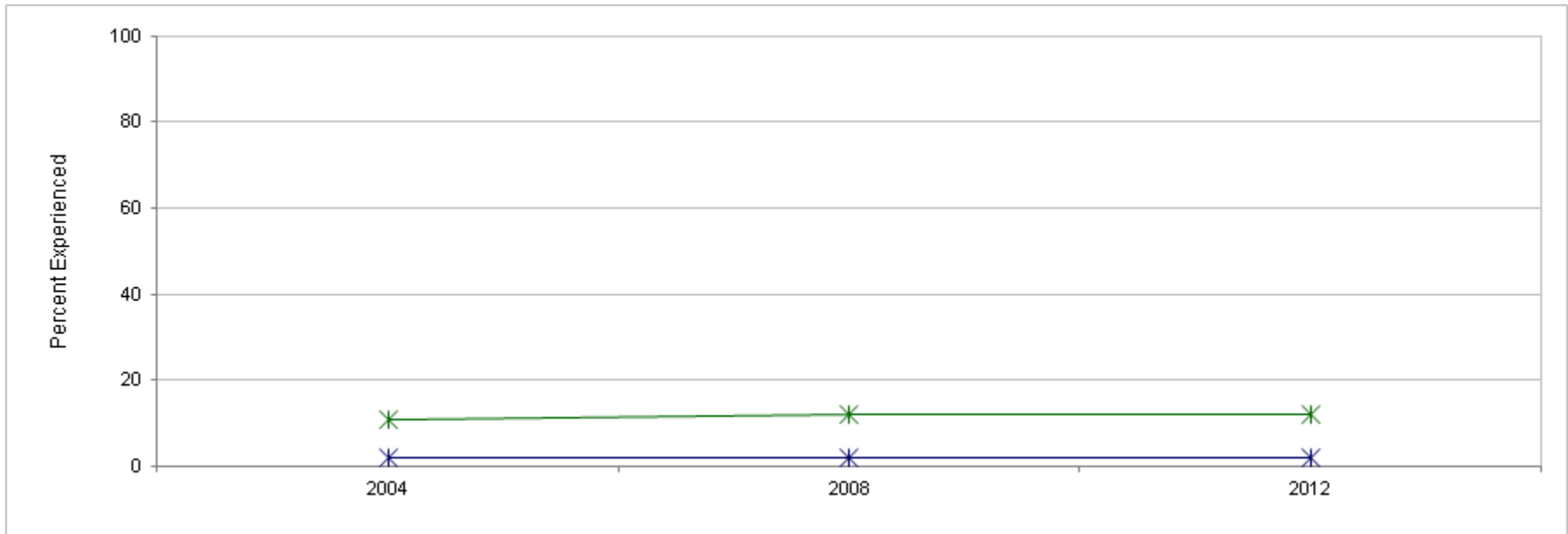
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|----------------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sex discrimination incident rate | 12 | 15 | 12 | 7 | 15 | 11 | 7 | 9 | 13 | 16 | 17 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|----------------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Experienced | | | | | | | | | | | |
| Lower Response of Experienced | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sex discrimination incident rate | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |

- Higher response led by O4 – O6 women, O1 – O3 women, ARNG women, and E5 – E9 women; lower response led by USAFR women, USNR women, and E1 – E4 women



Sex Discrimination Incident Rate Percent of All Reserve Component Members, by Gender



| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 11 | 12 | 12 |
| * Total Men | 2 | 2 | 2 |

- **There are no statistically significant differences for women or men between 2012 and 2008 or 2004**



GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

Summary of Findings

- **7% of women and 2% of men indicated experiencing evaluation discrimination behaviors in the past 12 months**
 - Higher response led by O4 – O6 women and ARNG women
 - Lower response led by USAFR women, USNR women, and E1 – E4 women
 - For women and men, the 2012 percentages are significantly lower than 2004
- **6% of women and 1% of men indicated experiencing assignment discrimination behaviors in the past 12 months**
 - Higher response led by O4 – O6 women
 - Lower response led by E1 – E4 women
 - For women, the 2012 percentage is significantly lower than 2004
- **6% of women and 1% of men indicated experiencing career discrimination behaviors in the past 12 months**
 - Higher response led by O4 – O6 women, O1 – O3 women, and ARNG women
 - Lower response led by USNR women, USAFR women, and E1 – E4 women
 - For women and men, the 2012 percentages are significantly lower than 2004



GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

Summary of Findings

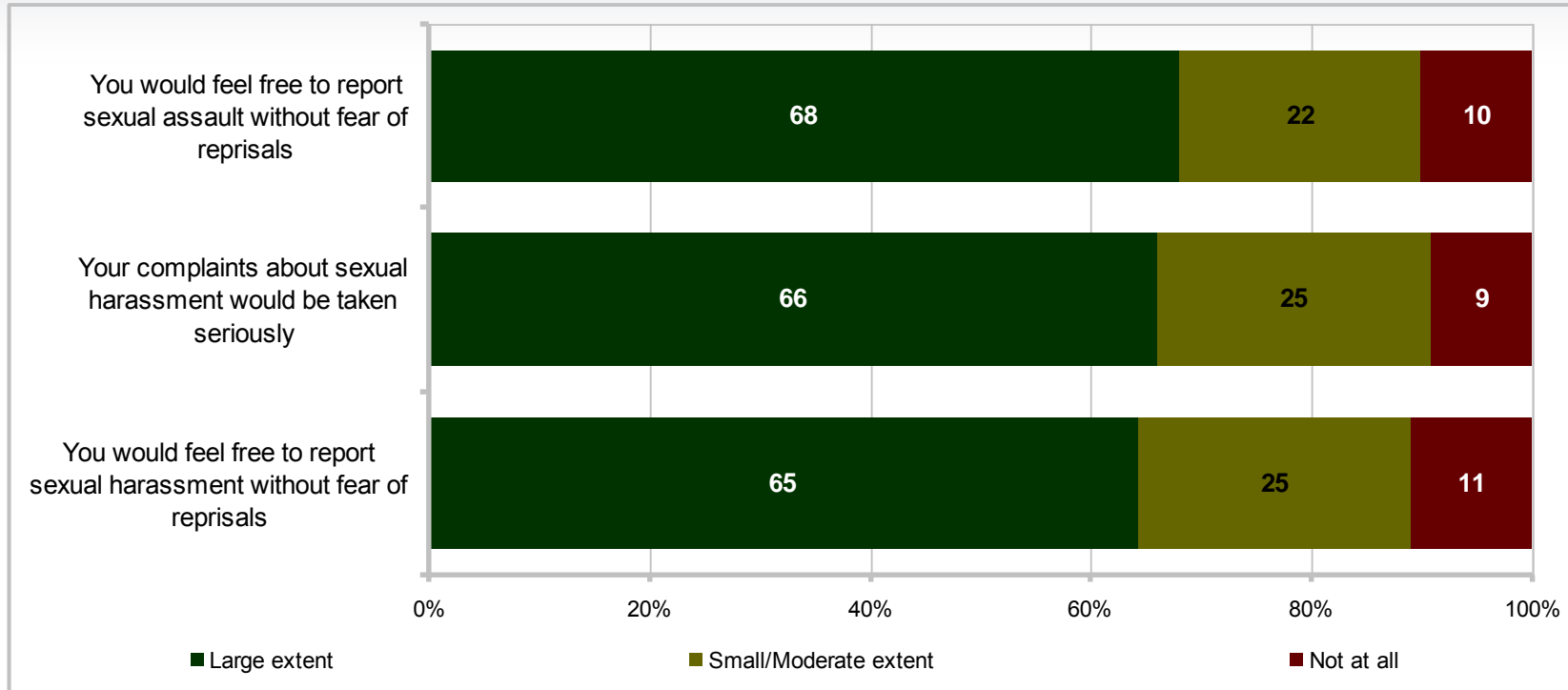
- **12% of women and 2% of men indicated experiencing sex discrimination in the past 12 months**
 - Higher response led by O4 – O6 women, O1 – O3 women, ARNG women, and E5 – E9 women
 - Lower response led by USAFR women, USNR women, and E1 – E4 women
 - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



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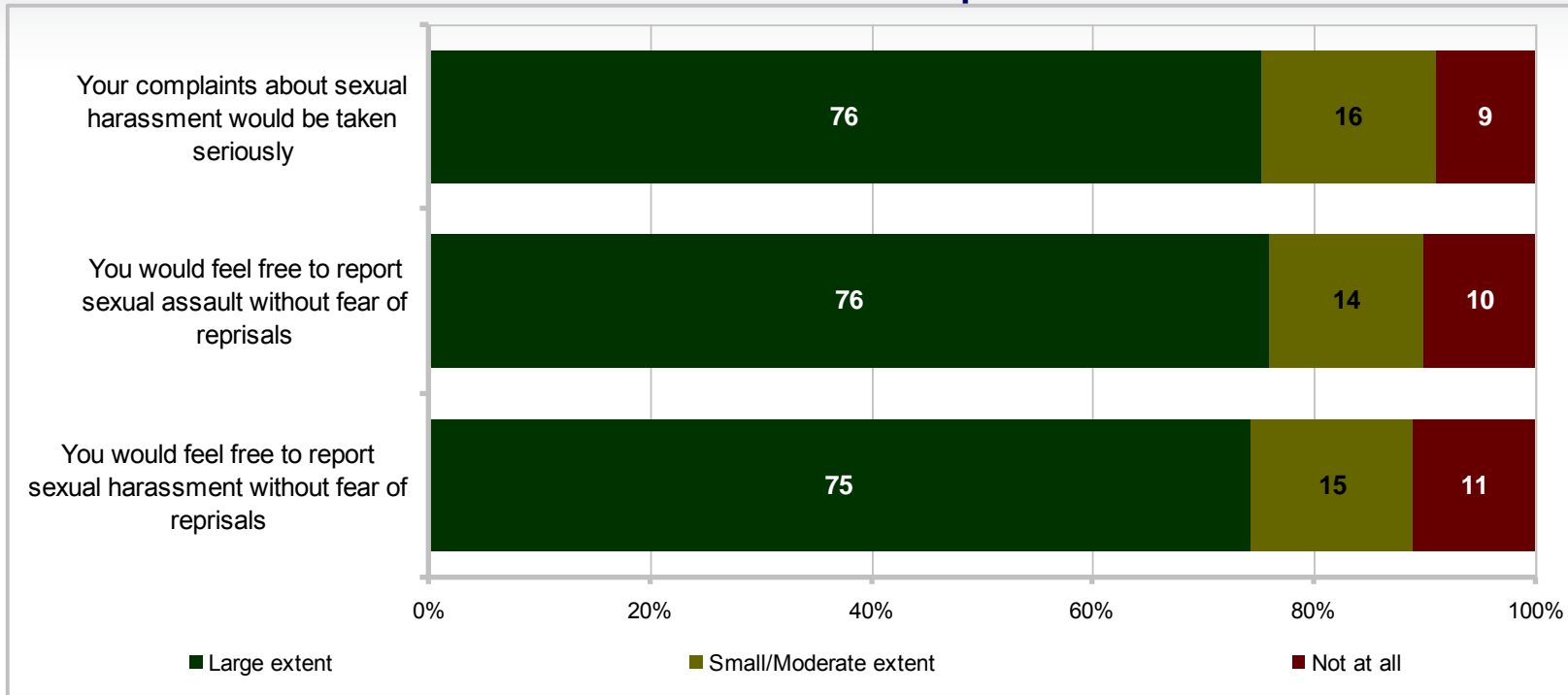
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Reporting Environment in Military Work Group Percent of All Reserve Component Women



- **68% would feel free to report sexual assault without fear of reprisals to a large extent; 10% indicated not at all**
- **66% indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% indicated not at all**
- **65% would feel free to report sexual harassment without fear of reprisals to a large extent; 11% indicated not at all**

Reporting Environment in Military Work Group Percent of All Reserve Component Men



- **76% indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% indicated not at all**
- **76% would feel free to report sexual assault without fear of reprisals to a large extent; 10% indicated not at all**
- **75% would feel free to report sexual harassment without fear of reprisals to a large extent; 11% indicated not at all**



Reporting Environment in Military Work Group Percent of All Reserve Component Women

| DoD Reserve Women | | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|--------------|----|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Large Extent | | | | | | | | | | | | | |
| Higher Response of Not At All | | | | | | | | | | | | | |
| You would feel free to report sexual assault without fear of reprisals | Large extent | 68 | 66 | 66 | 76 | 55 | 70 | 73 | 65 | 68 | 73 | 79 | |
| | Not at all | 10 | 10 | 12 | 7 | 13 | 8 | 8 | 9 | 11 | 8 | 8 | |
| Your complaints about sexual harassment would be taken seriously | Large extent | 66 | 64 | 64 | 74 | 58 | 68 | 70 | 65 | 65 | 68 | 74 | |
| | Not at all | 9 | 9 | 10 | 6 | 11 | 8 | 6 | 8 | 9 | 6 | 8 | |
| You would feel free to report sexual harassment without fear of reprisals | Large extent | 65 | 62 | 64 | 72 | 49 | 66 | 69 | 63 | 65 | 65 | 73 | |
| | Not at all | 11 | 11 | 12 | 7 | 13 | 10 | 8 | 10 | 12 | 9 | 9 | |

- Higher response of *feel free to report sexual assault without fear of reprisals* to a large extent led by O4 – O6 women, USNR women, and USAFR women
- Higher response of *complaints about sexual harassment would be taken seriously* to a large extent led by USNR women, and O4 – O6 women
- Higher response of *feel free to report sexual harassment without fear of reprisals* to a large extent led by O4 – O6 women and USNR women



Reporting Environment in Military Work Group

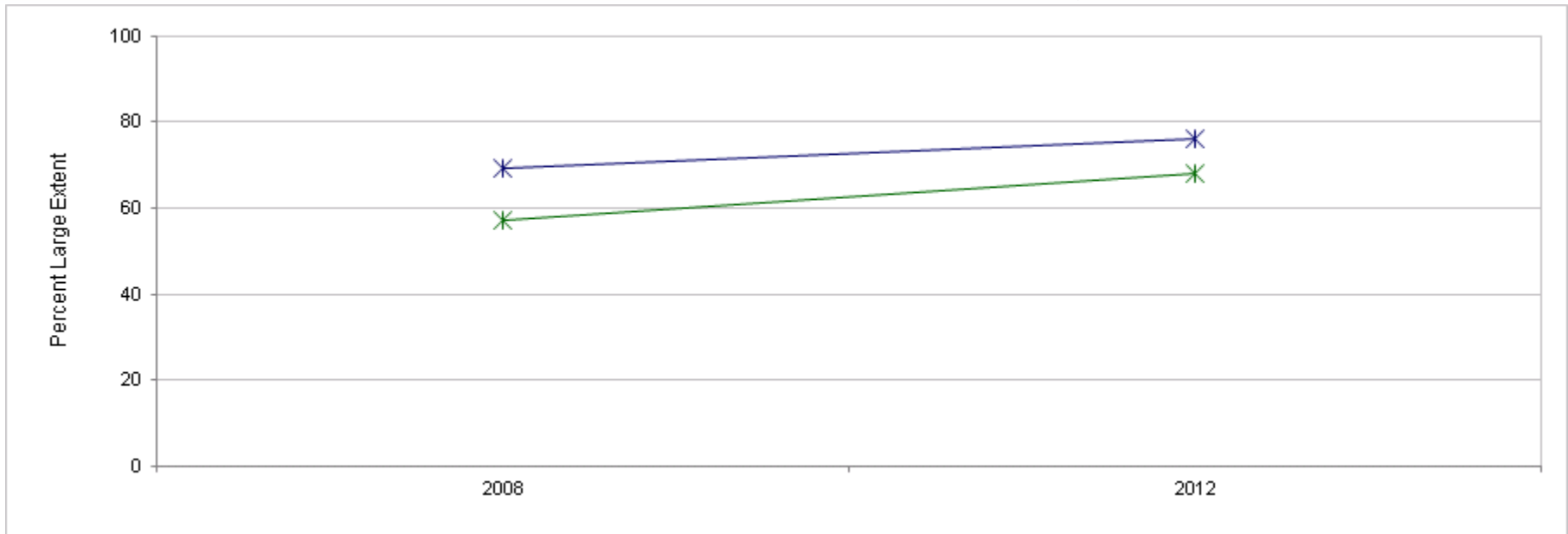
Percent of All Reserve Component Men

| <u>DoD Reserve Men</u> | | | | | | | | | | | | |
|---|--------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Large Extent | | | | | | | | | | | | |
| Higher Response of Not At All | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| You would feel free to report sexual assault without fear of reprisals | Large extent | 76 | 75 | 76 | 81 | 74 | 78 | 77 | 73 | 76 | 84 | 89 |
| | Not at all | 10 | 11 | 11 | 7 | 10 | 10 | 10 | 11 | 11 | 9 | 3 |
| Your complaints about sexual harassment would be taken seriously | Large extent | 76 | 74 | 76 | 81 | 76 | 78 | 76 | 73 | 75 | 81 | 88 |
| | Not at all | 9 | 9 | 8 | 7 | 9 | 8 | 10 | 10 | 9 | 7 | 3 |
| You would feel free to report sexual harassment without fear of reprisals | Large extent | 75 | 74 | 76 | 80 | 71 | 77 | 75 | 72 | 74 | 80 | 87 |
| | Not at all | 11 | 11 | 11 | 8 | 11 | 10 | 10 | 11 | 11 | 8 | 4 |

- Higher response of *feel free to report sexual assault without fear of reprisals* to a large extent led by O4 – O6 men, O1 – O3 men, and USNR men
- Higher response of *complaints about sexual harassment would be taken seriously* to a large extent led by O4 – O6 men, USNR men, and O1 – O3 men
- Higher response of *feel free to report sexual harassment without fear of reprisals* to a large extent led by O4 – O6 men, USNR men, and O1 – O3 men

Reporting Environment: You Would Feel Free To Report Sexual Assault Without Fear of Reprisals to a Large Extent

Percent of All Reserve Component Members, by Gender



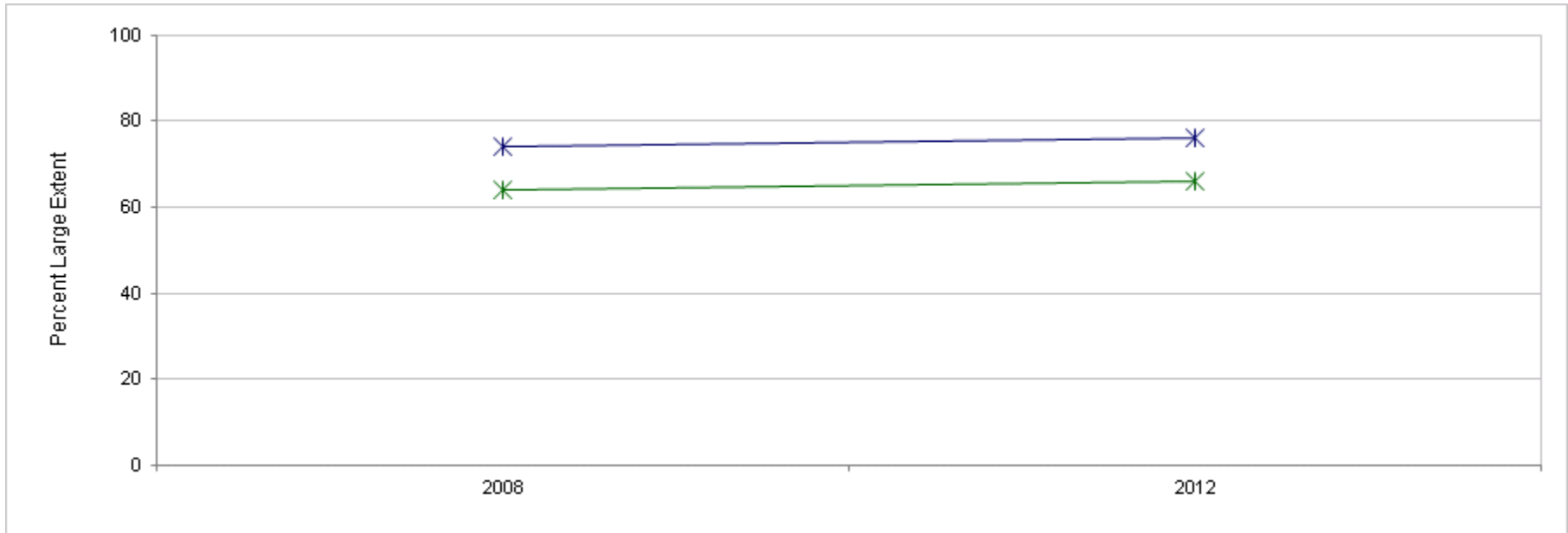
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 57 | 68 |
| * Total Men | 69 | 76 |

- For women and men, the 2012 percentages are significantly higher than 2008



Reporting Environment: Your Complaints About Sexual Harassment Would Be Taken Seriously to a Large Extent

Percent of All Reserve Component Members, by Gender



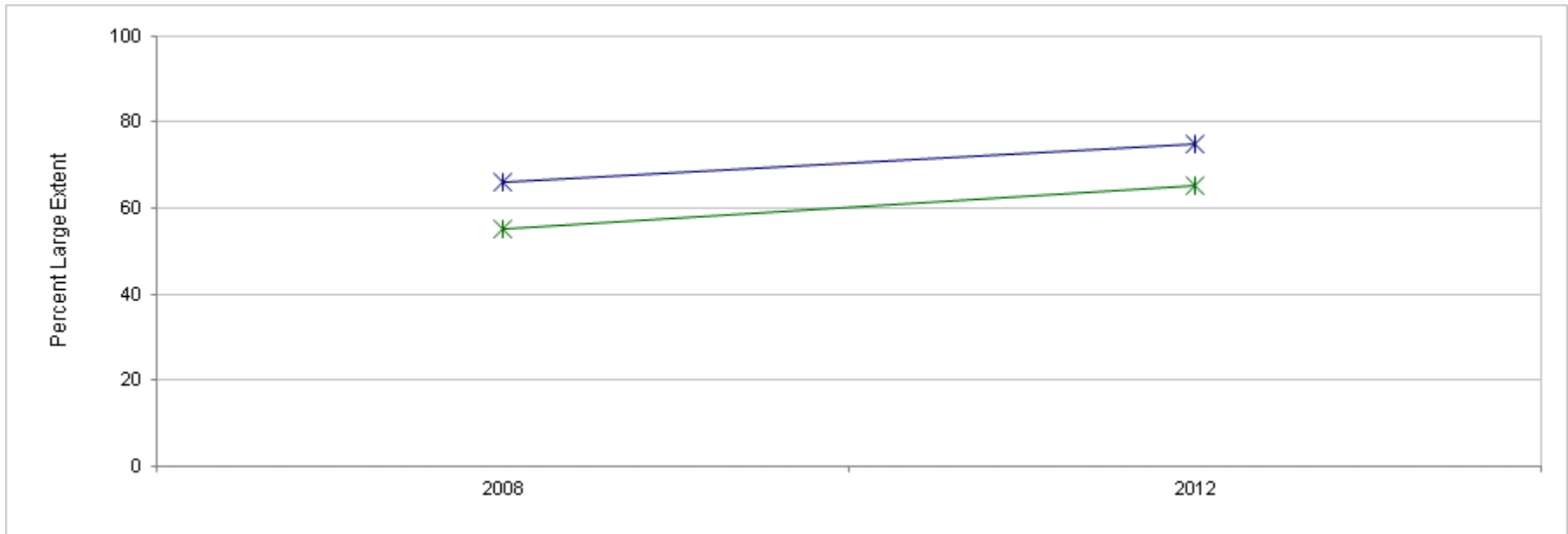
| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 64 | 66 |
| * Total Men | | | 74 | 76 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Reporting Environment: You Would Feel Free To Report Sexual Harassment Without Fear of Reprisals to a Large Extent

Percent of All Reserve Component Members, by Gender

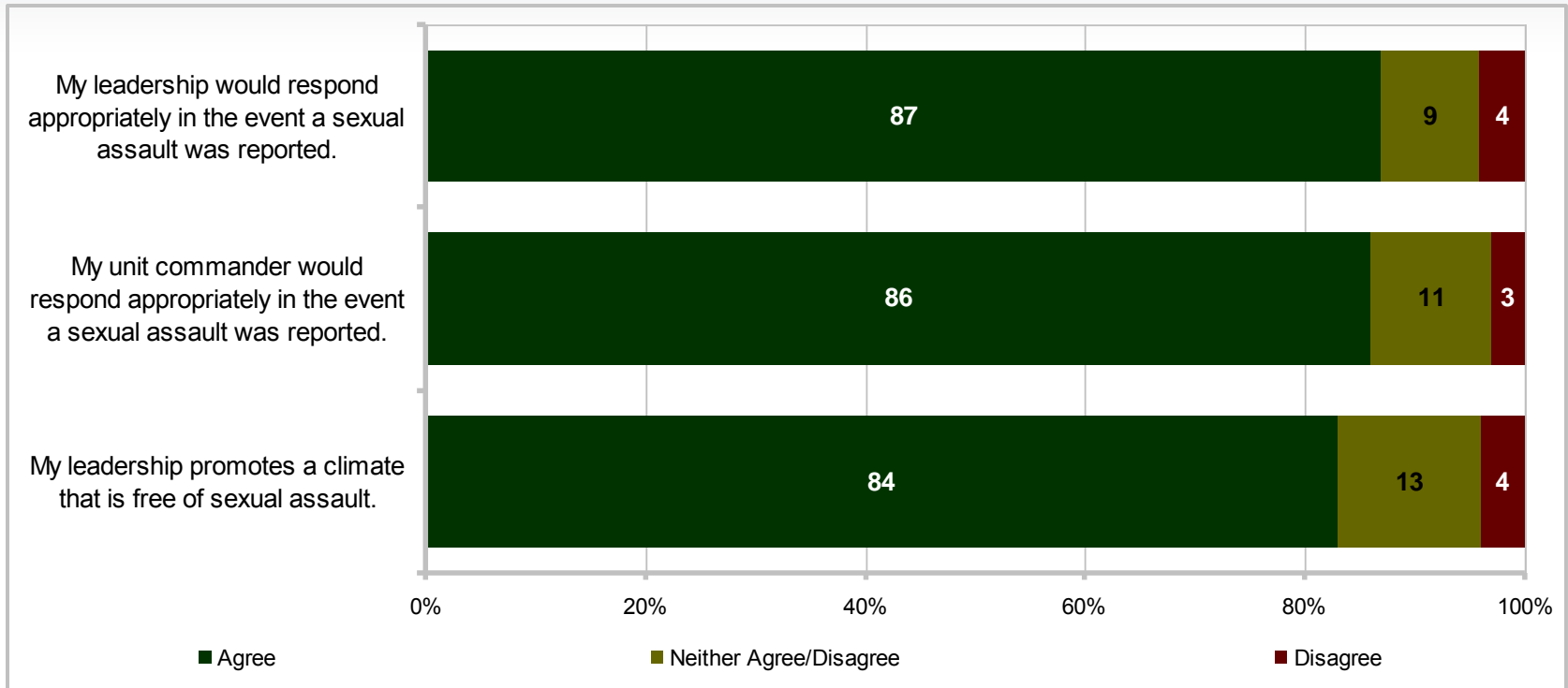


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 55 | 65 |
| * Total Men | 66 | 75 |

- For women and men, the 2012 percentages are significantly higher than 2008



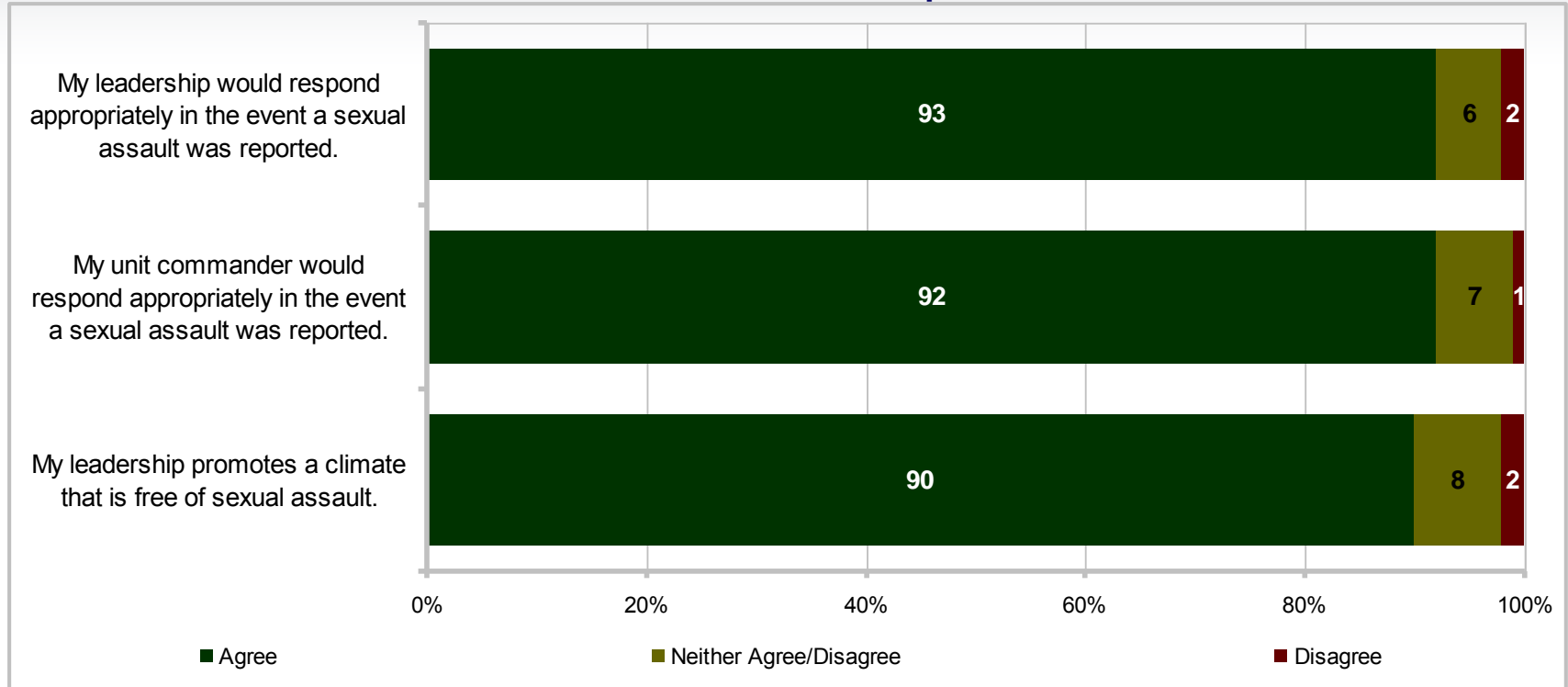
Sexual Assault Climate Percent of All Reserve Component Women



- **87% agree that their leadership would respond appropriately in the event a sexual assault was reported; 4% disagree**
- **86% agree that their unit commander would respond appropriately in the event a sexual assault was reported; 3% disagree**
- **84% agree that their leadership promotes a climate that is free of sexual assault; 4% disagree**

Sexual Assault Climate

Percent of All Reserve Component Men



- **93% agree that their leadership would respond appropriately in the event a sexual assault was reported; 2% disagree**
- **92% agree that their unit commander would respond appropriately in the event a sexual assault was reported; 1% disagree**
- **90% agree that their leadership promotes a climate that is free of sexual assault; 2% disagree**



Sexual Assault Climate

Percent of All Reserve Component Women

| DoD Reserve Women | | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|----------|----|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | | |
| My leadership would respond appropriately in the event a sexual assault was reported. | Agree | 87 | 87 | 84 | 93 | 88 | 88 | 90 | 87 | 86 | 89 | 91 | |
| | Disagree | 4 | 4 | 5 | 1 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | |
| My unit commander would respond appropriately in the event a sexual assault was reported. | Agree | 86 | 86 | 82 | 94 | 86 | 90 | 90 | 86 | 86 | 88 | 88 | |
| | Disagree | 3 | 3 | 4 | 1 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | |
| My leadership promotes a climate that is free of sexual assault. | Agree | 84 | 83 | 80 | 92 | 83 | 86 | 88 | 83 | 83 | 87 | 89 | |
| | Disagree | 4 | 4 | 5 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 2 | |

- Higher response of agree *their leadership would respond appropriately in the event a sexual assault was reported* led by USNR women, O4 – O6 women, and USAFR women
- Higher response of agree *their unit commander would respond appropriately in the event a sexual assault was reported* led by USNR women, USAFR women, and ANG women
- Higher response of disagree *their unit commander would respond appropriately in the event a sexual assault was reported* led by USAR women
- Higher response of agree *their leadership promotes a climate that is free of sexual assault* led USNR women, O4 – O6 women, USAFR women, and O1 – O3 women



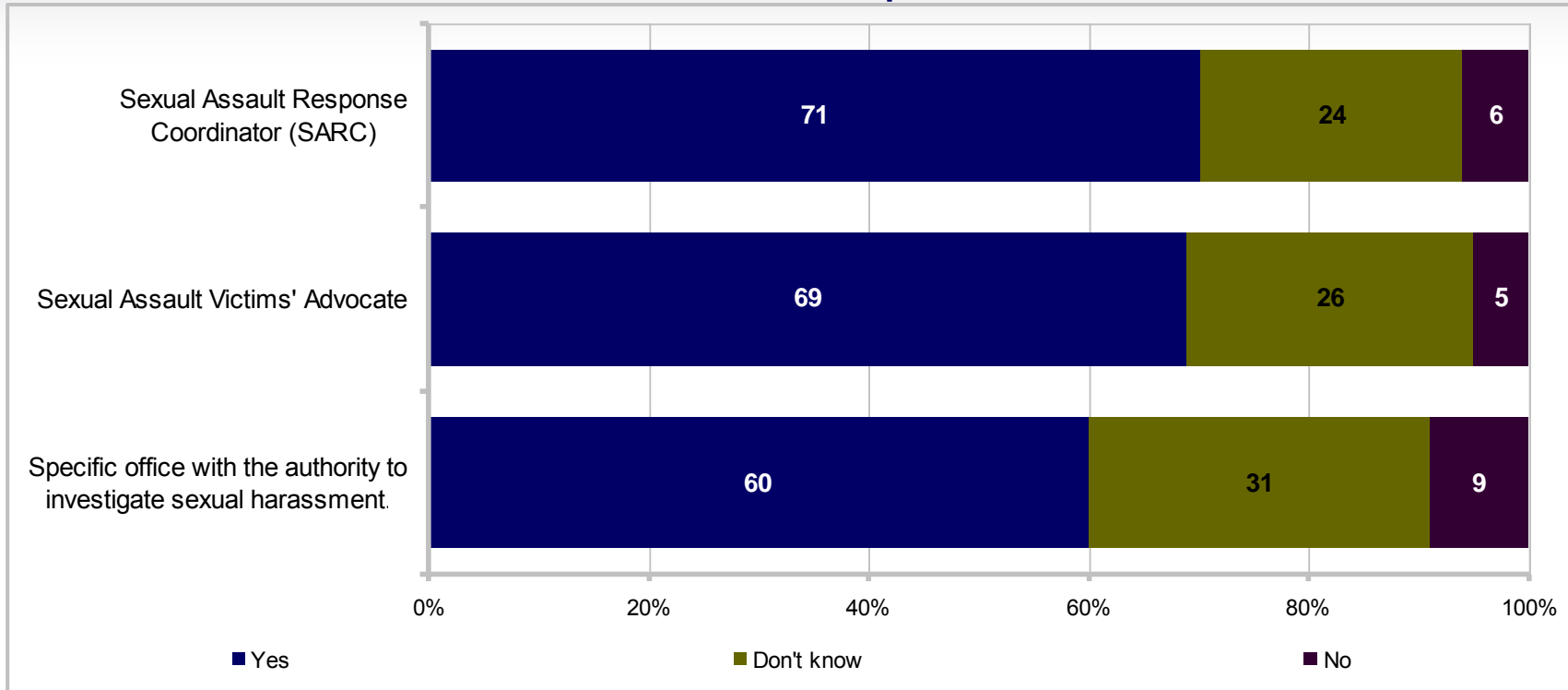
Sexual Assault Climate Percent of All Reserve Component Men

| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|----------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | |
| My leadership would respond appropriately in the event a sexual assault was reported. | Agree | 93 | 92 | 92 | 94 | 92 | 94 | 92 | 92 | 92 | 95 | 96 |
| | Disagree | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 |
| My unit commander would respond appropriately in the event a sexual assault was reported. | Agree | 92 | 92 | 90 | 94 | 91 | 94 | 93 | 90 | 92 | 95 | 96 |
| | Disagree | 1 | 2 | 2 | 1 | 0 | 1 | 1 | 1 | 2 | 1 | 1 |
| My leadership promotes a climate that is free of sexual assault. | Agree | 90 | 90 | 89 | 92 | 90 | 93 | 92 | 89 | 91 | 93 | 96 |
| | Disagree | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 3 | 1 | 2 | 1 |

- Higher response of agree *their leadership would respond appropriately in the event a sexual assault was reported* led by O4 – O6 men
- Higher response of agree *their unit commander would respond appropriately in the event a sexual assault was reported* led by O4 – O6 men and O1 – O3 men
- Higher response of agree *their leadership promotes a climate that is free of sexual assault* led by O4 – O6 men and ANG men

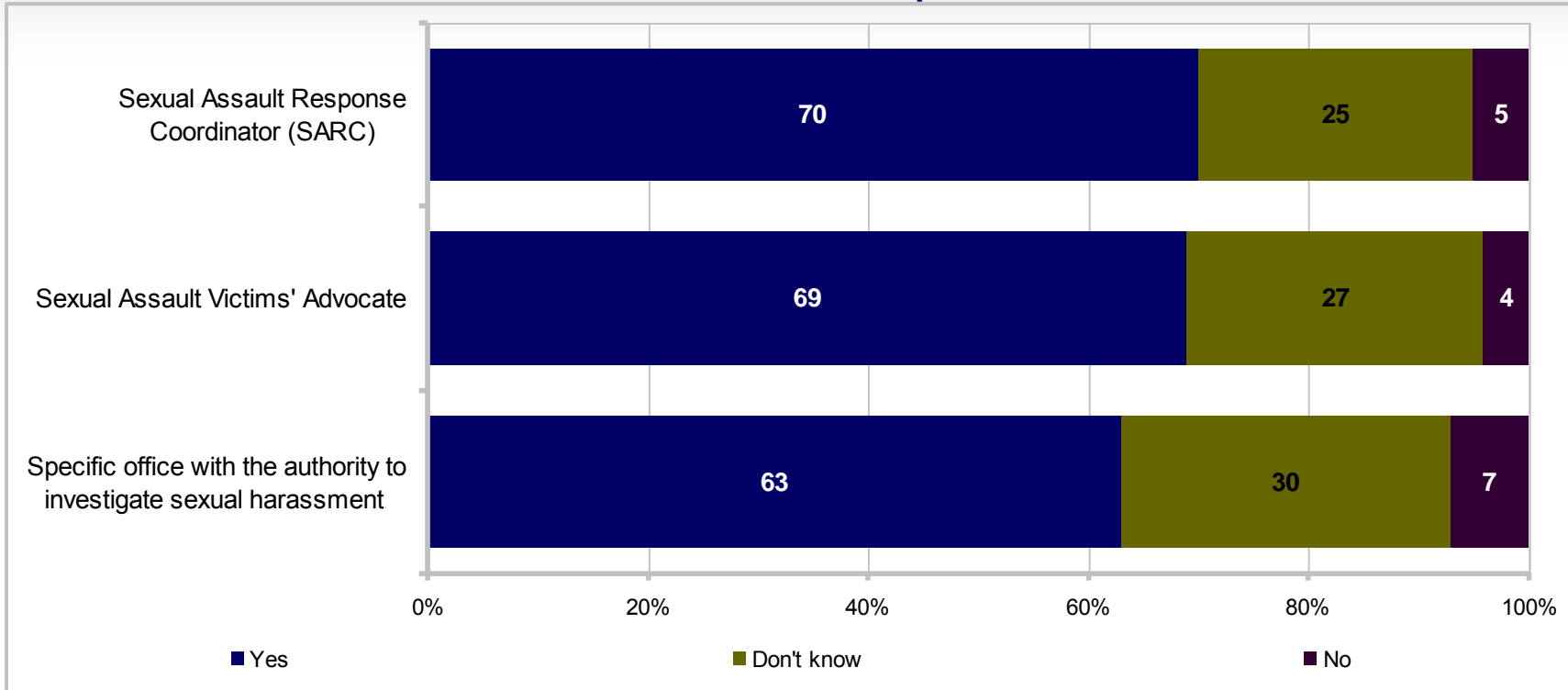
Available Resources on Installation/Ship

Percent of All Reserve Component Women



- **71% indicated yes, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; 24% indicated *don't know*; and 6% indicated *no***
- **69% indicated yes, there is a Sexual Assault Victims' Advocate on their installation/ship; 26% indicated *don't know*; and 5% indicated *no***
- **60% indicated yes, there is a specific office with the authority to investigate sexual harassment on their installation/ship; 31% indicated *don't know*; and 9% indicated *no***

Available Resources on Installation/Ship Percent of All Reserve Component Men



- **70% indicated yes, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; 25% indicated *don't know*; and 5% indicated *no***
- **69% indicated yes, there is a Sexual Assault Victims' Advocate on their installation/ship; 27% indicated *don't know*; and 4% indicated *no***
- **63% indicated yes, there is a specific office with the authority to investigate sexual harassment on their installation/ship; 30% indicated *don't know*; and 7% indicated *no***



Available Resources on Installation/Ship

Percent of All Reserve Component Women

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| Sexual Assault Response Coordinator (SARC) | Yes | 71 | 66 | 55 | 82 | 77 | 92 | 91 | 61 | 78 | 70 | 82 |
| | Don't know | 24 | 28 | 36 | 15 | 18 | 6 | 8 | 34 | 16 | 22 | 15 |
| | No | 6 | 6 | 9 | 4 | 5 | 2 | 1 | 5 | 6 | 8 | 3 |
| Sexual Assault Victims' Advocate | Yes | 69 | 66 | 55 | 81 | 85 | 87 | 85 | 59 | 76 | 73 | 81 |
| | Don't know | 26 | 29 | 37 | 16 | 14 | 12 | 14 | 36 | 19 | 22 | 17 |
| | No | 5 | 5 | 8 | 3 | 1 | 2 | 2 | 5 | 5 | 5 | 3 |
| Specific office with the authority to investigate sexual harassment. | Yes | 60 | 55 | 49 | 63 | 67 | 78 | 82 | 51 | 67 | 62 | 77 |
| | Don't know | 31 | 35 | 38 | 29 | 30 | 17 | 17 | 40 | 24 | 29 | 18 |
| | No | 9 | 11 | 12 | 8 | 4 | 5 | 1 | 9 | 9 | 9 | 5 |

- Higher response of yes *there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by ANG women, USAFR women, O4 – O6 women, USNR women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by USAR women, E1 – E4 women, and ARNG women; lower response led by ANG women, USAFR women, USNR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by USAR women; lower response led by USAFR women, ANG women, and O4 – O6 women
- Higher response of yes *there is a Sexual Assault Victims' Advocate on their installation/ship* led by ANG women, USAFR women, USMCR women, USNR women, O4 – O6 women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a Sexual Assault Victims' Advocate on their installation/ship* led by USAR women, E1 – E4 women, and ARNG women; lower response led by ANG women, USMCR women, USAFR women, USNR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a Sexual Assault Victims' Advocate on their installation/ship* led by USAR women; lower response led by USMCR women, ANG women, USAFR women, and USNR women
- Higher response of yes *there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by USAFR women, ANG women, O4 – O6 women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by E1 – E4 women, USAR women, and ARNG women; lower response led by ANG women, USAFR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a specific office with the authority to investigate sexual harassment on their installation/ship* led by USAR women; lower response led by USAFR women, USMCR women, ANG women, and O4 – O6 women



Available Resources on Installation/Ship Percent of All Reserve Component Men

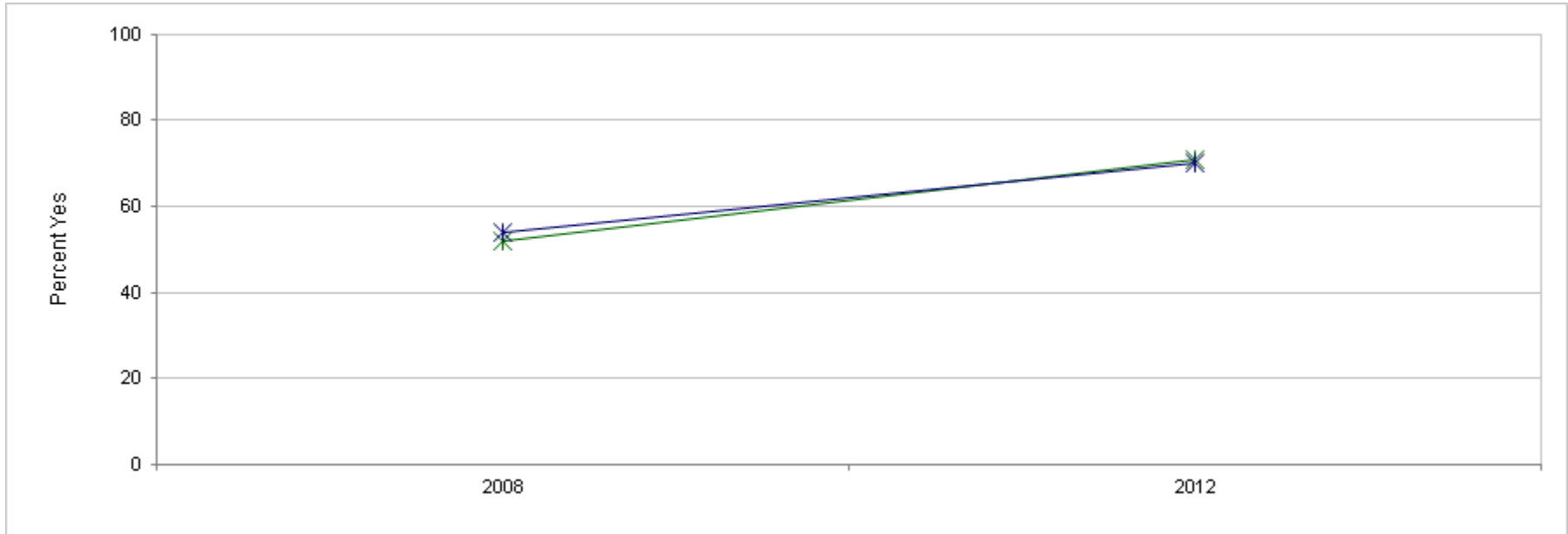
| DoD Reserve Men | | | | | | | | | | | | |
|---|------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual Assault Response Coordinator (SARC) | Yes | 70 | 66 | 60 | 79 | 71 | 89 | 87 | 60 | 76 | 75 | 86 |
| | Don't know | 25 | 28 | 34 | 17 | 25 | 9 | 12 | 35 | 19 | 21 | 12 |
| | No | 5 | 6 | 6 | 4 | 4 | 2 | 1 | 5 | 5 | 4 | 2 |
| Sexual Assault Victims' Advocate | Yes | 69 | 65 | 60 | 79 | 76 | 85 | 82 | 59 | 74 | 76 | 85 |
| | Don't know | 27 | 30 | 35 | 18 | 20 | 14 | 17 | 37 | 21 | 21 | 13 |
| | No | 4 | 5 | 5 | 3 | 4 | 1 | 1 | 4 | 5 | 3 | 1 |
| Specific office with the authority to investigate sexual harassment | Yes | 63 | 58 | 54 | 68 | 64 | 82 | 81 | 52 | 68 | 68 | 81 |
| | Don't know | 30 | 33 | 37 | 24 | 31 | 15 | 17 | 42 | 23 | 25 | 14 |
| | No | 7 | 10 | 9 | 8 | 4 | 3 | 1 | 6 | 9 | 7 | 5 |

- Higher response of yes *there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by ANG men, USAFR men, O4 – O6 men, USNR men, E5 – E9 men, and O1 – O3 men; lower response led by USAR men, E1 – E4 men, and ARNG men
- Higher response of don't know *if there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by E1 – E4 men, USAR men, and ARNG men; lower response led by ANG men, USAFR men, O4 – O6 men, USNR men, E5 – E9 men, and O1 – O3 men
- Higher response of no *there is not a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by ARNG men; lower response led by USAFR men, ANG men, and O4 – O6 men
- Higher response of yes *there is a Sexual Assault Victims' Advocate on their installation/ship* led by O4 – O6 men, ANG men, USAFR men, USNR men, USMCR men, O1 – O3 men, and E5 – E9 men; lower response led by E1 – E4 men, USAR men, and ARNG men
- Higher response of don't know *if there is a Sexual Assault Victims' Advocate on their installation/ship* led by E1 – E4 men, USAR men, and ARNG men; lower response led by O4 – O6 men, ANG men, USAFR men, USNR men, USMCR men, E5 – E9 men, and O1 – O3 men
- Higher response of no *there is not a Sexual Assault Victims' Advocate on their installation/ship* led by ARNG men; lower response of led by ANG men, USAFR men, and O4 – O6 men
- Higher response of yes *there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by ANG men, USAFR men, O4 – O6 men, E5 – E9 men, and O1 – O3 men; lower response led by E1 – E4 men, USAR men, and ARNG men
- Higher response of don't know *if there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by E1 – E4 men, USAR men, and ARNG men; lower response led by O4 – O6 men, ANG men, USAFR men, E5 – E9 men, USNR men, and O1 – O3 men
- Higher response of no *there is not a specific office with the authority to investigate sexual harassment on their installation/ship* led by ARNG men and E5 – E9 men; lower response led by USAFR men, ANG men, USMCR men, O4 – O6 men, and E1 – E4 men

Margins of error range from ±1% to ±9%

Sexual Assault Response Coordinator (SARC) Available on Installation/Ship

Percent of All Reserve Component Members, by Gender

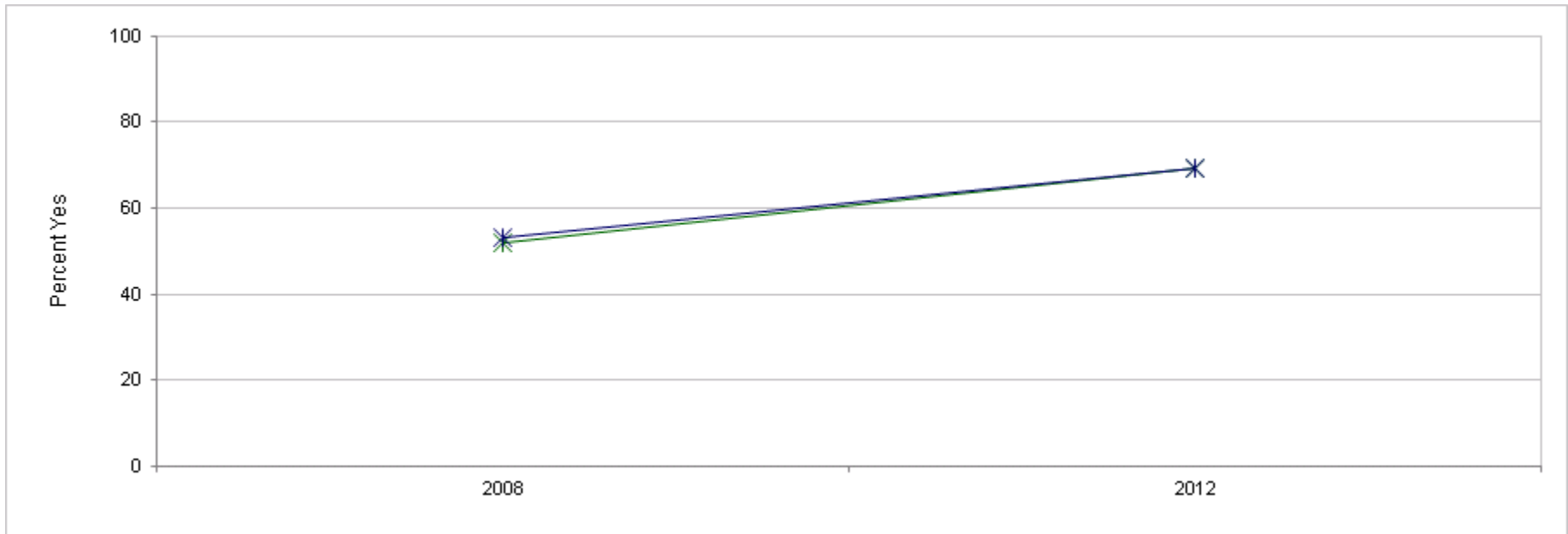


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 52 | 71 |
| * Total Men | | 54 | 70 |

- For women and men, the 2012 percentages are significantly higher than 2008



Sexual Assault Victims' Advocate Available on Installation/Ship Percent of All Reserve Component Members, by Gender



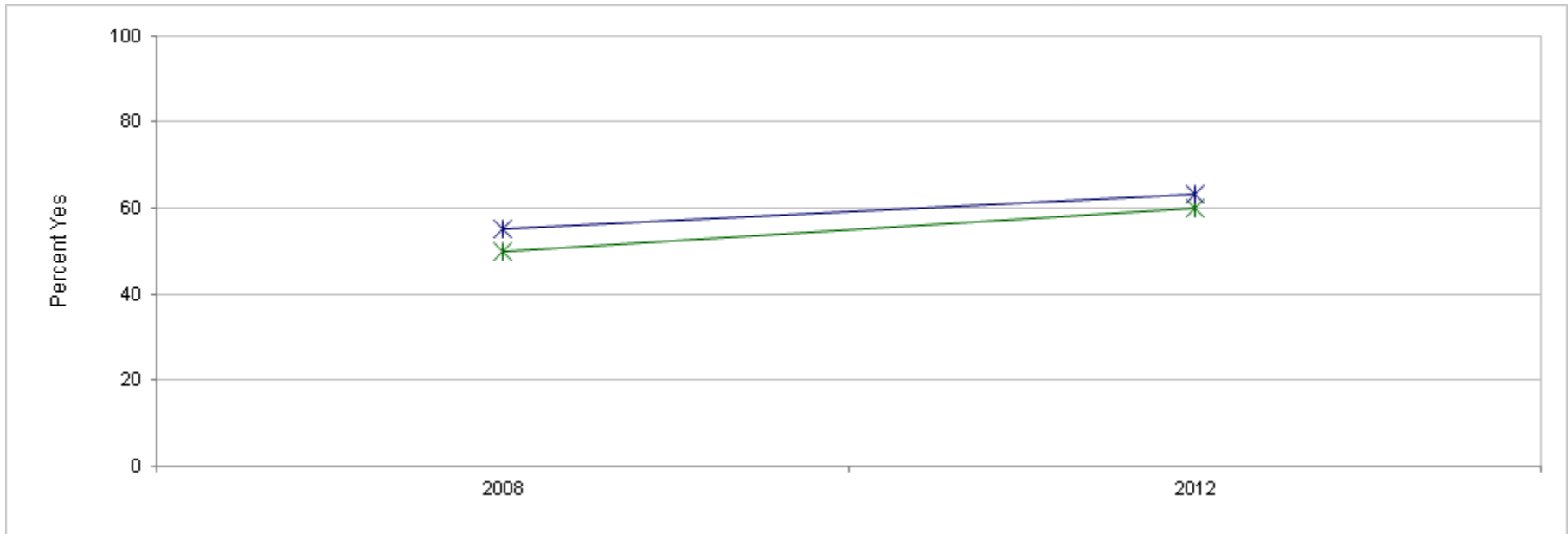
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 52 | 69 |
| * Total Men | 53 | 69 |

- For women and men, the 2012 percentages are significantly higher than 2008



Specific Office With the Authority To Investigate Sexual Harassment Available on Installation/Ship

Percent of All Reserve Component Members, by Gender

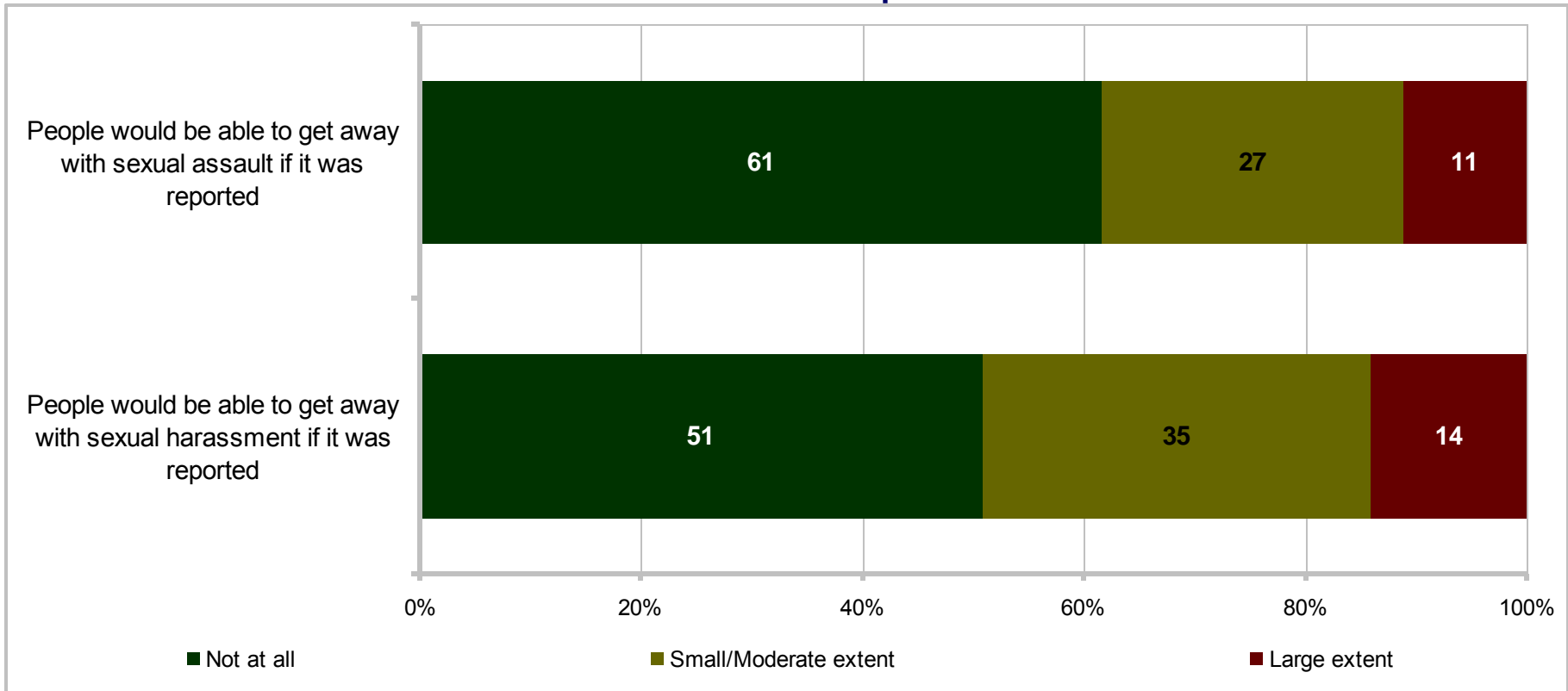


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 50 | 60 |
| * Total Men | | 55 | 63 |

- For women and men, the 2012 percentages are significantly higher than 2008

Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group

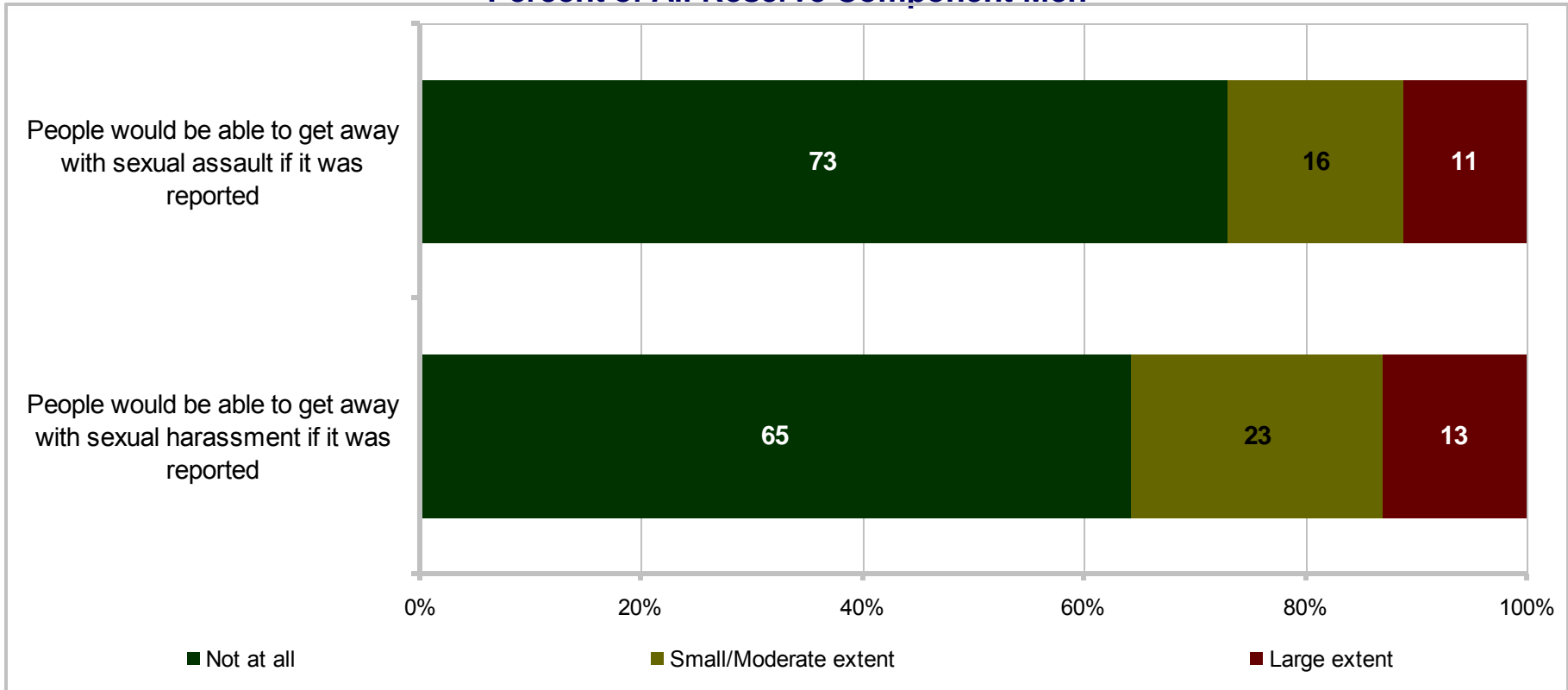
Percent of All Reserve Component Women



- **61%** indicated people would not be able to get away with sexual assault if it was reported; **11%** indicated to a large extent
- **51%** indicated people would not be able to get away with sexual harassment if it was reported; **14%** indicated to a large extent



Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group Percent of All Reserve Component Men



- **73%** indicated people would not be able to get away with sexual assault if it was reported; **11%** indicated to a large extent
- **65%** indicated people would not be able to get away with sexual harassment if it was reported; **13%** indicated to a large extent



Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group

Percent of All Reserve Component Women

| DoD Reserve Women | | | | | | | | | | | | |
|--|--------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Not At All | | | | | | | | | | | | |
| Higher Response of Large Extent | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| People would be able to get away with sexual assault if it was reported | Not at all | 61 | 59 | 61 | 68 | 55 | 60 | 66 | 61 | 61 | 61 | 67 |
| | Large extent | 11 | 11 | 12 | 11 | 9 | 12 | 8 | 12 | 11 | 10 | 9 |
| People would be able to get away with sexual harassment if it was reported | Not at all | 51 | 47 | 53 | 60 | 45 | 49 | 56 | 53 | 51 | 45 | 48 |
| | Large extent | 14 | 15 | 15 | 13 | 13 | 15 | 11 | 14 | 15 | 14 | 14 |

- Higher response of *people would be able to get away with sexual assault if it was reported not at all* led by USNR women, O4 – O6 women, and USAFR women
- Higher response of *people would be able to get away with sexual harassment if it was reported not at all* led by USNR women



Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group

Percent of All Reserve Component Men

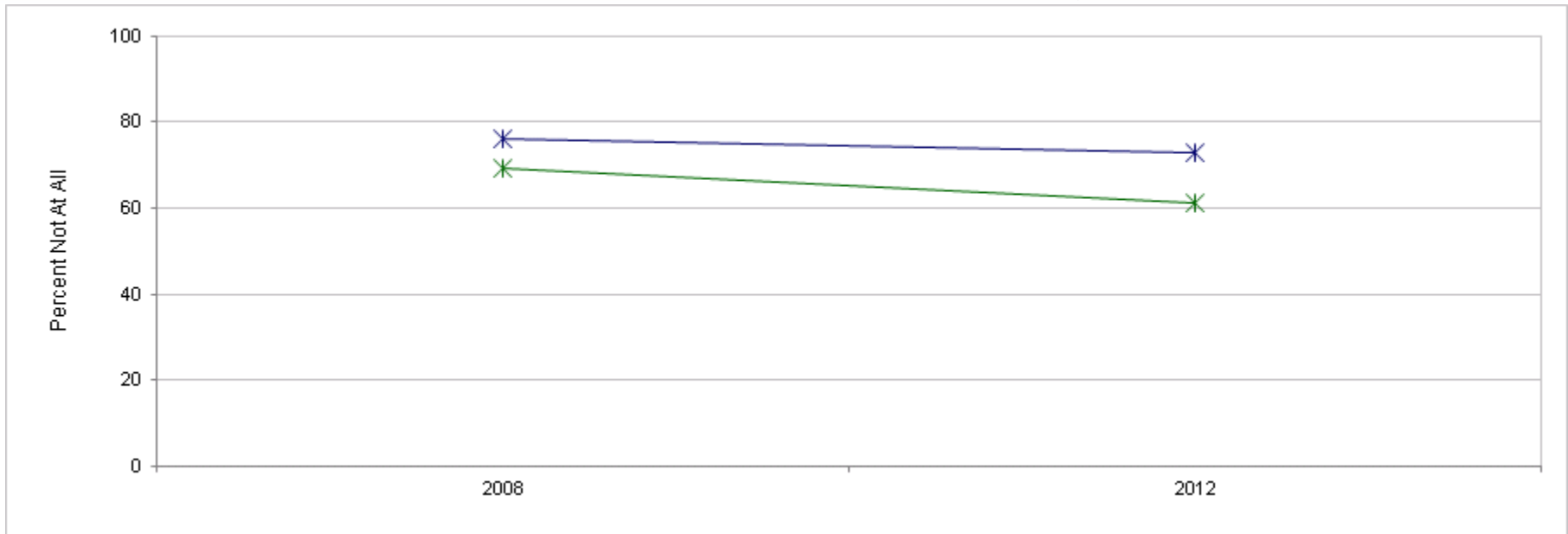
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|--------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| Higher Response of Not At All | | | | | | | | | | | | |
| Higher Response of Large Extent | | | | | | | | | | | | |
| People would be able to get away with sexual assault if it was reported | Not at all | 73 | 71 | 74 | 73 | 71 | 75 | 75 | 71 | 74 | 72 | 74 |
| | Large extent | 11 | 12 | 11 | 14 | 11 | 10 | 8 | 12 | 11 | 12 | 11 |
| People would be able to get away with sexual harassment if it was reported | Not at all | 65 | 63 | 64 | 66 | 66 | 67 | 67 | 64 | 66 | 61 | 64 |
| | Large extent | 13 | 14 | 13 | 15 | 12 | 12 | 9 | 13 | 12 | 14 | 12 |

- There are no statistically significant differences for men by Reserve component or by paygrade



People Would Not Be Able To Get Away With Sexual Assault if Reported in Your Military Work Group

Percent of All Reserve Component Members, by Gender

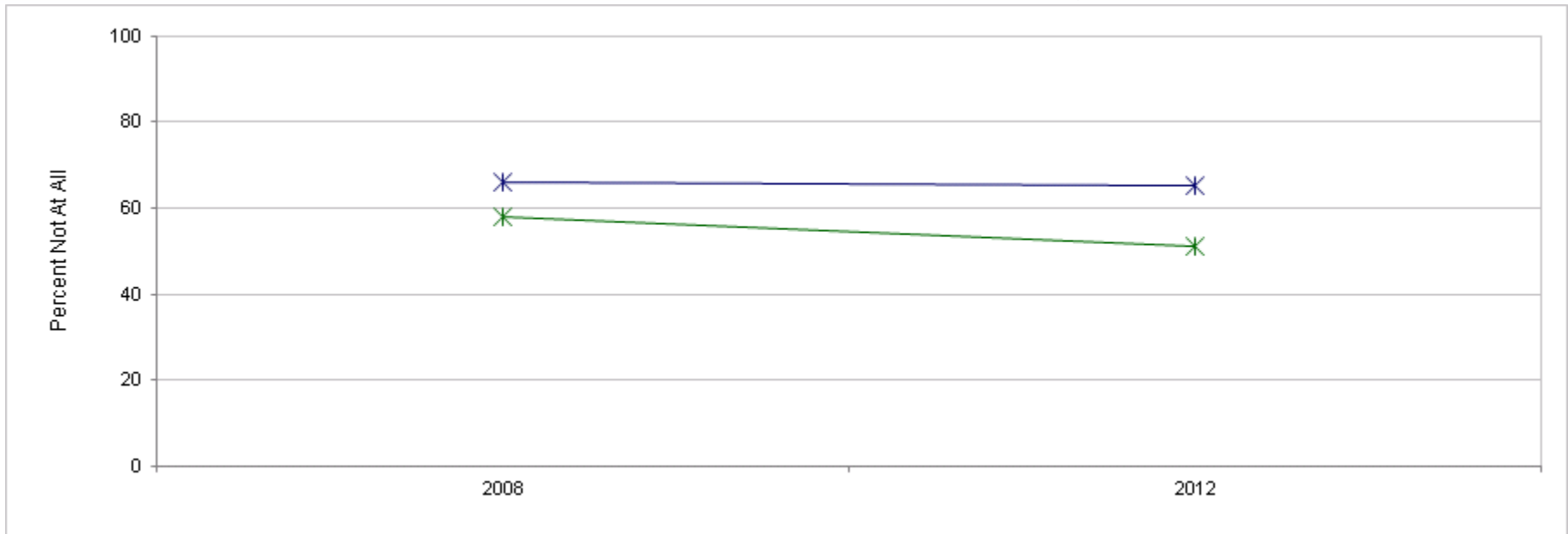


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 69 | 61 |
| * Total Men | | 76 | 73 |

- For women and men, the 2012 percentages are significantly lower than 2008

People Would Not Be Able To Get Away With Sexual Harassment if Reported in Your Military Work Group

Percent of All Reserve Component Members, by Gender

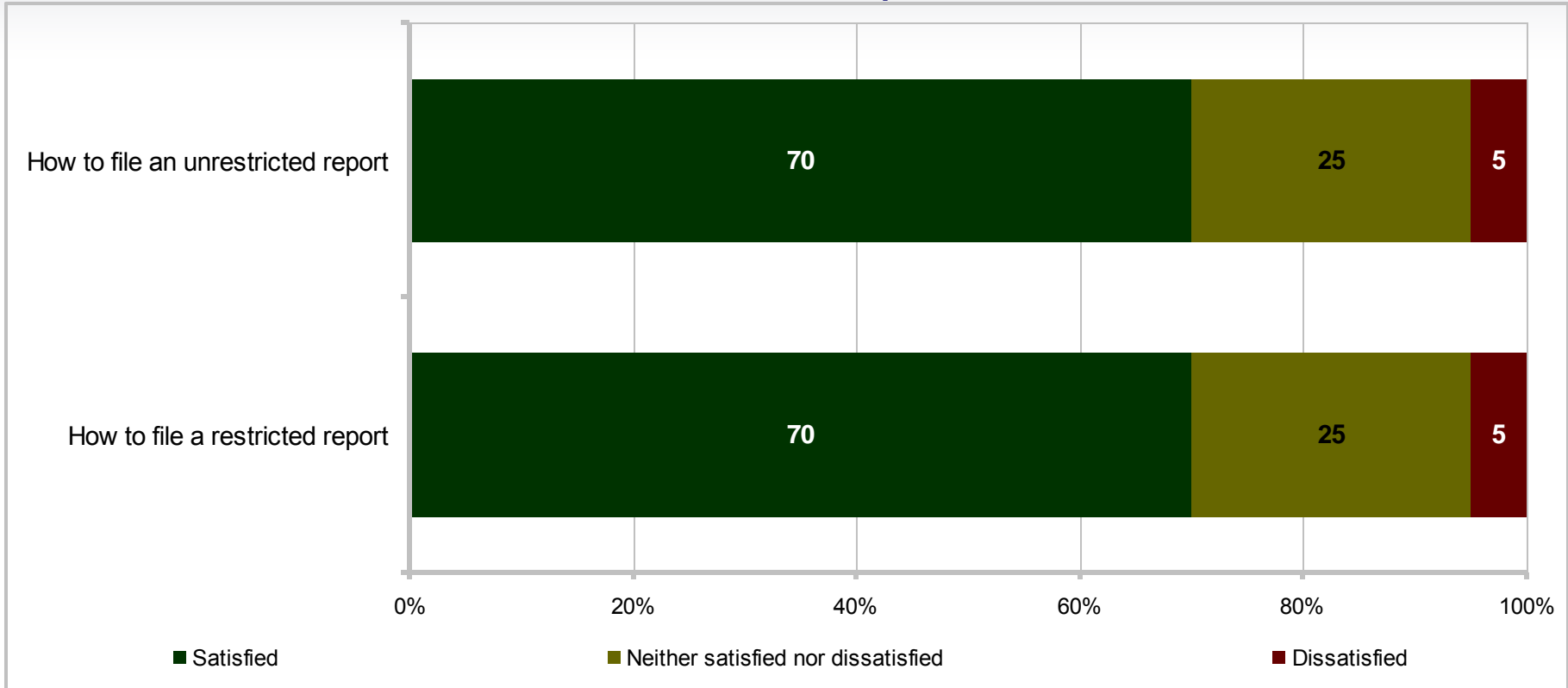


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 58 | 51 |
| * Total Men | 66 | 65 |

- For women, the 2012 percentages are significantly lower than 2008; there are no statistically significant differences for men



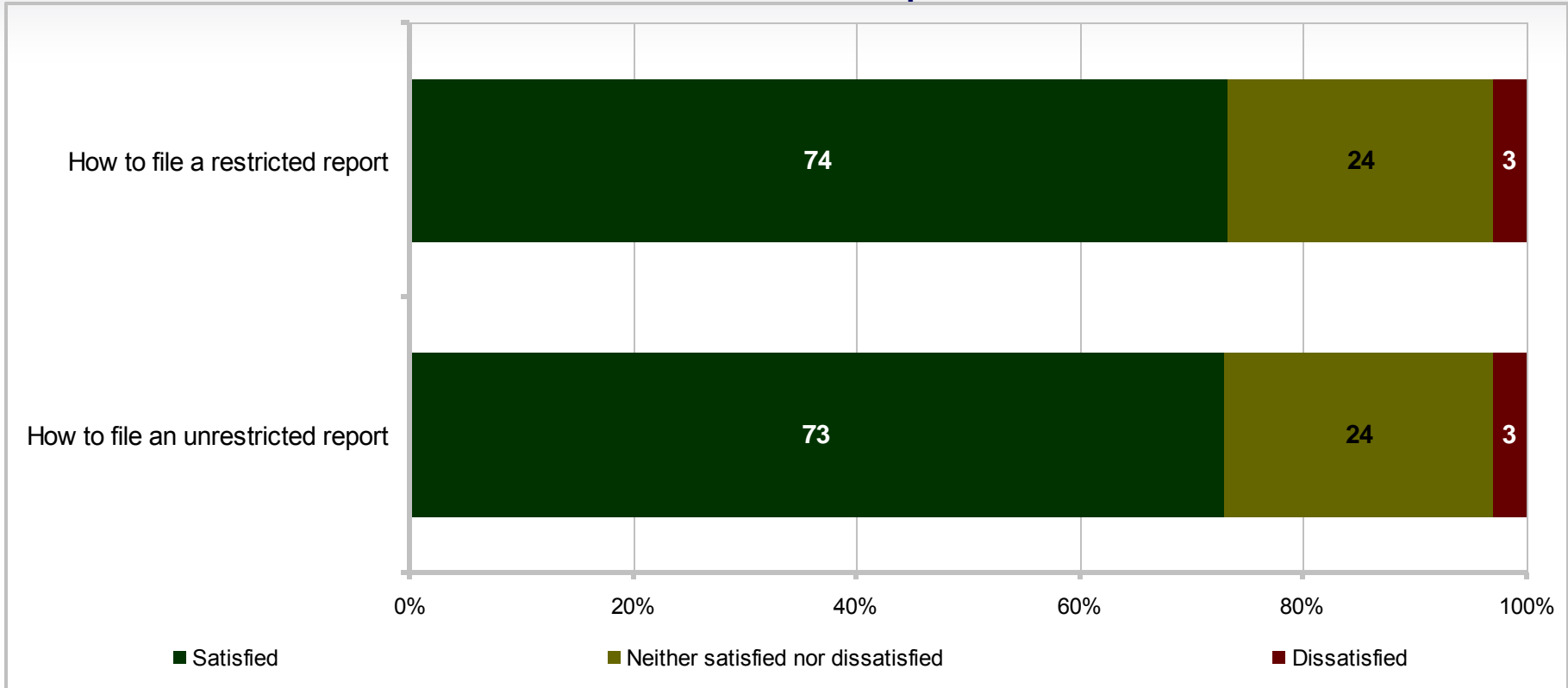
Satisfaction With Information on Reporting Options Percent of All Reserve Component Women



- **70% indicated they were satisfied with information on how to file an unrestricted report; 5% indicated dissatisfied**
- **70% indicated they were satisfied with information on how to file a restricted report; 5% indicated dissatisfied**



Satisfaction With Information on Reporting Options Percent of All Reserve Component Men



- **74% indicated they were satisfied with information on how to file a restricted report; 3% indicated dissatisfied**
- **73% indicated they were satisfied with information on how to file an unrestricted report; 3% indicated dissatisfied**



Satisfaction With Information on Reporting Options

Percent of All Reserve Component Members

| <u>DoD Reserve Women</u> | | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|------------------------------------|--------------|----|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Satisfied | | | | | | | | | | | | | |
| Higher Response of Dissatisfied | | | | | | | | | | | | | |
| How to file an unrestricted report | Satisfied | 70 | 68 | 63 | 85 | 74 | 74 | 76 | 68 | 71 | 71 | 73 | |
| | Dissatisfied | 5 | 5 | 7 | 2 | 8 | 3 | 2 | 5 | 5 | 5 | 4 | |
| How to file a restricted report | Satisfied | 70 | 69 | 63 | 85 | 74 | 75 | 75 | 68 | 71 | 71 | 74 | |
| | Dissatisfied | 5 | 5 | 7 | 2 | 9 | 3 | 3 | 5 | 5 | 5 | 4 | |

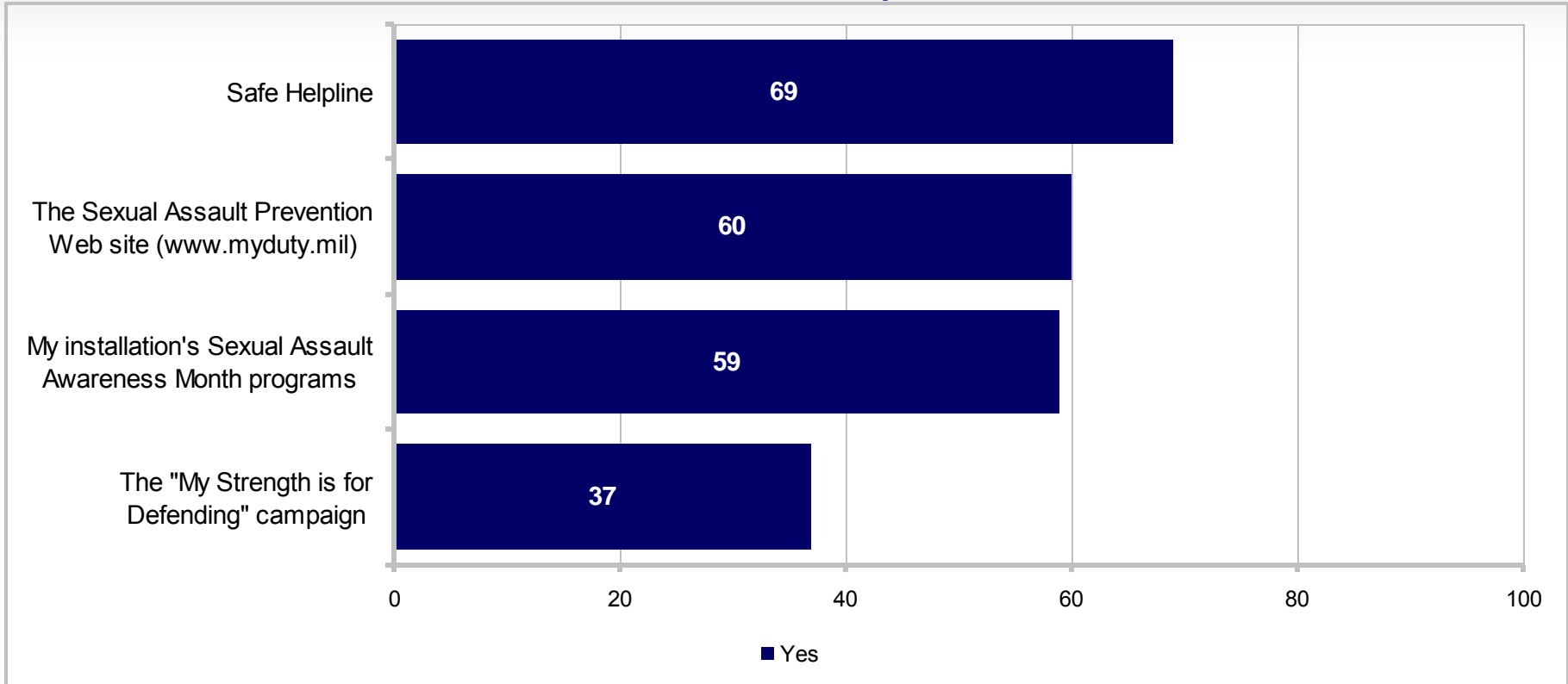
| <u>DoD Reserve Men</u> | | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|------------------------------------|--------------|----|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Satisfied | | | | | | | | | | | | | |
| Higher Response of Dissatisfied | | | | | | | | | | | | | |
| How to file an unrestricted report | Satisfied | 73 | 72 | 69 | 88 | 75 | 77 | 71 | 70 | 76 | 72 | 78 | |
| | Dissatisfied | 3 | 3 | 3 | 0 | 3 | 2 | 1 | 3 | 2 | 4 | 2 | |
| How to file a restricted report | Satisfied | 74 | 73 | 70 | 88 | 75 | 77 | 72 | 70 | 76 | 73 | 79 | |
| | Dissatisfied | 3 | 3 | 3 | 0 | 3 | 2 | 2 | 3 | 2 | 4 | 2 | |

- Higher response of satisfied *with how to file an unrestricted report* led by USNR men, USNR women, O4 – O6 men, ANG men, E5 – E9 men, USAFR women, and ANG women
- Higher response of dissatisfied *with how to file an unrestricted report* led by USAR women
- Higher response of satisfied *with how to file a restricted report* led by USNR men, USNR women, O4 – O6 men, E5 – E9 men, USAFR women, and ANG women
- Higher response of dissatisfied *with how to file a restricted report* led by USAR women



Awareness of Sexual Assault Prevention and Response Resources

Percent of All Reserve Component Women

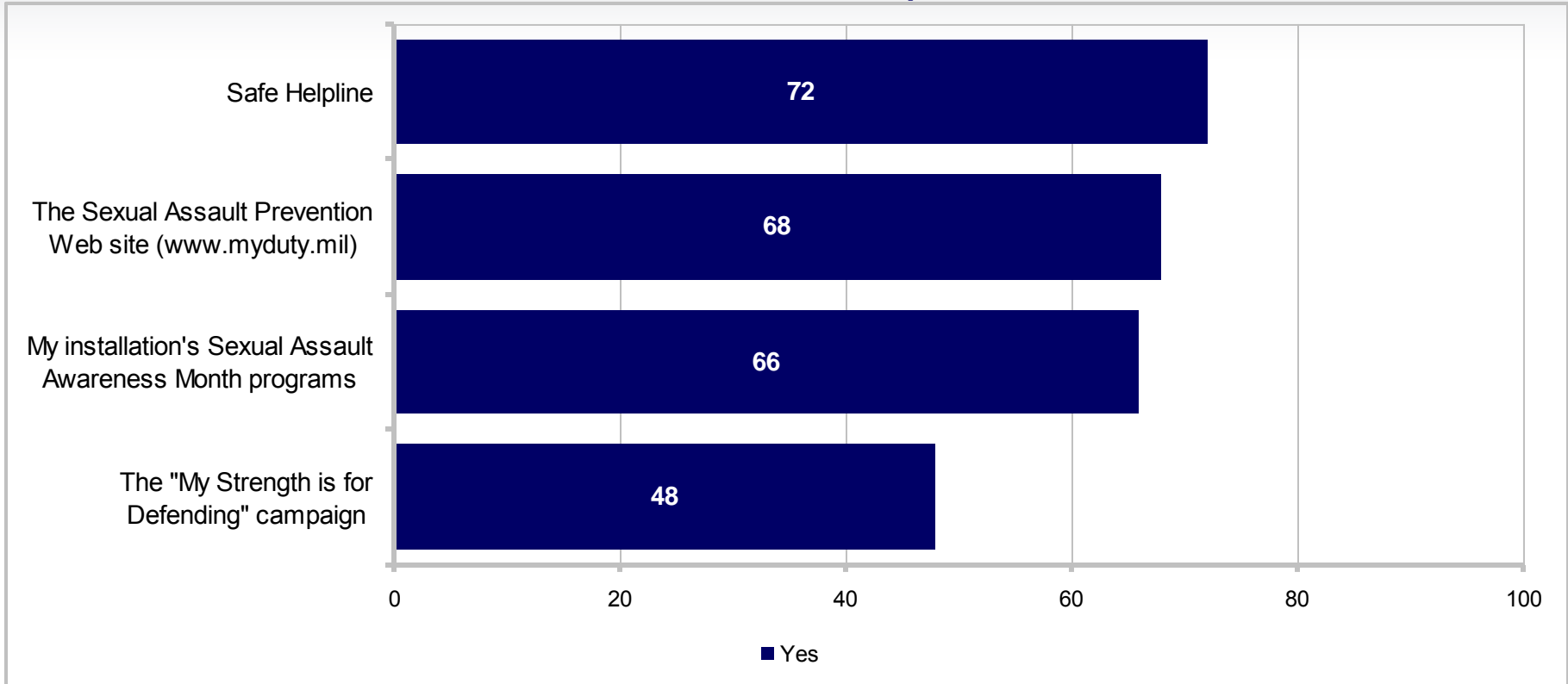


- **69% are aware of the Safe Helpline**
- **60% are aware of the Sexual Assault Prevention Web site (www.myduty.mil)**
- **59% are aware of their installation's Sexual Assault Awareness Month programs**
- **37% are aware of the "My Strength is for Defending" campaign**



Awareness of Sexual Assault Prevention and Response Resources

Percent of All Reserve Component Men



- **72% are aware of the Safe Helpline**
- **68% are aware of the Sexual Assault Prevention Web site (www.myduty.mil)**
- **66% are aware of their installation's Sexual Assault Awareness Month programs**
- **48% are aware of the "My Strength is for Defending" campaign**



Awareness of Sexual Assault Prevention and Response Resources

Percent of All Reserve Component Women

| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Safe Helpline | 69 | 69 | 65 | 82 | 77 | 71 | 64 | 73 | 68 | 62 | 57 |
| The Sexual Assault Prevention Web site (www.myduty.mil) | 60 | 62 | 58 | 67 | 59 | 57 | 56 | 64 | 60 | 48 | 52 |
| My installation's Sexual Assault Awareness Month programs | 59 | 58 | 52 | 76 | 59 | 67 | 63 | 58 | 61 | 52 | 60 |
| The "My Strength is for Defending" campaign | 37 | 40 | 35 | 43 | 37 | 34 | 30 | 41 | 36 | 25 | 26 |

- Higher response *Safe Helpline* led by USNR women, USMCR women, and E1 – E4 women; lower response led by O4 – O6 women, O1 – O3 women, USAFR women, and USAR women
- Higher response the *Sexual Assault Prevention Web site (www.myduty.mil)* led by USNR women and E1 – E4 women; lower response led by O1 – O3 women and O4 – O6 women
- Higher response *installation's Sexual Assault Awareness Month programs* led by USNR women, ANG women, and E5 – E9 women; lower response led by USAR women and O1 – O3 women
- Higher response the *"My Strength is for Defending" campaign* led by USNR women, E1 – E4 women, and ARNG women; lower response led by O1 – O3 women, O4 – O6 women, and USAFR women

Awareness of Sexual Assault Prevention and Response Resources

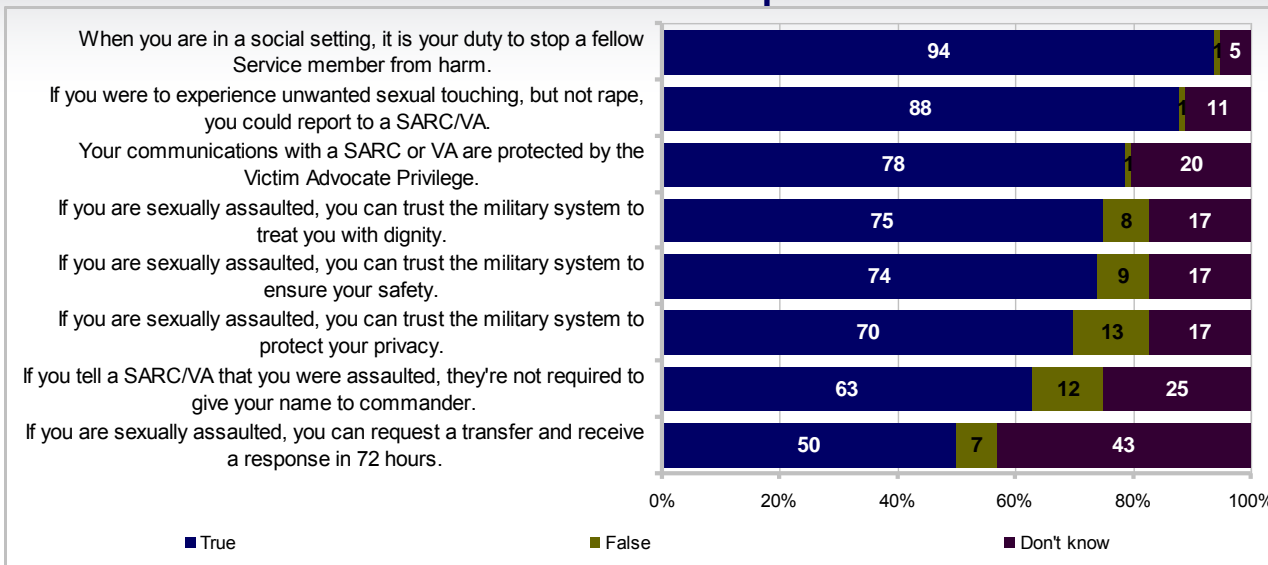
Percent of All Reserve Component Men

| DoD Reserve Men | KEY: | | | | | | | | | | |
|---|------------------------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | Higher Response of Yes | | | | | | | | | | |
| | Lower Response of Yes | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Safe Helpline | 72 | 72 | 70 | 82 | 72 | 71 | 68 | 75 | 72 | 62 | 63 |
| The Sexual Assault Prevention Web site (www.myduty.mil) | 68 | 70 | 67 | 76 | 65 | 65 | 56 | 71 | 69 | 58 | 57 |
| My installation's Sexual Assault Awareness Month programs | 66 | 63 | 62 | 81 | 67 | 73 | 66 | 67 | 67 | 59 | 62 |
| The "My Strength is for Defending" campaign | 48 | 50 | 49 | 53 | 47 | 41 | 37 | 54 | 47 | 39 | 31 |

- Higher response *Safe Helpline* led by USNR men and E1 – E4 men; lower response led by O1 – O3 men and O4 – O6 men
- Higher response the *Sexual Assault Prevention Web site (www.myduty.mil)* led by USNR men, E1 – E4 men, and ARNG men; lower response led by USAFR men, O4 – O6 men, and O1 – O3 men
- Higher response *installation's Sexual Assault Awareness Month programs* led by USNR men and ANG men; lower response led by O1 – O3 men, USAR men, and ARNG men
- Higher response the *"My Strength is for Defending" campaign* led by E1 – E4 men, USNR men and ARNG men; lower response led by O4 – O6 men, USAFR men, O1 – O3 men, and ANG men



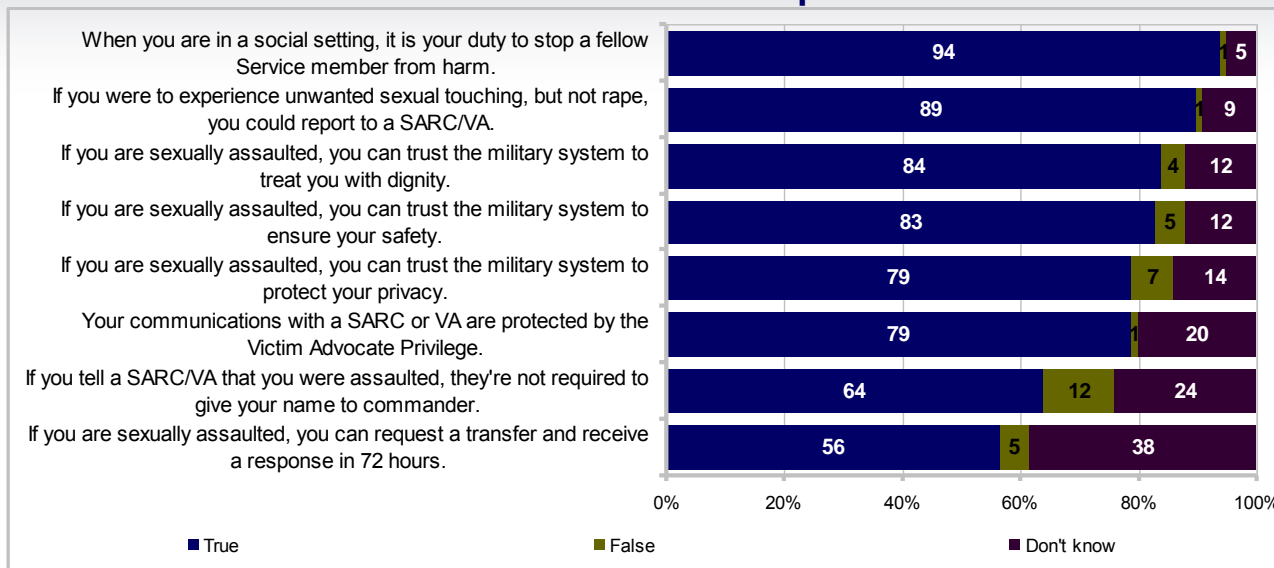
Perceptions of Military Sexual Assault Prevention and Response System Percent of All Reserve Component Women



- 94% indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% indicated false; and 5% indicated don't know
- 88% indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% indicated false; and 11% indicated don't know
- 78% indicated it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% indicated false; and 20% indicated don't know
- 75% indicated it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 8% indicated false; and 17% indicated don't know
- 74% indicated it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 9% indicated false; and 17% indicated don't know
- 70% indicated it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 13% indicated false; and 17% indicated don't know
- 63% indicated it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% indicated false; and 25% indicated don't know
- 50% indicated it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 7% indicated false; and 43% indicated don't know

Perceptions of Military Sexual Assault Prevention and Response System

Percent of All Reserve Component Men



- 94% indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% indicated false; and 5% indicated don't know
- 89% indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% indicated false; and 9% indicated don't know
- 84% indicated it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 4% indicated false; and 12% indicated don't know
- 83% indicated it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 5% indicated false; and 12% indicated don't know
- 79% indicated it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 7% indicated false; and 14% indicated don't know
- 79% indicated it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% indicated false; and 20% indicated don't know
- 64% indicated it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% indicated false; and 24% indicated don't know
- 56% indicated it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 5% indicated false; and 38% indicated don't know

Perceptions of Military Sexual Assault Prevention and Response System

Percent of All Reserve Component Women

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|--|------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| When you are in a social setting, it is your duty to stop a fellow Service member from harm. | True | 94 | 95 | 93 | 94 | 90 | 95 | 95 | 91 | 96 | 98 | 98 |
| | False | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| | Don't know | 5 | 5 | 6 | 5 | 10 | 4 | 4 | 8 | 3 | 1 | 1 |
| If you were to experience unwanted sexual touching, but not rape, you could report to a SARC/VA. | True | 88 | 87 | 86 | 91 | 86 | 90 | 91 | 85 | 90 | 90 | 93 |
| | False | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 |
| | Don't know | 11 | 12 | 13 | 8 | 13 | 8 | 7 | 14 | 9 | 8 | 6 |
| Your communications with a SARC or VA are protected by the Victim Advocate Privilege. | True | 78 | 79 | 77 | 84 | 76 | 78 | 76 | 76 | 79 | 80 | 83 |
| | False | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 |
| | Don't know | 20 | 20 | 22 | 15 | 23 | 20 | 22 | 23 | 20 | 19 | 15 |
| If you are sexually assaulted, you can trust the military system to treat you with dignity. | True | 75 | 75 | 72 | 82 | 68 | 78 | 78 | 78 | 74 | 73 | 73 |
| | False | 8 | 8 | 10 | 5 | 12 | 6 | 6 | 6 | 9 | 9 | 11 |
| | Don't know | 17 | 17 | 18 | 13 | 20 | 16 | 15 | 16 | 17 | 18 | 16 |

- Higher response of true *when they are in a social setting, it is their duty to stop a fellow Service member from harm* led by O1 – O3 women, O4 – O6 women, and E5 – E9 women; lower response led by E1 – E4 women
- Higher response of don't know *when they are in a social setting, it is their duty to stop a fellow Service member from harm* led by E1 – E4 women; lower response led by O1 – O3 women, O4 – O6 women, and E5 – E9 women
- Higher response of true *if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA* led by O4 – O6 women, USAFR women, and E5 – E9 women; lower response led by E1 – E4 women and USAR women
- Higher response of don't know *if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA* led by E1 – E4 women and USAR women; lower response led by O4 – O6 women, USAFR women, ANG women, and E5 – E9 women
- Higher response of true *their communications with a SARC or VA are protected by the Victim Advocate Privilege* led by USNR women and O4 – O6 women
- Higher response of don't know *their communications with a SARC or VA are protected by the Victim Advocate Privilege* led by E1 – E4 women; lower response led by USNR women and O4 – O6 women
- Higher response of true *if they are sexually assaulted, they can trust the military system to treat them with dignity* led by USNR women and E1 – E4 women; lower response led by USAR women
- Higher response of false *if they are sexually assaulted, they can trust the military system to treat them with dignity* led by O4 – O6 women and USAR women; lower response led by USNR women and E1 – E4 women



Perceptions of Military Sexual Assault Prevention and Response System

Percent of All Reserve Component Women

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| If you are sexually assaulted, you can trust the military system to ensure your safety. | True | 74 | 75 | 71 | 80 | 70 | 77 | 76 | 77 | 73 | 72 | 69 |
| | False | 9 | 9 | 11 | 7 | 12 | 8 | 8 | 6 | 10 | 10 | 15 |
| | Don't know | 17 | 16 | 19 | 13 | 18 | 15 | 16 | 16 | 17 | 18 | 16 |
| If you are sexually assaulted, you can trust the military system to protect your privacy. | True | 70 | 71 | 68 | 75 | 61 | 70 | 69 | 74 | 68 | 65 | 62 |
| | False | 13 | 14 | 13 | 8 | 16 | 11 | 13 | 10 | 14 | 16 | 20 |
| | Don't know | 17 | 16 | 18 | 17 | 23 | 19 | 18 | 16 | 18 | 19 | 18 |
| If you tell a SARC/VA that you were assaulted, they're not required to give your name to commander. | True | 63 | 63 | 58 | 68 | 65 | 70 | 69 | 58 | 65 | 68 | 74 |
| | False | 12 | 12 | 14 | 13 | 11 | 9 | 8 | 13 | 12 | 10 | 9 |
| | Don't know | 25 | 26 | 28 | 19 | 24 | 21 | 23 | 29 | 23 | 22 | 17 |
| If you are sexually assaulted, you can request a transfer and receive a response in 72 hours. | True | 50 | 53 | 52 | 57 | 42 | 43 | 44 | 53 | 49 | 48 | 43 |
| | False | 7 | 6 | 7 | 6 | 12 | 7 | 6 | 5 | 8 | 6 | 10 |
| | Don't know | 43 | 41 | 41 | 36 | 46 | 51 | 50 | 41 | 44 | 46 | 47 |

- Higher response of true *if they are sexually assaulted, they can trust the military system to ensure their safety* led by USNR women and E1 – E4 women; lower response led by O4 – O6 women and USAR women
- Higher response of false *if they are sexually assaulted, they can trust the military system to ensure their safety* led by O4 – O6 women and E5 – E9 women; lower response led by E1 – E4 women
- Higher response of true *if they are sexually assaulted, they can trust the military system to protect their privacy* led by E1 – E4 women; lower response led by O1 – O3 women and O4 – O6 women
- Higher response of false *if they are sexually assaulted, they can trust the military system to protect their privacy* led by O4 – O6 women; lower response led by USNR women and E1 – E4 women
- Higher response of true *if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander* led by O4 – O6 women, ANG women, USAFR women, O1 – O3 women, and E5 – E9 women; lower response led by USAR women and E1 – E4 women
- Higher response of false *if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander* led by USAR women; lower response led by USAFR women
- Higher response of don't know *if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander* led by E1 – E4 women and USAR women; lower response led by O4 – O6 women, USNR women, ANG women, and E5 – E9 women
- Higher response of true *if they are sexually assaulted, they can request a transfer and receive a response in 72 hours* led by USNR women and E1 – E4 women; lower response led by ANG women, O4 –O6 women, and USAFR women
- Higher response of false *if they are sexually assaulted, they can request a transfer and receive a response in 72 hours* led by O4 – O6 women; lower response led by E1 – E4 women
- Higher response of don't know *if they are sexually assaulted, they can request a transfer and receive a response in 72 hours* led by ANG women and USAFR women; lower response led by USNR women

Margins of error range from ±1% to ±9%



Perceptions of Military Sexual Assault Prevention and Response System

Percent of All Reserve Component Men

| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| When you are in a social setting, it is your duty to stop a fellow Service member from harm. | True | 94 | 94 | 94 | 94 | 93 | 95 | 93 | 92 | 95 | 97 | 98 |
| | False | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 0 | 1 |
| | Don't know | 5 | 5 | 5 | 5 | 7 | 3 | 6 | 7 | 4 | 3 | 2 |
| If you were to experience unwanted sexual touching, but not rape, you could report to a SARC/VA. | True | 89 | 88 | 88 | 93 | 88 | 91 | 90 | 86 | 91 | 92 | 93 |
| | False | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 |
| | Don't know | 9 | 10 | 10 | 6 | 10 | 7 | 9 | 13 | 8 | 5 | 6 |
| Your communications with a SARC or VA are protected by the Victim Advocate Privilege. | True | 79 | 78 | 78 | 83 | 82 | 80 | 77 | 76 | 80 | 80 | 83 |
| | False | 1 | 2 | 1 | 1 | 0 | 1 | 1 | 2 | 1 | 1 | 1 |
| | Don't know | 20 | 20 | 21 | 16 | 18 | 19 | 21 | 22 | 19 | 18 | 15 |
| If you are sexually assaulted, you can trust the military system to treat you with dignity. | True | 84 | 84 | 83 | 87 | 85 | 86 | 82 | 84 | 83 | 86 | 88 |
| | False | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 3 |
| | Don't know | 12 | 12 | 13 | 9 | 10 | 10 | 15 | 13 | 12 | 10 | 8 |

- Higher response of true *when they are in a social setting, it is their duty to stop a fellow Service member from harm* led by O4 – O6 men and O1 – O3 men; lower response led by E1 – E4 men
- Higher response of don't know *when they are in a social setting, it is their duty to stop a fellow Service member from harm* led by E1 – E4 men; lower response led by O4 – O6 men, ANG men, and O1 – O3 men
- Higher response of true *if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA* led by USNR men, O4 – O6 men, O1 – O3 men, and E5 – E9 men; lower response led by E1 – E4 men
- Higher response of don't know *if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA*, led by E1 – E4 men; lower response led by O1 – O3 men, USNR men, O4 – O6 men, and E5 – E9 men
- Higher response of true *their communications with a SARC or VA are protected by the Victim Advocate Privilege* led by O4 – O6 men; lower response led by E1 – E4 men
- Higher response of don't know *their communications with a SARC or VA are protected by the Victim Advocate Privilege*, led E1 – E4 men; lower response led O4 – O6 men
- Higher response of true *if they are sexually assaulted, they can trust the military system to treat them with dignity* led by O4 – O6 men
- Lower response of don't know *if they are sexually assaulted, they can trust the military system to treat them with dignity* led by O4 – O6 men

Margins of error range from ±1% to ±9%



Perceptions of Military Sexual Assault Prevention and Response System

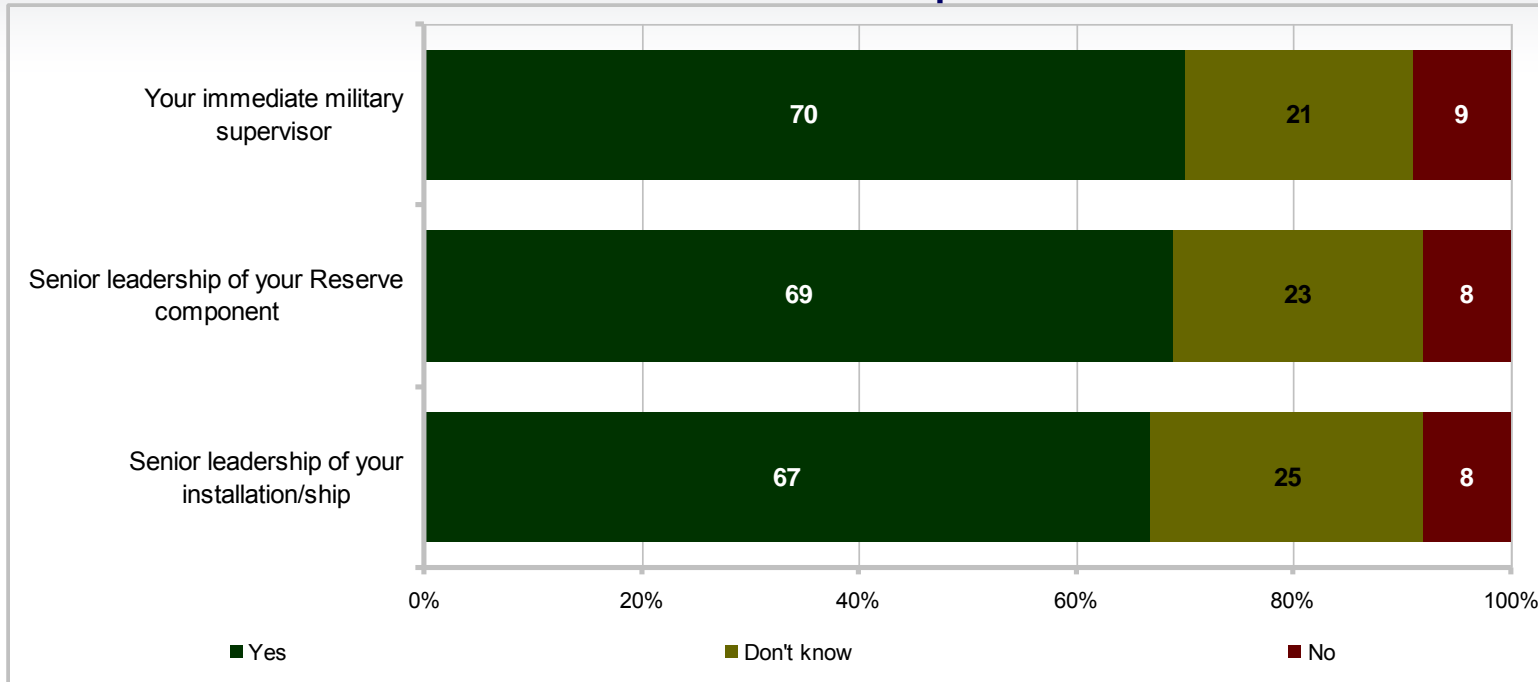
Percent of All Reserve Component Men

| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| If you are sexually assaulted, you can trust the military system to ensure your safety. | True | 83 | 82 | 82 | 86 | 85 | 84 | 80 | 84 | 82 | 85 | 85 |
| | False | 5 | 5 | 4 | 6 | 4 | 4 | 4 | 3 | 6 | 5 | 5 |
| | Don't know | 12 | 13 | 13 | 9 | 11 | 11 | 16 | 13 | 13 | 11 | 10 |
| If you are sexually assaulted, you can trust the military system to protect your privacy. | True | 79 | 79 | 79 | 82 | 82 | 79 | 75 | 81 | 79 | 79 | 78 |
| | False | 7 | 7 | 6 | 8 | 5 | 7 | 7 | 6 | 8 | 8 | 9 |
| | Don't know | 14 | 13 | 15 | 10 | 13 | 13 | 18 | 14 | 14 | 13 | 14 |
| If you tell a SARC/VA that you were assaulted, they're not required to give your name to commander. | True | 64 | 63 | 58 | 71 | 69 | 67 | 65 | 59 | 66 | 69 | 69 |
| | False | 12 | 11 | 14 | 10 | 10 | 11 | 9 | 12 | 12 | 10 | 11 |
| | Don't know | 24 | 25 | 27 | 18 | 21 | 21 | 26 | 29 | 22 | 21 | 20 |
| If you are sexually assaulted, you can request a transfer and receive a response in 72 hours. | True | 56 | 58 | 57 | 60 | 60 | 49 | 49 | 59 | 55 | 56 | 51 |
| | False | 5 | 5 | 5 | 7 | 6 | 4 | 6 | 4 | 6 | 6 | 7 |
| | Don't know | 38 | 37 | 38 | 33 | 34 | 47 | 45 | 37 | 39 | 38 | 42 |

- Higher response of false if they are sexually assaulted, they can trust the military system to ensure their safety led by E5 – E9 men; lower response led by E1 – E4 men
- Lower response of don't know if they are sexually assaulted, they can trust the military system to ensure their safety led by USNR men
- Lower response of false if they are sexually assaulted, they can trust the military system to protect their privacy led by E1 – E4 men
- Higher response of don't know if they are sexually assaulted, they can trust the military system to protect their privacy led by USAFR men; lower response led by USNR men
- Higher response of true if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander led by USNR men, O4 – O6 men, O1 – O3 men, and E5 – E9 men; lower response led by USAR men and E1 – E4 men
- Higher response of false if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander led by USAR men
- Higher response of don't know if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander led by E1 – E4 men; lower response led by USNR men, O4 – O6 men, E5 – E9 men, and ANG men
- Higher response of true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by E1 – E4 men; lower response led by ANG men, USAFR men, O4 – O6 men
- Lower response of false if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by E1 – E4 men
- Higher response of don't know if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by ANG men and USAFR men; lower response led by USNR men

Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

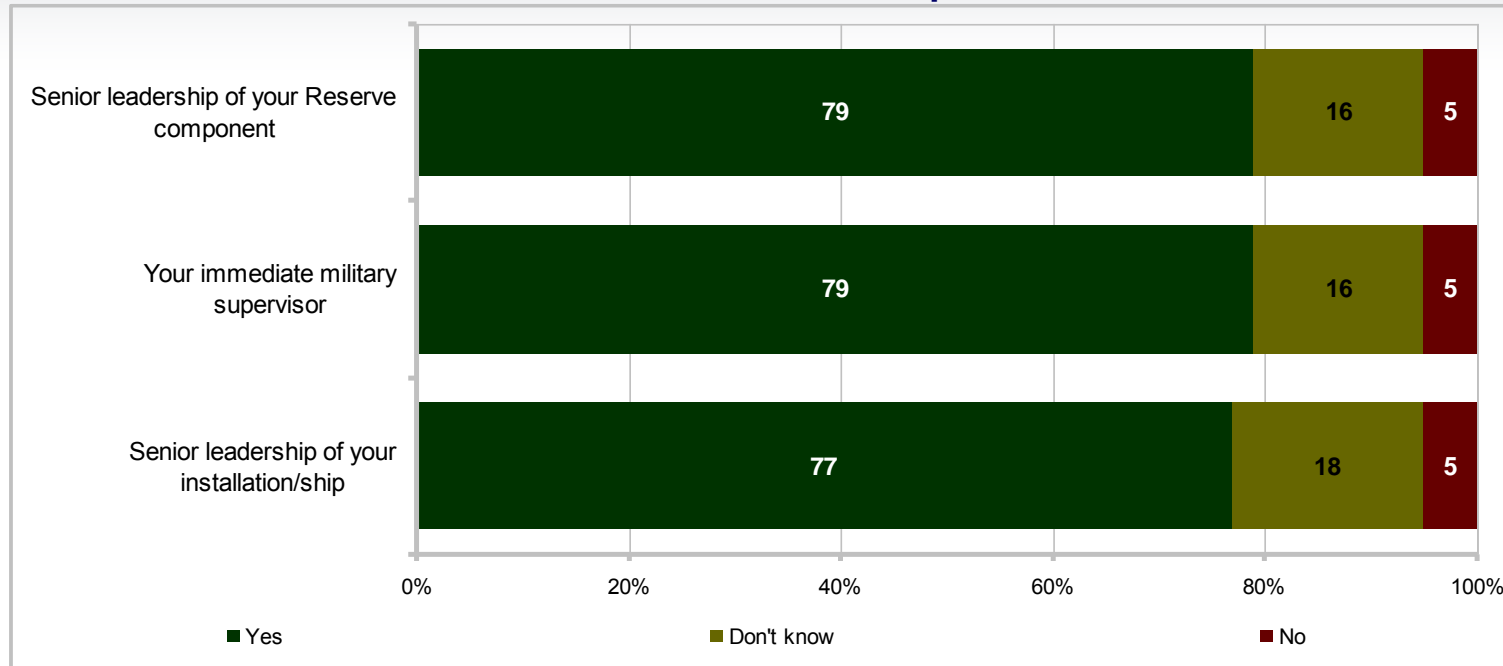
Percent of All Reserve Component Women



- **70%** indicated **yes** their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; **21%** indicated don't know; and **9%** indicated no
- **69%** indicated **yes** their senior leadership of your Reserve component makes honest and reasonable efforts to stop sexual harassment; **23%** indicated don't know; and **8%** indicated no
- **67%** indicated **yes** their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment; **25%** indicated don't know; and **8%** indicated no

Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Men



- **79%** indicated **yes** their **senior leadership of your Reserve component** makes honest and reasonable efforts to stop sexual harassment; **16%** indicated **don't know**; and **5%** indicated **no**
- **79%** indicated **yes** their **immediate military supervisor** makes honest and reasonable efforts to stop sexual harassment; **16%** indicated **don't know**; and **5%** indicated **no**
- **77%** indicated **yes** their **senior leadership of their installation/ship** makes honest and reasonable efforts to stop sexual harassment; **18%** indicated **don't know**; and **5%** indicated **no**

Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Women

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| Your immediate military supervisor | Yes | 70 | 69 | 67 | 78 | 73 | 74 | 71 | 69 | 70 | 72 | 76 |
| | Don't know | 21 | 19 | 23 | 18 | 16 | 18 | 23 | 21 | 21 | 19 | 17 |
| | No | 9 | 11 | 10 | 4 | 11 | 8 | 7 | 9 | 10 | 8 | 7 |
| Senior leadership of your Reserve component | Yes | 69 | 69 | 66 | 76 | 72 | 72 | 68 | 69 | 68 | 70 | 73 |
| | Don't know | 23 | 21 | 25 | 19 | 18 | 21 | 26 | 23 | 23 | 22 | 20 |
| | No | 8 | 10 | 9 | 5 | 11 | 7 | 6 | 8 | 9 | 8 | 7 |
| Senior leadership of your installation/ship | Yes | 67 | 66 | 62 | 76 | 68 | 72 | 68 | 66 | 67 | 67 | 71 |
| | Don't know | 25 | 24 | 30 | 21 | 23 | 21 | 26 | 26 | 25 | 26 | 21 |
| | No | 8 | 9 | 9 | 4 | 9 | 7 | 6 | 8 | 9 | 6 | 7 |

- Higher response of yes *immediate military supervisor* led by USNR women, O4 – O6 women, and ANG women; lower response led by USAR women
- Higher response of don't know *immediate military supervisor* led by USAR women
- Higher response of no *immediate military supervisor* led by ARNG women; lower response led by USNR women and USAFR women
- Higher response of yes *senior leadership of your Reserve component* led by USNR women; lower response led by USAR women
- Higher response of don't know *senior leadership of your Reserve component* led by USAR women
- Higher response of no *senior leadership of your Reserve component* led by ARNG women; lower response led by USNR women and USAFR women
- Higher response of yes *senior leadership of their installation/ship* led by USNR women, ANG women, and O4 – O6 women; lower response led by USAR women
- Higher response of don't know *senior leadership of their installation/ship* led by USAR women; lower response led by ANG women
- Lower response of no *senior leadership of their installation/ship* led by USNR women

Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Men

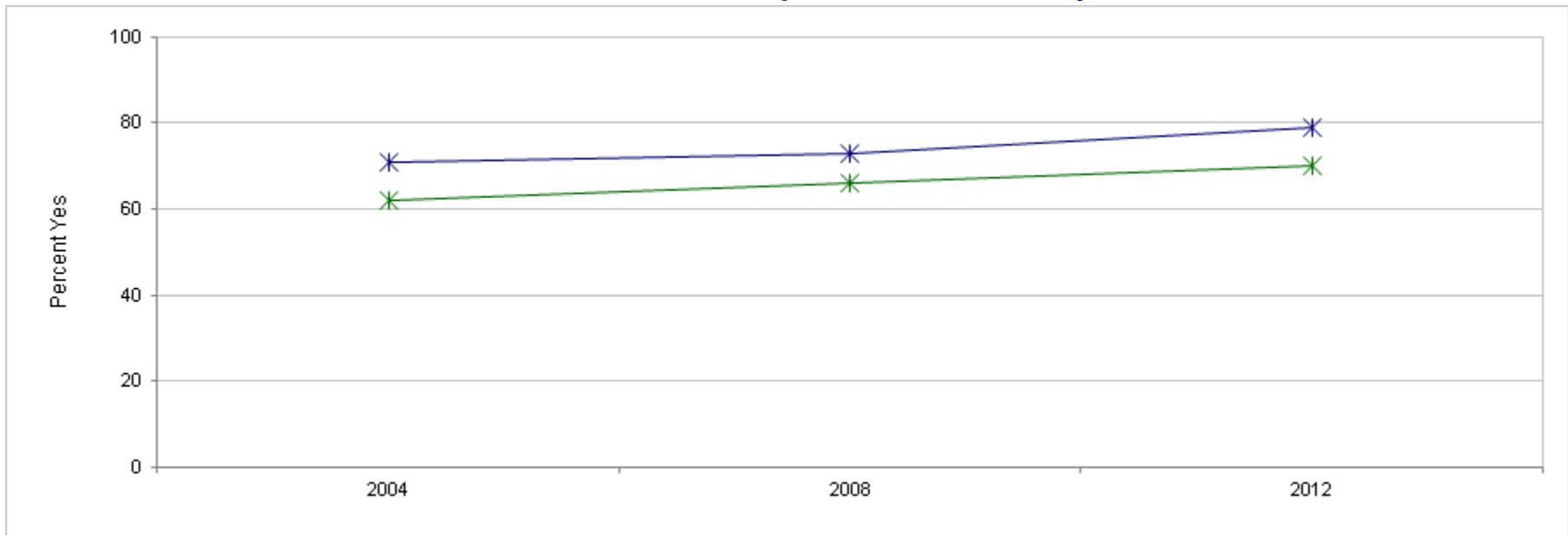
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| Your immediate military supervisor | Yes | 79 | 79 | 78 | 79 | 80 | 82 | 79 | 76 | 80 | 83 | 88 |
| | Don't know | 16 | 15 | 17 | 15 | 16 | 14 | 18 | 19 | 15 | 12 | 10 |
| | No | 5 | 6 | 5 | 7 | 4 | 4 | 3 | 5 | 6 | 6 | 2 |
| Senior leadership of your Reserve component | Yes | 79 | 78 | 77 | 79 | 82 | 82 | 78 | 76 | 79 | 82 | 86 |
| | Don't know | 16 | 16 | 18 | 14 | 15 | 14 | 19 | 19 | 15 | 12 | 11 |
| | No | 5 | 6 | 5 | 7 | 3 | 3 | 3 | 5 | 6 | 6 | 3 |
| Senior leadership of your installation/ship | Yes | 77 | 78 | 73 | 78 | 80 | 82 | 77 | 74 | 78 | 81 | 86 |
| | Don't know | 18 | 17 | 21 | 16 | 16 | 15 | 20 | 21 | 16 | 14 | 12 |
| | No | 5 | 5 | 5 | 7 | 3 | 3 | 3 | 5 | 5 | 5 | 2 |

- Higher response of yes *immediate military supervisor* led by O4 – O6 men and ANG men; lower response led by E1 – E4 men
- Higher response of don't know *immediate military supervisor* led by E1 – E4 men; lower response led by O4 – O6 men and O1 – O3 men
- Lower response of no *immediate military supervisor* led by O4 – O6 men and USAFR men
- Higher response of yes *senior leadership of your Reserve component* led by O4 – O6 men and ANG men; lower response led by E1 – E4 men
- Higher response of don't know *senior leadership of your Reserve component* led by E1 – E4 men; lower response led by O4 – O6 men and O1 – O3 men
- Lower response of no *senior leadership of your Reserve component* led by ANG men, USAFR men, and O4 – O6 men
- Higher response of yes *senior leadership of their installation/ship* led by O4 – O6 men and ANG men; lower response led by USAR men and E1 – E4 men
- Higher response of don't know *senior leadership of their installation/ship* led by E1 – E4 men and USAR men; lower response led by O4 – O6 men, E5 – E9 men, and ANG men
- Lower response of no *senior leadership of their installation/ship* led by O4 – O6 men and USAFR men



Your Immediate Military Supervisor Makes Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Members, by Gender



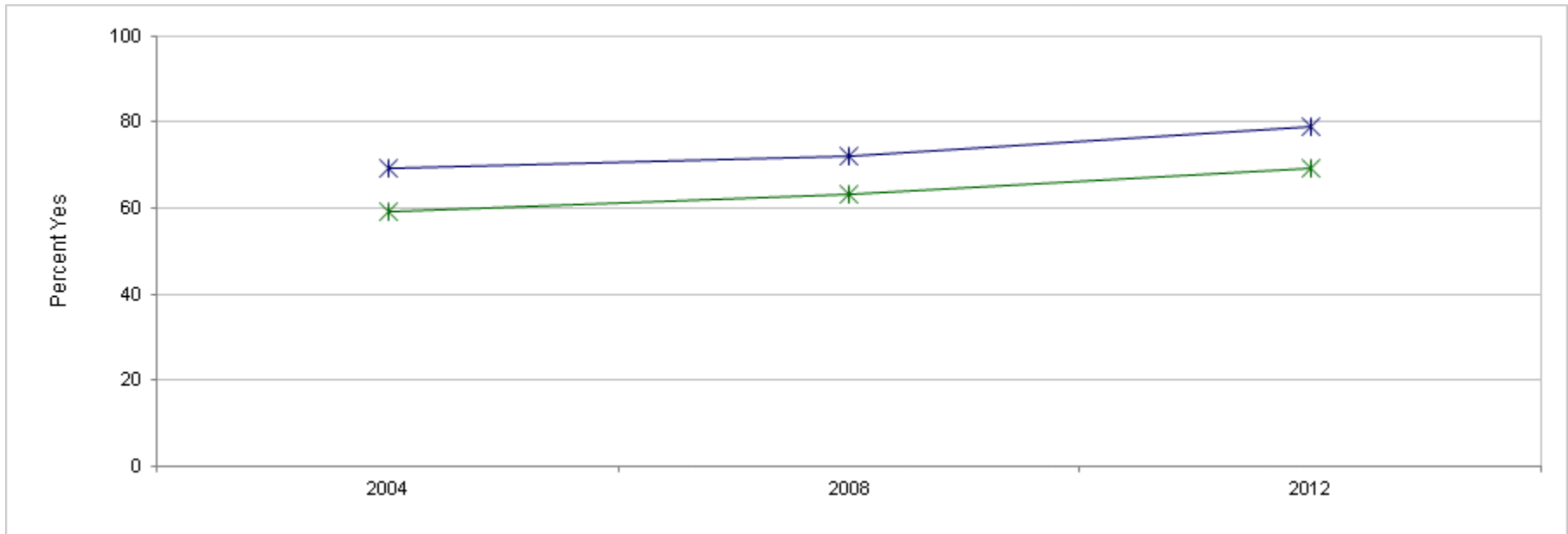
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 62 | 66 | 70 |
| * Total Men | 71 | 73 | 79 |

- For women, the 2012 percentage is significantly higher than 2004; for men, the 2012 percentage is significantly higher than 2008 and 2004



Senior Leadership of Your Reserve Component Makes Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Members, by Gender

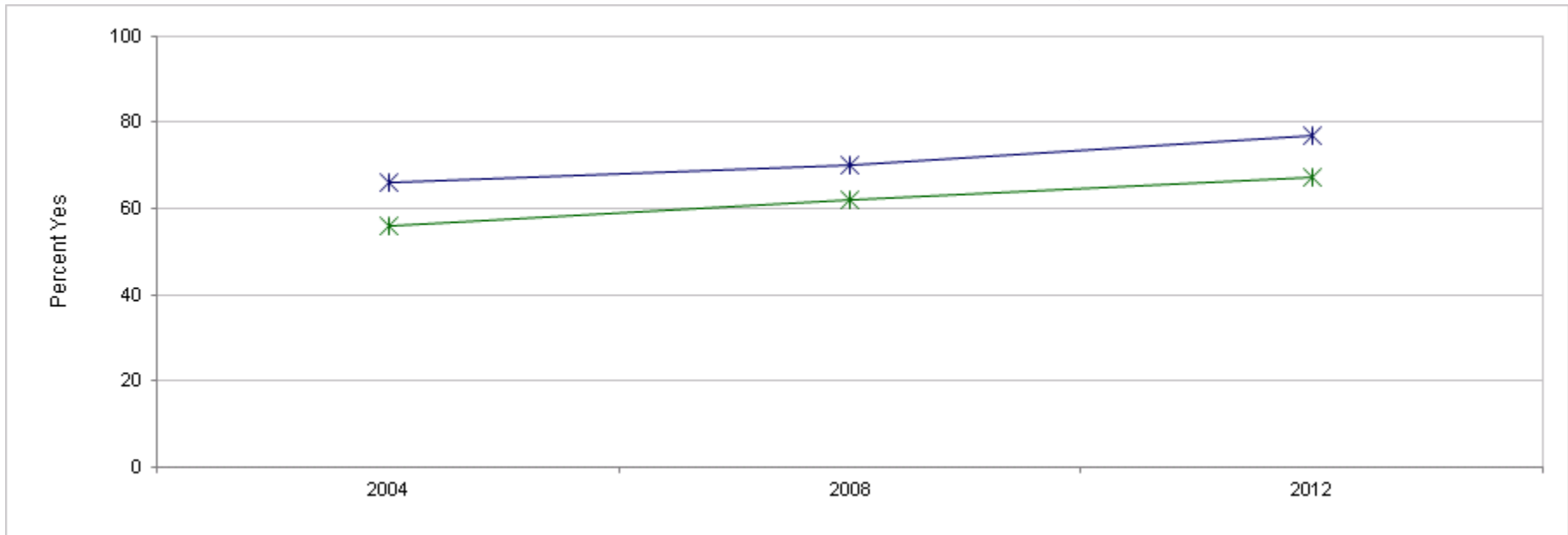


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 59 | 63 | 69 |
| * Total Men | 69 | 72 | 79 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004

Senior Leadership of Your Installation/Ship Makes Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Members, by Gender

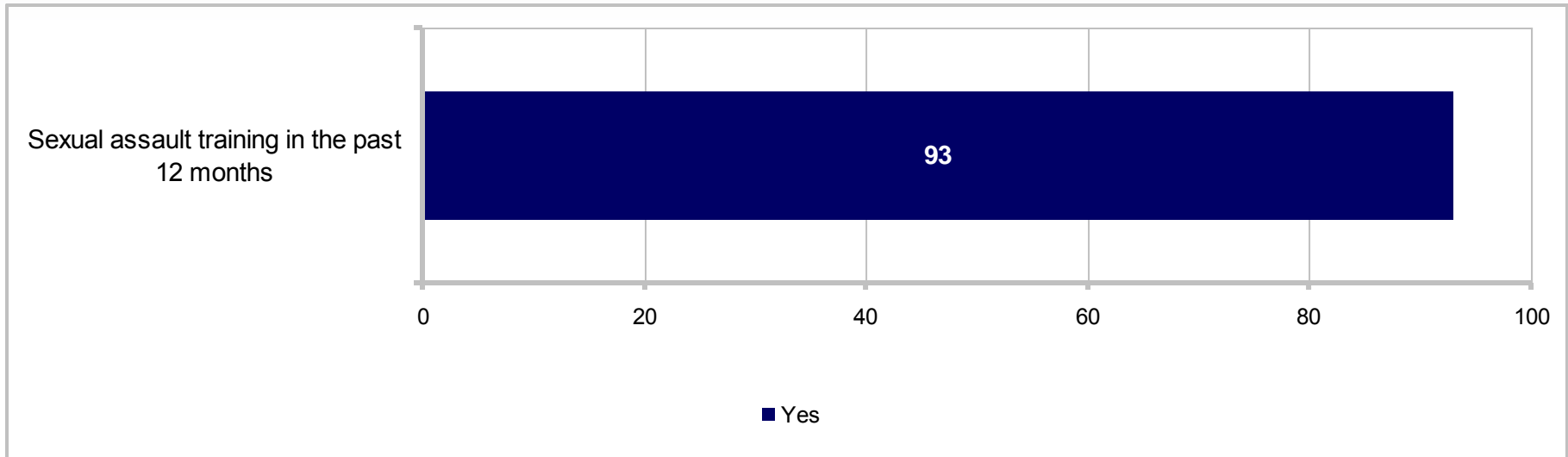


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 56 | 62 | 67 |
| * Total Men | 66 | 70 | 77 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



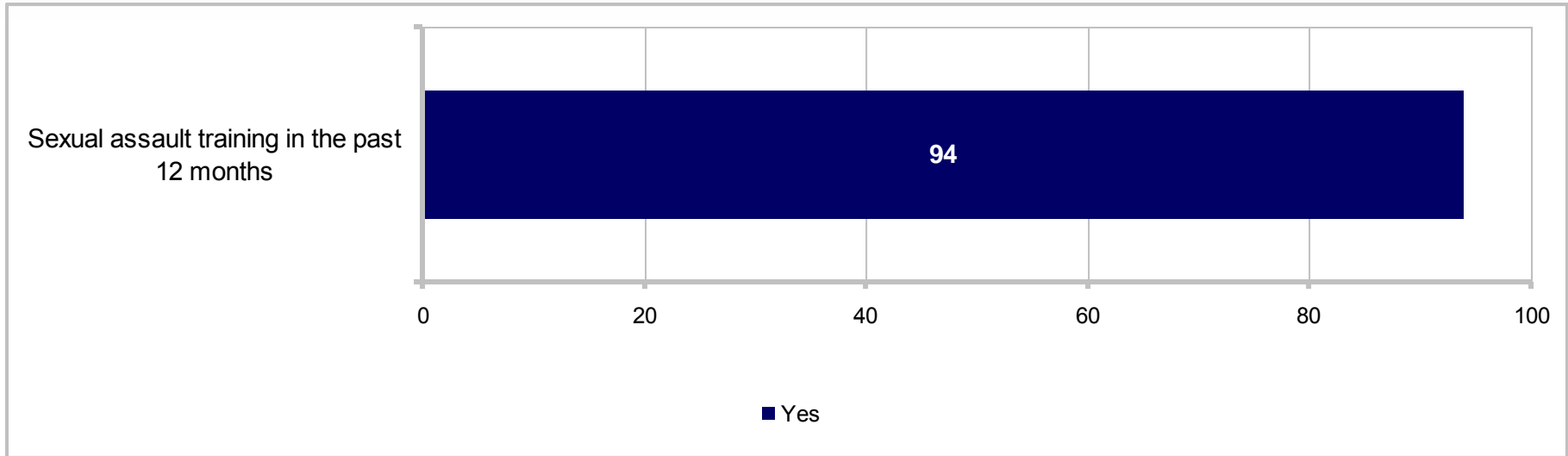
Sexual Assault Training in the Past 12 Months Percent of All Reserve Component Women



- **93% of women indicated they had sexual assault training in the past 12 months**



Sexual Assault Training in the Past 12 Months Percent of All Reserve Component Men



- **94% of men indicated they had sexual assault training in the past 12 months**



Sexual Assault Training in the Past 12 Months Percent of All Reserve Component Members

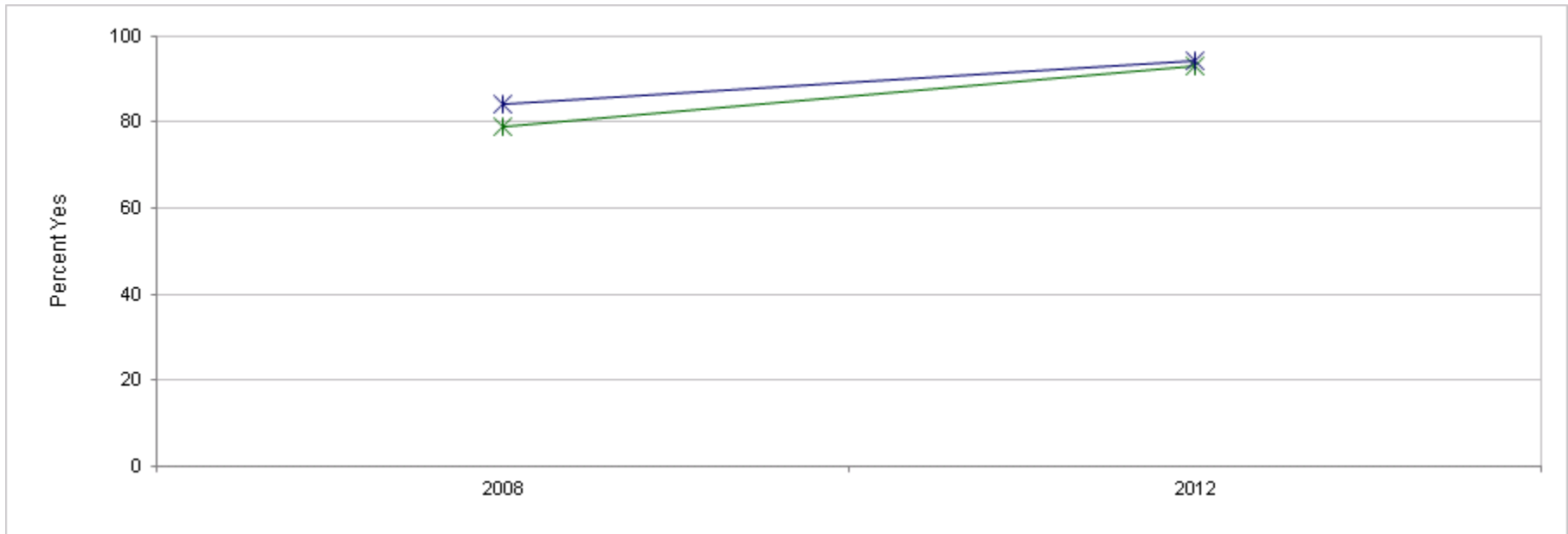
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|---|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: Higher Response of Yes Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexual assault training in the past 12 months | 93 | 93 | 89 | 98 | 93 | 96 | 93 | 92 | 94 | 92 | 90 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|---|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: Higher Response of Yes Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual assault training in the past 12 months | 94 | 93 | 93 | 98 | 96 | 97 | 94 | 93 | 96 | 93 | 94 |

- Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 men; lower response led by USAR women and E1 – E4 men



Sexual Assault Training in the Past 12 Months Percent of All Reserve Component Members, by Gender



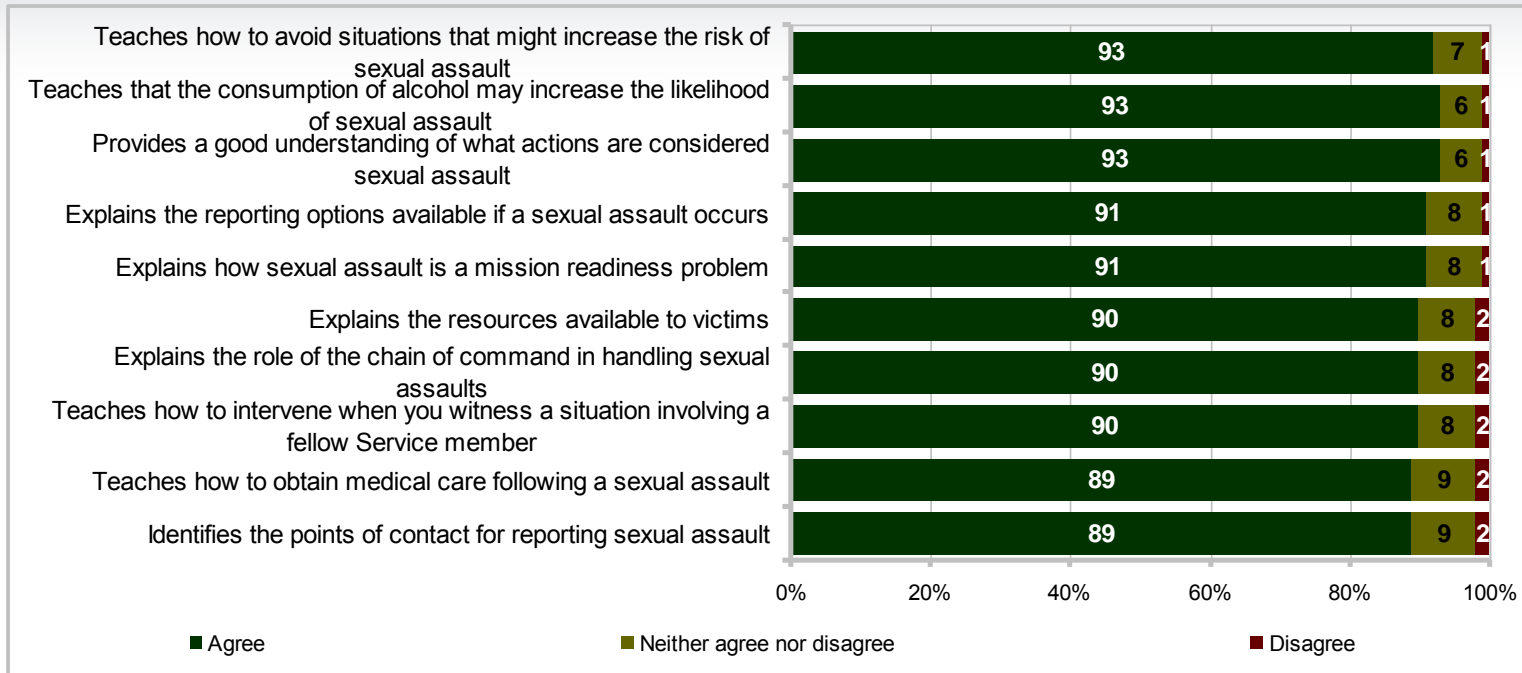
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 79 | 93 |
| * Total Men | | 84 | 94 |

- For women and men, the 2012 percentages are significantly higher than 2008



Aspects of Sexual Assault Training

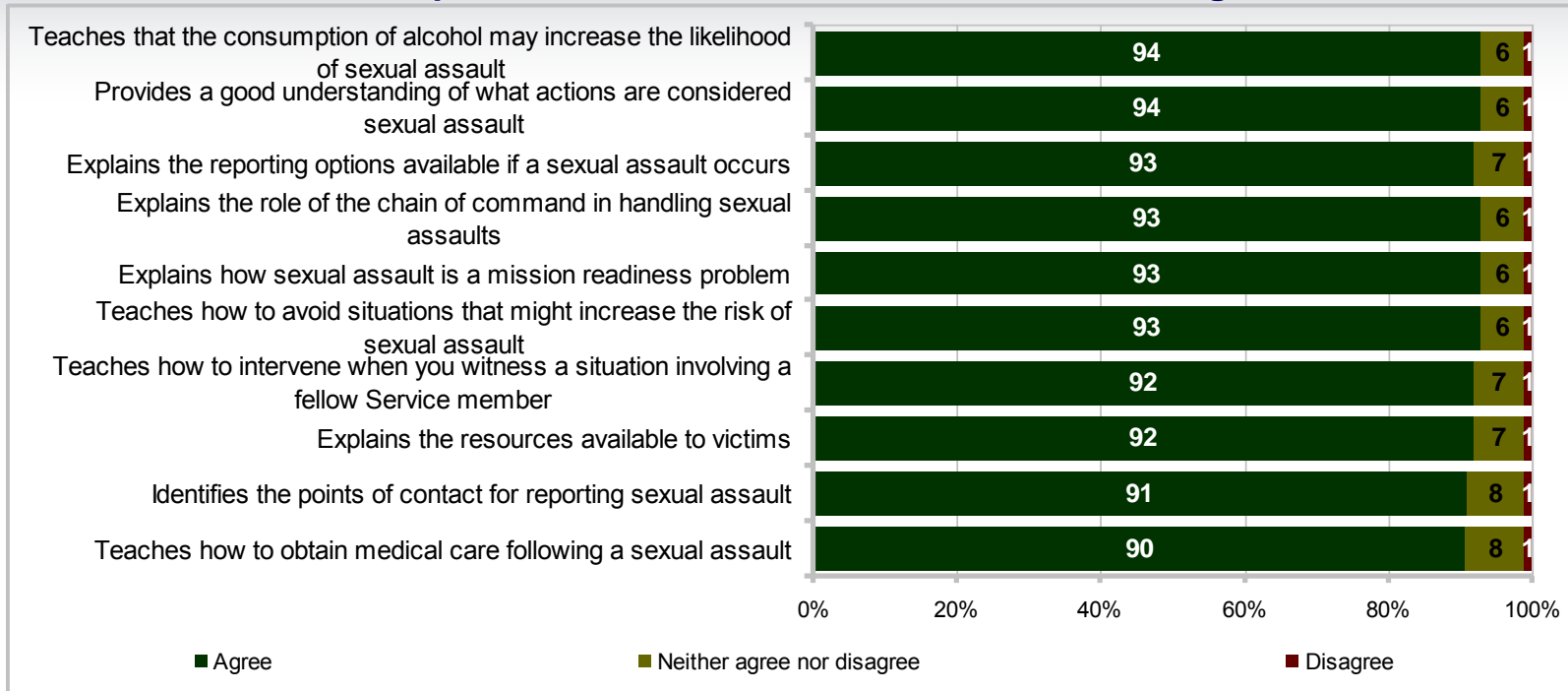
Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months



- **Of the 93% of women who had sexual assault training in the past 12 months:**
 - 93% agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% disagree
 - 93% agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% disagree
 - 93% agree their training provides a good understanding of what actions are considered sexual assault; 1% disagree
 - 91% agree their training explains the reporting options available if a sexual assault occurs; 1% disagree
 - 91% agree their training explains how sexual assault is a mission readiness problem; 1% disagree
 - 90% agree their training explains the resources available to victims; 2% disagree
 - 90% agree their training explains the role of the chain of command in handling sexual assaults; 2% disagree
 - 90% agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 2% disagree
 - 89% agree their training teaches how to obtain medical care following a sexual assault; 2% disagree
 - 89% agree their training identifies the points of contact for reporting sexual assault; 2% disagree

Aspects of Sexual Assault Training

Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months



Of the 94% of men who had sexual assault training in the past 12 months:

- 94% agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% disagree
- 94% agree their training provides a good understanding of what actions are considered sexual assault; 1% disagree
- 93% agree their training explains the reporting options available if a sexual assault occurs; 1% disagree
- 93% agree their training explains the role of the chain of command in handling sexual assaults; 1% disagree
- 93% agree their training explains how sexual assault is a mission readiness problem; 1% disagree
- 93% agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% disagree
- 92% agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 1% disagree
- 92% agree their training explains the resources available to victims; 1% disagree
- 91% agree their training identifies the points of contact for reporting sexual assault; 1% disagree
- 90% agree their training teaches how to obtain medical care following a sexual assault; 1% disagree

Aspects of Sexual Assault Training

Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

| DoD Reserve Women | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|----------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | |
| Teaches how to avoid situations that might increase the risk of sexual assault | Agree | 93 | 92 | 91 | 95 | 92 | 95 | 93 | 92 | 93 | 92 | 95 |
| | Disagree | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| Teaches that the consumption of alcohol may increase the likelihood of sexual assault | Agree | 93 | 93 | 92 | 95 | 93 | 95 | 93 | 92 | 93 | 94 | 96 |
| | Disagree | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 |
| Provides a good understanding of what actions are considered sexual assault | Agree | 93 | 93 | 92 | 94 | 93 | 96 | 93 | 93 | 93 | 94 | 95 |
| | Disagree | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 |
| Explains the reporting options available if a sexual assault occurs | Agree | 91 | 90 | 88 | 94 | 93 | 94 | 93 | 90 | 91 | 91 | 94 |
| | Disagree | 1 | 1 | 2 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| Explains how sexual assault is a mission readiness problem | Agree | 91 | 91 | 88 | 93 | 92 | 93 | 93 | 90 | 91 | 92 | 94 |
| | Disagree | 1 | 1 | 2 | 1 | 0 | 1 | 1 | 1 | 1 | 2 | 2 |

- Higher response of agree *teaches how to avoid situations that might increase the risk of sexual assault* led by O4 – O6 women and ANG women
- Higher response of agree *teaches that the consumption of alcohol may increase the likelihood of sexual assault* led by O4 – O6 women
- Higher response of agree *provides a good understanding of what actions are considered sexual assault* led by ANG women
- Higher response of agree *explains the reporting options available if a sexual assault occurs* led by USNR women, ANG women, and O4 – O6 women
- Higher response of agree *explains how sexual assault is a mission readiness problem* led by O4 – O6 women and ANG women

Margins of error range from ±1% to ±6%

Aspects of Sexual Assault Training

Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

| <u>DoD Reserve Women</u> | | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
|---|----------|----|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | | |
| Explains the resources available to victims | Agree | 90 | 89 | 86 | 94 | 91 | 93 | 91 | 89 | 90 | 89 | 91 | |
| | Disagree | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | |
| Explains the role of the chain of command in handling sexual assaults | Agree | 90 | 90 | 88 | 94 | 92 | 91 | 91 | 90 | 91 | 89 | 91 | |
| | Disagree | 2 | 2 | 2 | 1 | 0 | 2 | 1 | 1 | 2 | 3 | 2 | |
| Teaches how to intervene when you witness a situation involving a fellow Service member | Agree | 90 | 90 | 86 | 94 | 91 | 95 | 93 | 89 | 91 | 91 | 93 | |
| | Disagree | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 2 | |
| Teaches how to obtain medical care following a sexual assault | Agree | 89 | 89 | 87 | 91 | 91 | 91 | 89 | 88 | 89 | 88 | 90 | |
| | Disagree | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 3 | 3 | |
| Identifies the points of contact for reporting sexual assault | Agree | 89 | 88 | 84 | 94 | 93 | 95 | 93 | 88 | 90 | 87 | 91 | |
| | Disagree | 2 | 2 | 3 | 1 | 1 | 1 | 0 | 2 | 2 | 3 | 2 | |

- Higher response of agree *explains the resources available to victims* led by USNR women and ANG women
- Higher response of agree *explains the role of the chain of command in handling sexual assaults* led by USNR women
- Higher response of agree *training teaches how to intervene when they witness a situation involving a fellow Service member* led by ANG women and USNR women
- Higher response of agree *identifies the points of contact for reporting sexual assault* led by ANG women, USNR women, and USAFR women
- Higher response of disagree *identifies the points of contact for reporting sexual assault* led by USAR women



Aspects of Sexual Assault Training

Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

| DoD Reserve Men | | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|----------|----|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | | |
| Teaches how to avoid situations that might increase the risk of sexual assault | Agree | 93 | 94 | 92 | 94 | 90 | 94 | 93 | 92 | 93 | 95 | 95 | |
| | Disagree | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | |
| Teaches that the consumption of alcohol may increase the likelihood of sexual assault | Agree | 94 | 94 | 93 | 94 | 90 | 95 | 93 | 93 | 93 | 96 | 96 | |
| | Disagree | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | |
| Provides a good understanding of what actions are considered sexual assault | Agree | 94 | 94 | 93 | 94 | 90 | 94 | 94 | 93 | 94 | 95 | 96 | |
| | Disagree | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 0 | |
| Explains the reporting options available if a sexual assault occurs | Agree | 93 | 93 | 92 | 94 | 89 | 93 | 93 | 92 | 93 | 93 | 95 | |
| | Disagree | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 0 | |
| Explains how sexual assault is a mission readiness problem | Agree | 93 | 93 | 92 | 93 | 89 | 94 | 94 | 92 | 93 | 94 | 96 | |
| | Disagree | 1 | 1 | 1 | 1 | 2 | 0 | 0 | 1 | 1 | 1 | 0 | |

- Higher response of agree *teaches that the consumption of alcohol may increase the likelihood of sexual assault* led by O1 – O3 men and O4 – O6 men
- Higher response of agree *provides a good understanding of what actions are considered sexual assault* led by O4 – O6 men
- Higher response of agree *explains the reporting options available if a sexual assault occurs* led by O4 – O6 men
- Higher response of agree *explains how sexual assault is a mission readiness problem* led by O4 – O6 men

Aspects of Sexual Assault Training

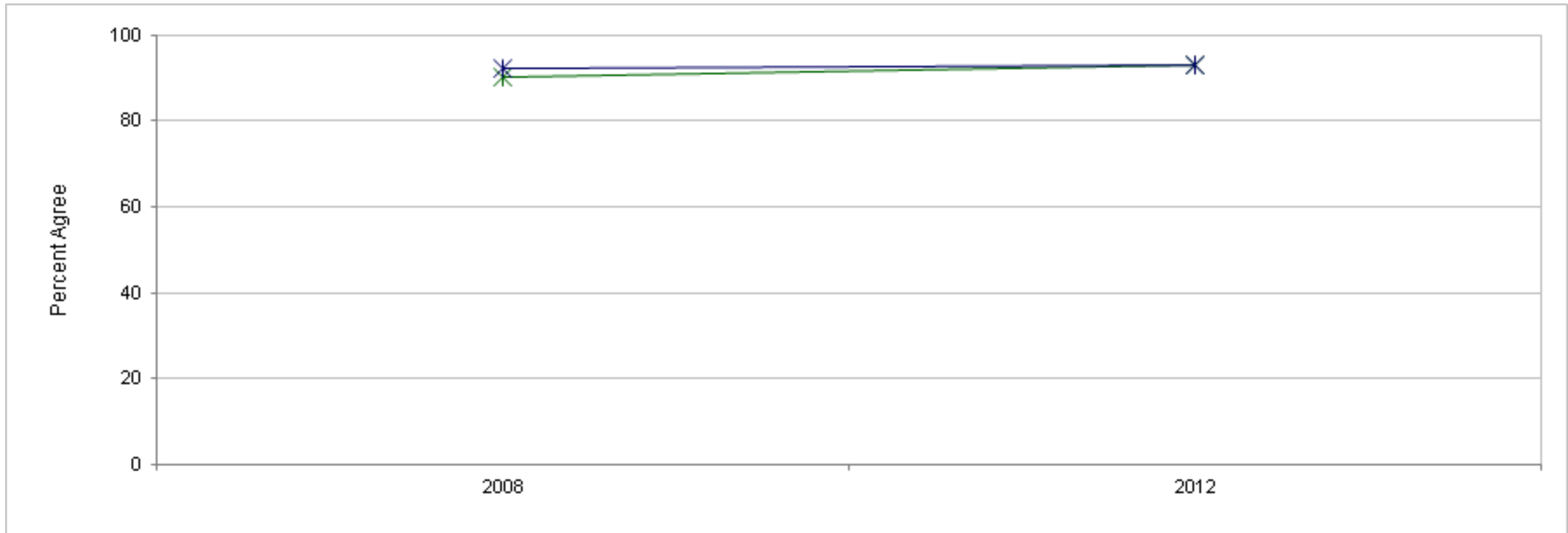
Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

| <u>DoD Reserve Men</u> | | | | | | | | | | | | |
|---|----------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Explains the resources available to victims | Agree | 92 | 92 | 91 | 93 | 88 | 93 | 93 | 91 | 92 | 91 | 94 |
| | Disagree | 1 | 1 | 1 | 0 | 2 | 1 | 0 | 1 | 1 | 1 | 0 |
| Explains the role of the chain of command in handling sexual assaults | Agree | 93 | 93 | 92 | 94 | 89 | 93 | 93 | 92 | 93 | 93 | 95 |
| | Disagree | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 2 | 1 |
| Teaches how to intervene when you witness a situation involving a fellow Service member | Agree | 92 | 92 | 91 | 94 | 88 | 94 | 92 | 91 | 92 | 92 | 93 |
| | Disagree | 1 | 1 | 2 | 0 | 2 | 1 | 1 | 1 | 1 | 2 | 0 |
| Teaches how to obtain medical care following a sexual assault | Agree | 90 | 91 | 89 | 93 | 88 | 91 | 91 | 90 | 90 | 90 | 92 |
| | Disagree | 1 | 2 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 2 | 1 |
| Identifies the points of contact for reporting sexual assault | Agree | 91 | 91 | 89 | 92 | 89 | 94 | 93 | 90 | 91 | 91 | 93 |
| | Disagree | 1 | 1 | 2 | 0 | 1 | 0 | 0 | 1 | 1 | 1 | 1 |

- Higher response of agree *explains the role of the chain of command in handling sexual assaults* led by O4 – O6 men
- Higher response of agree *training teaches how to intervene when they witness a situation involving a fellow Service member* led by ANG men
- Higher response of agree *teaches how to obtain medical care following a sexual assault* led by USNR men
- Higher response of agree *identifies the points of contact for reporting sexual assault* led by ANG men

Sexual Assault Training Teaches How To Avoid Situations That Might Increase the Risk of Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 90 | 93 |
| * Total Men | | 92 | 93 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Sexual Assault Training Provides a Good Understanding of What Actions Are Considered Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

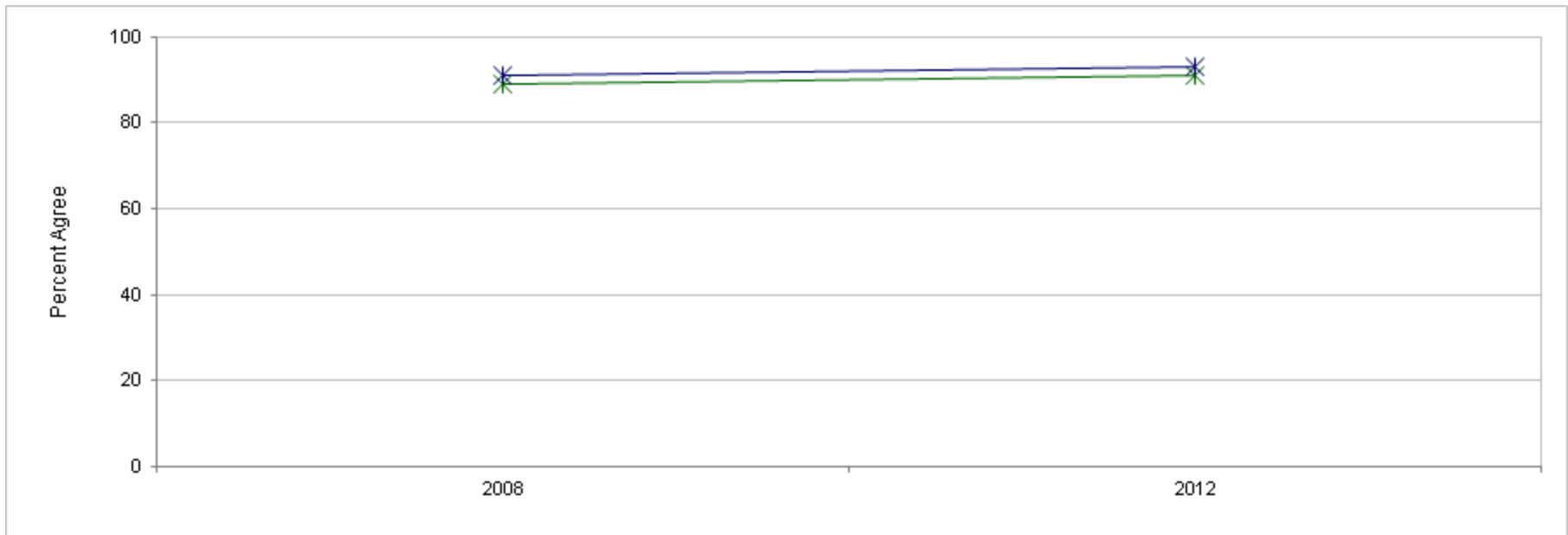


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | 91 | 93 | | |
| * Total Men | 92 | 94 | | |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Sexual Assault Training Explains the Reporting Options Available if a Sexual Assault Occurs

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



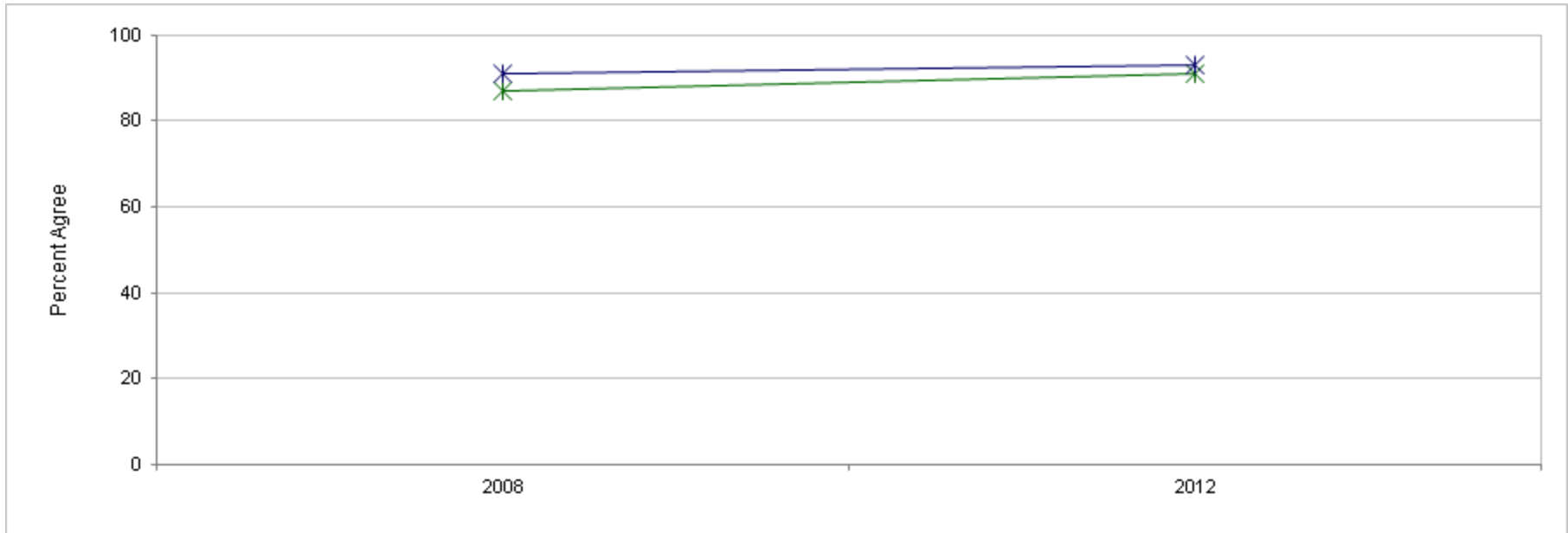
| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 89 | 91 |
| * Total Men | | | 91 | 93 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Sexual Assault Training Explains How Sexual Assault is a Mission Readiness Problem

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

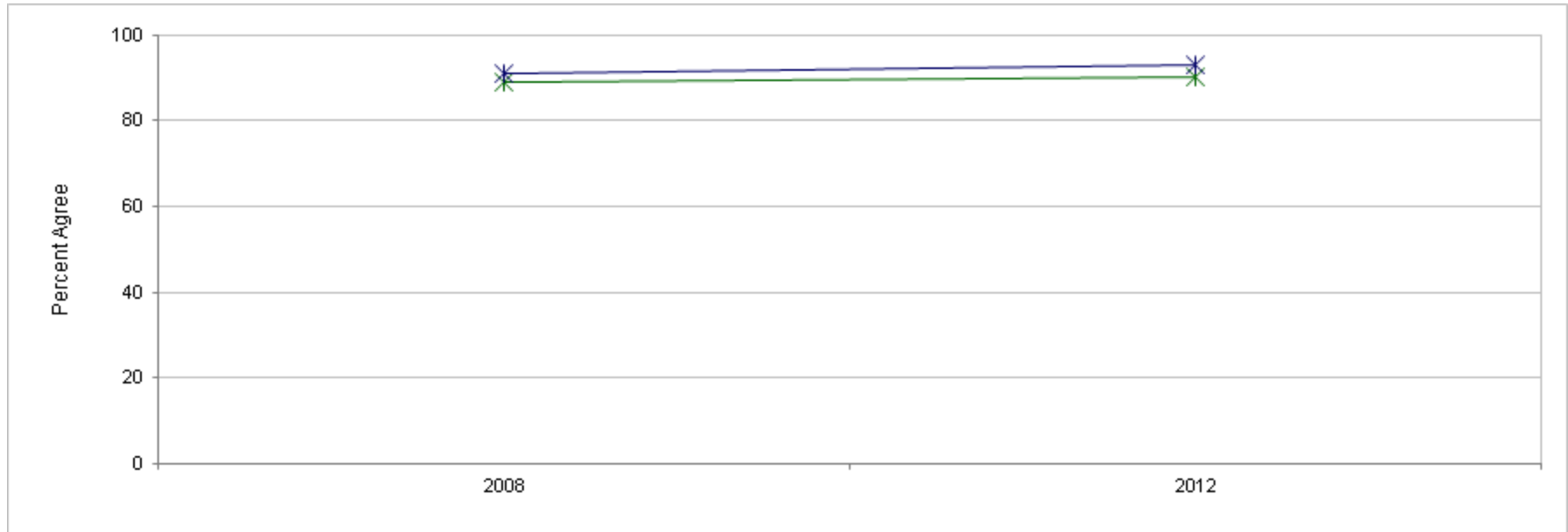


| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 87 | 91 |
| * Total Men | | 91 | 93 |

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men

Sexual Assault Training Explains the Role of the Chain of Command in Handling Sexual Assaults

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

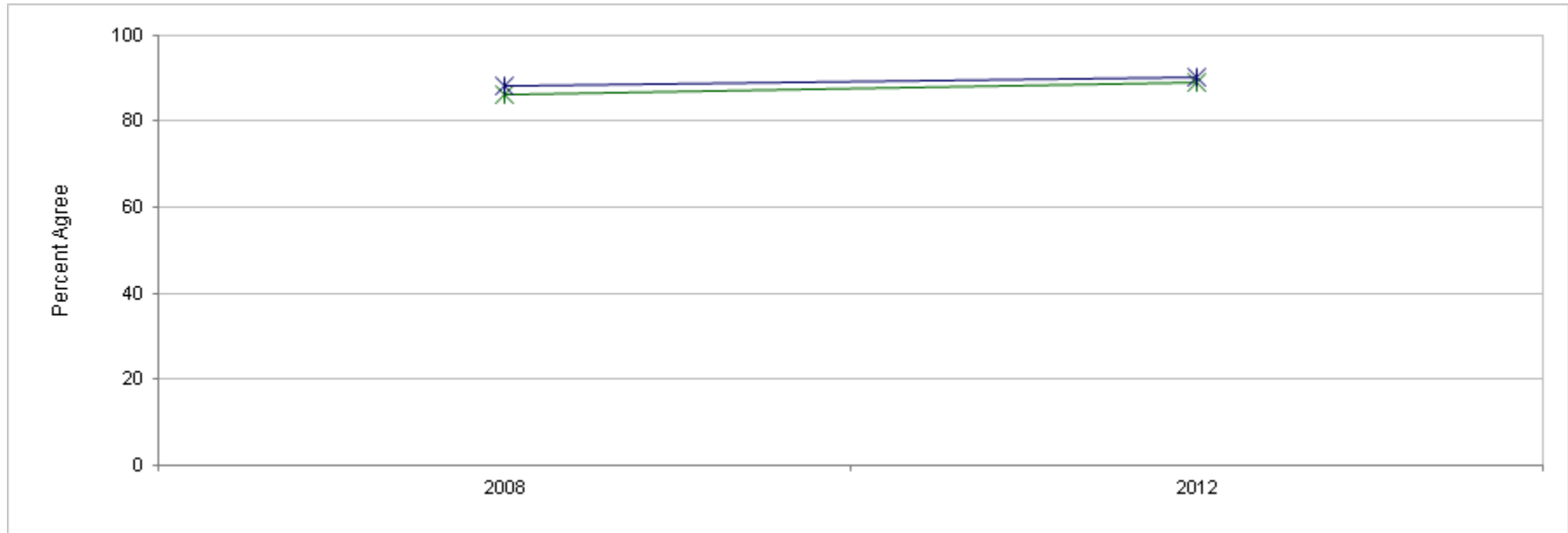


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 89 | 90 |
| * Total Men | | | 91 | 93 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Sexual Assault Training Teaches How To Obtain Medical Care Following a Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



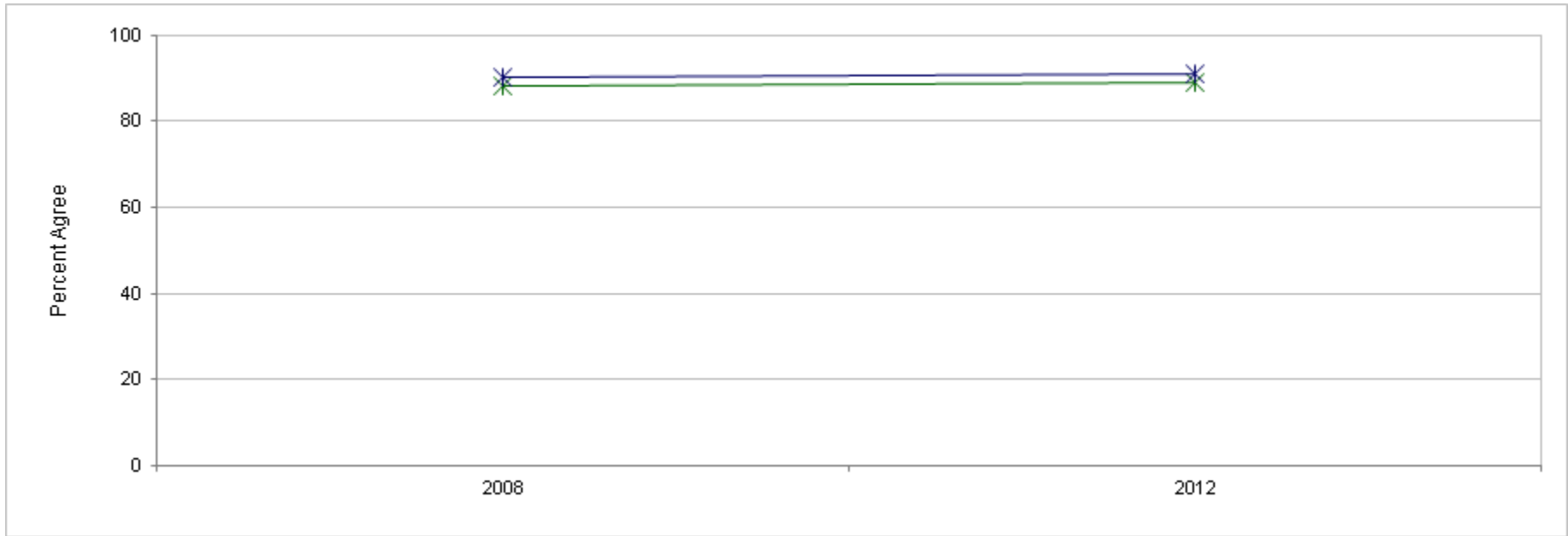
| | Most recent HIGHER than Most recent LOWER than | 2008 | 2012 |
|---------------|---|------|------|
| * Total Women | | 86 | 89 |
| * Total Men | | 88 | 90 |

- For men, the 2012 percentage is significantly higher than 2008; for women, there are no statistically significant differences



Sexual Assault Training Identifies the Points of Contact for Reporting Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

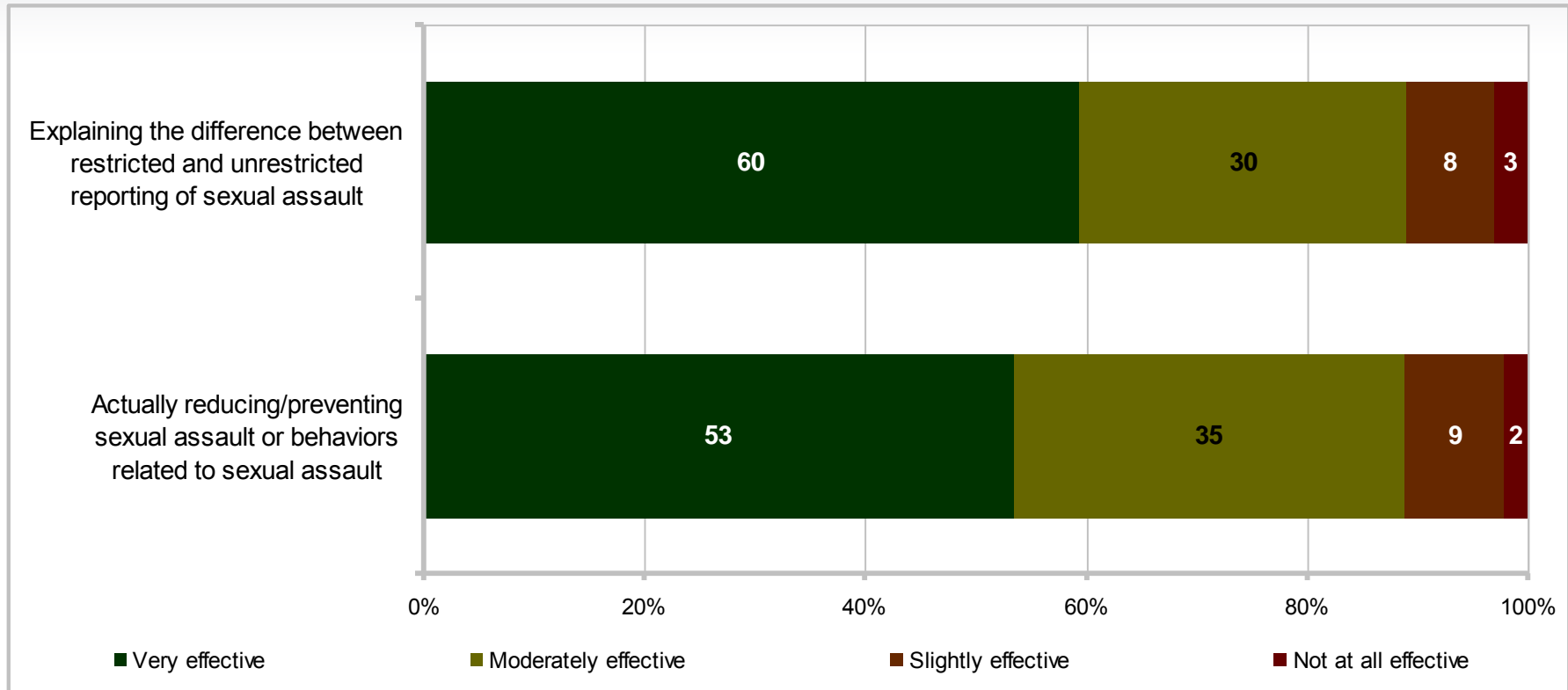


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 88 | 89 |
| * Total Men | | | 90 | 91 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Effectiveness of Sexual Assault Training

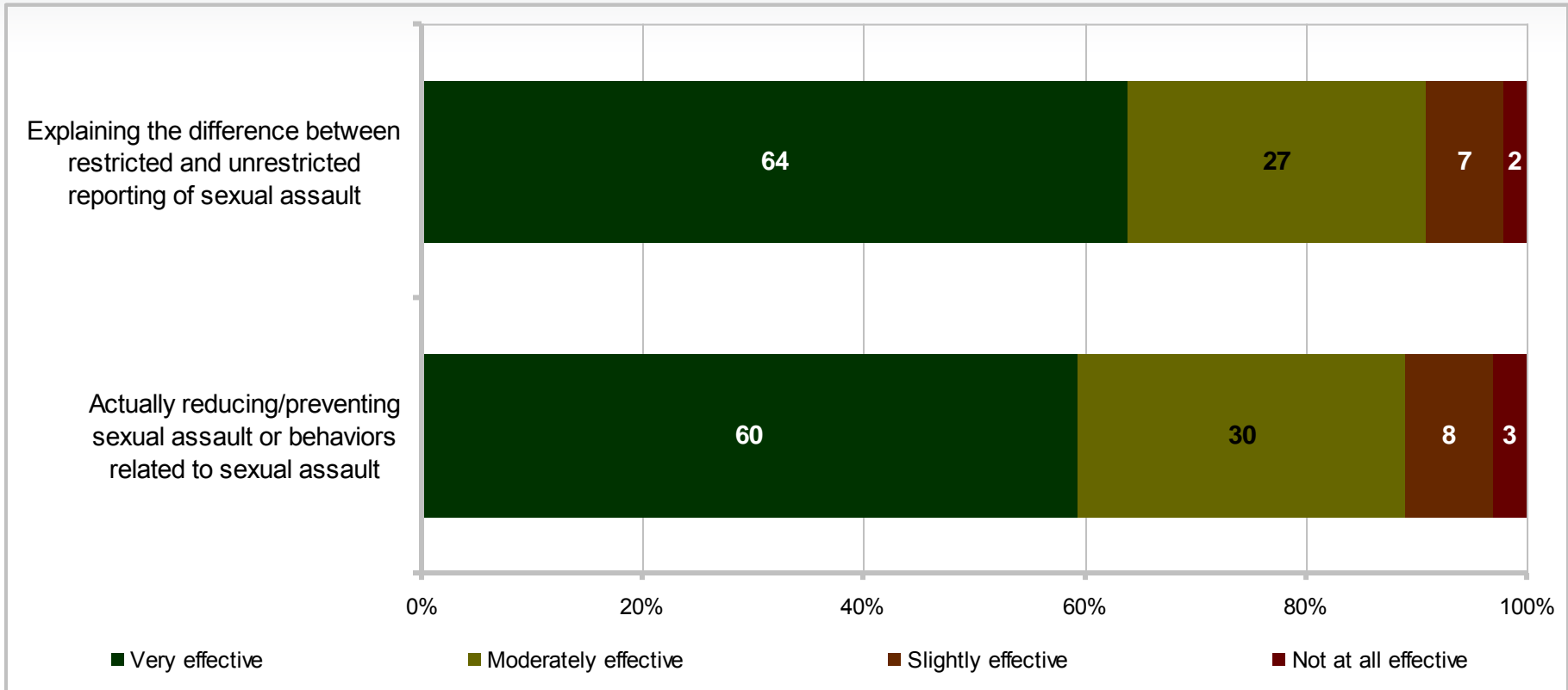
Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months



- **Of the 93% of women who had sexual assault training in the past 12 months:**
 - 60% indicated their training was *very effective* in explaining the difference between restricted and unrestricted reporting of sexual assault; 30% indicated *moderately effective*; 8% indicated *slightly effective*; and 3% indicated *not at all effective*
 - 53% indicated their training was *very effective* in actually reducing/preventing sexual assault or behaviors related to sexual assault; 35% indicated *moderately effective*; 9% indicated *slightly effective*; and 2% indicated *not at all effective*

Effectiveness of Sexual Assault Training

Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months



- **Of the 94% of men who had sexual assault training in the past 12 months:**
 - 64% indicated their training was *very effective* in explaining the difference between restricted and unrestricted reporting of sexual assault; 27% indicated *moderately effective*; 7% indicated *slightly effective*; and 2% indicated not at all effective
 - 60% indicated their training was *very effective* in actually reducing/preventing sexual assault or behaviors related to sexual assault; 30% indicated *moderately effective*; 8% indicated *slightly effective*; and 3% indicated *not at all effective*



Effectiveness of Sexual Assault Training

Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

| DoD Reserve Women | | KEY: | | | | | | | | | | | |
|---|----------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|--|
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women | |
| Explaining the difference between restricted and unrestricted reporting of sexual assault | Very effective | 60 | 58 | 58 | 69 | 60 | 61 | 62 | 63 | 59 | 56 | 54 | |
| | Moderately effective | 30 | 31 | 30 | 25 | 32 | 30 | 30 | 28 | 31 | 31 | 36 | |
| | Slightly effective | 8 | 8 | 8 | 5 | 6 | 7 | 7 | 7 | 8 | 9 | 8 | |
| | Not at all effective | 3 | 3 | 4 | 1 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | |
| Actually reducing/preventing sexual assault or behaviors related to sexual assault | Very effective | 53 | 52 | 54 | 58 | 52 | 53 | 53 | 58 | 52 | 45 | 46 | |
| | Moderately effective | 35 | 36 | 34 | 32 | 38 | 35 | 37 | 33 | 36 | 38 | 39 | |
| | Slightly effective | 9 | 10 | 9 | 7 | 8 | 9 | 8 | 8 | 10 | 14 | 12 | |
| | Not at all effective | 2 | 2 | 3 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 4 | |

- Higher response of very effective explaining the difference between restricted and unrestricted reporting of sexual assault led by USNR women and E1 – E4 women; lower response led by O4 – O6 women
- Higher response of moderately effective explaining the difference between restricted and unrestricted reporting of sexual assault led by O4 – O6 women; lower response led by USNR women
- Lower response of slightly effective explaining the difference between restricted and unrestricted reporting of sexual assault led by USNR women
- Higher response of very effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by E1 – E4 women; lower response of led by O1 – O3 women and O4 – O6 women
- Higher response of slightly effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by O1 – O3 women; lower response led by E1 – E4 women

Effectiveness of Sexual Assault Training

Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

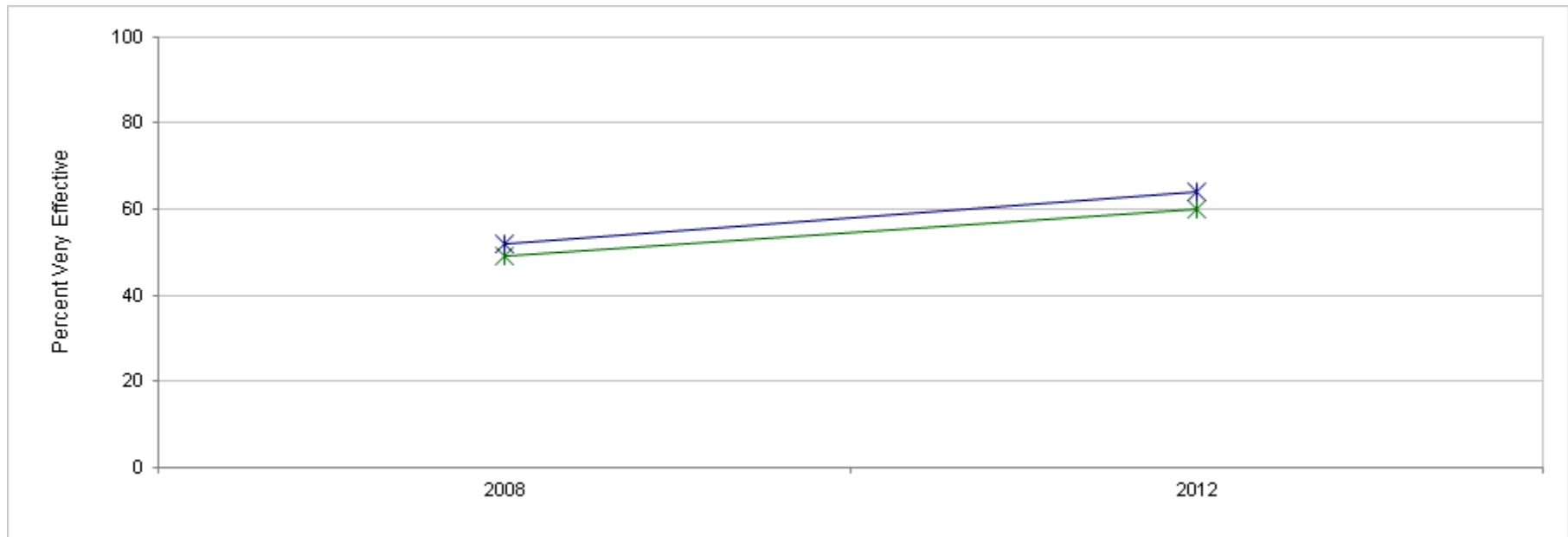
| DoD Reserve Men | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|---|----------------------|-----------------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | | | | | | | | | | | |
| | | Higher Response | | | | | | | | | | |
| | | Lower Response | | | | | | | | | | |
| Explaining the difference between restricted and unrestricted reporting of sexual assault | Very effective | 64 | 63 | 63 | 72 | 68 | 62 | 63 | 69 | 62 | 59 | 55 |
| | Moderately effective | 27 | 27 | 27 | 24 | 24 | 31 | 28 | 24 | 29 | 30 | 33 |
| | Slightly effective | 7 | 7 | 8 | 4 | 6 | 4 | 8 | 5 | 7 | 8 | 9 |
| | Not at all effective | 2 | 3 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 2 |
| Actually reducing/preventing sexual assault or behaviors related to sexual assault | Very effective | 60 | 59 | 60 | 65 | 66 | 60 | 56 | 66 | 59 | 50 | 47 |
| | Moderately effective | 30 | 30 | 30 | 26 | 25 | 32 | 31 | 27 | 30 | 38 | 39 |
| | Slightly effective | 8 | 8 | 8 | 6 | 6 | 6 | 10 | 6 | 8 | 9 | 10 |
| | Not at all effective | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |

- Higher response of very effective *explaining the difference between restricted and unrestricted reporting of sexual assault* led by USNR men and E1 – E4 men; lower response led by O4 – O6 men and E5 – E9 men
- Higher response of moderately effective *explaining the difference between restricted and unrestricted reporting of sexual assault* led by O4 – O6 men and ANG men; lower response led E1 – E4 men
- Higher response of slightly effective *explaining the difference between restricted and unrestricted reporting of sexual assault* led by O4 – O6 men; lower response led by USNR men and ANG men
- Higher response of very effective *actually reducing/preventing sexual assault or behaviors related to sexual assault* led by E1 – E4 men and USNR men; lower response led by O4 – O6 men and O1 – O3 men
- Higher response of moderately effective *actually reducing/preventing sexual assault or behaviors related to sexual assault* led by O4 – O6 men and O1 – O3 men; lower response led by E1 – E4 men
- Higher response of slightly effective *actually reducing/preventing sexual assault or behaviors related to sexual assault* led by O4 – O6 men; lower response led by ANG men and E1 – E4 men



Sexual Assault Training Was Very Effective in Explaining the Difference Between Restricted and Unrestricted Reporting of Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

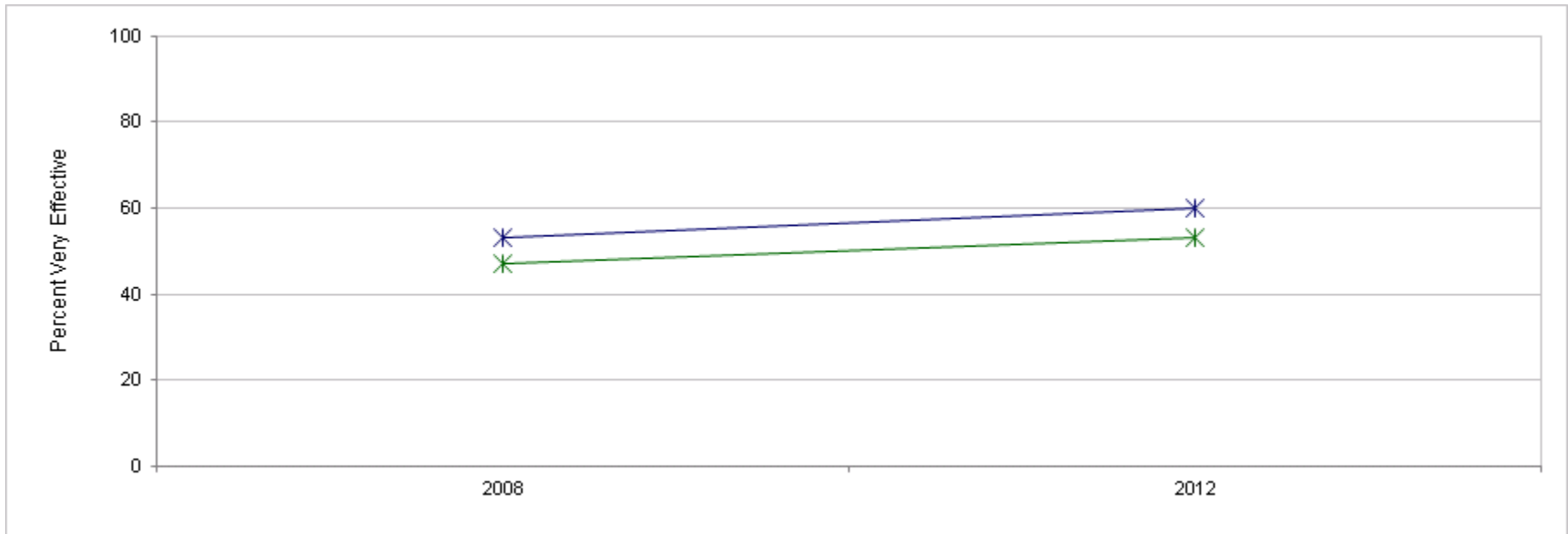


| | Most recent HIGHER than Most recent LOWER than | 2008 | 2012 |
|---------------|---|------|------|
| * Total Women | | 49 | 60 |
| * Total Men | | 52 | 64 |

- For women and men, the 2012 percentages are significantly higher than 2008

Sexual Assault Training Was Very Effective in Reducing/Preventing Sexual Assault or Behaviors Related to Sexual Assault

Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



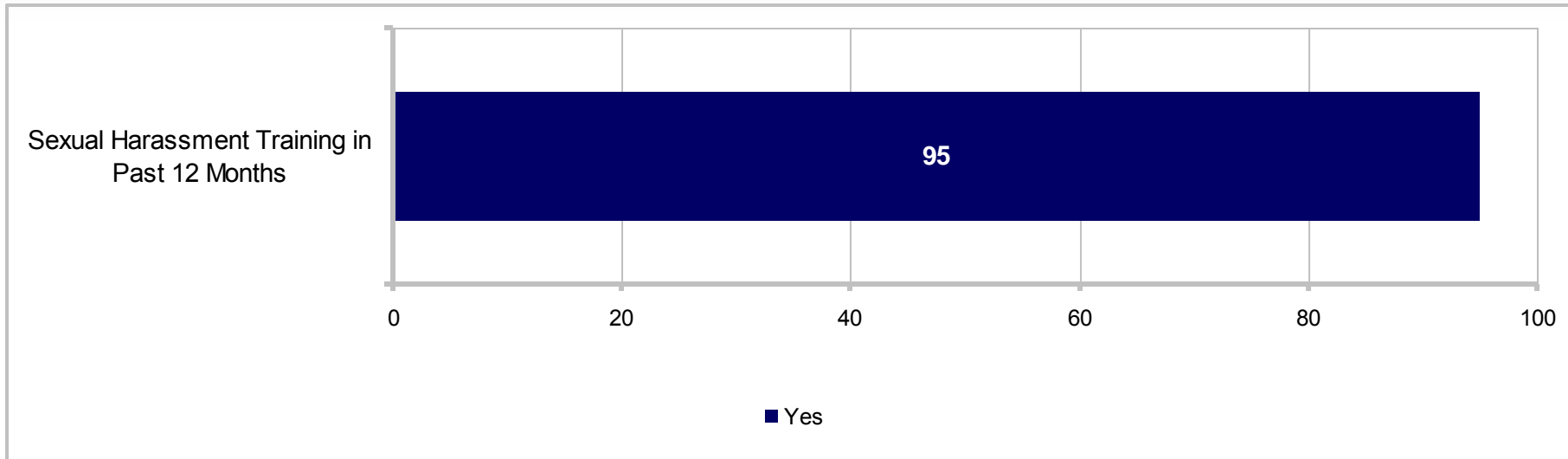
| | Most recent HIGHER than | 2008 | 2012 |
|---------------|-------------------------|------|------|
| | Most recent LOWER than | | |
| * Total Women | | 47 | 53 |
| * Total Men | | 53 | 60 |

- For women and men, the 2012 percentages are significantly higher than 2008



Training on Sexual Harassment in Past 12 Months

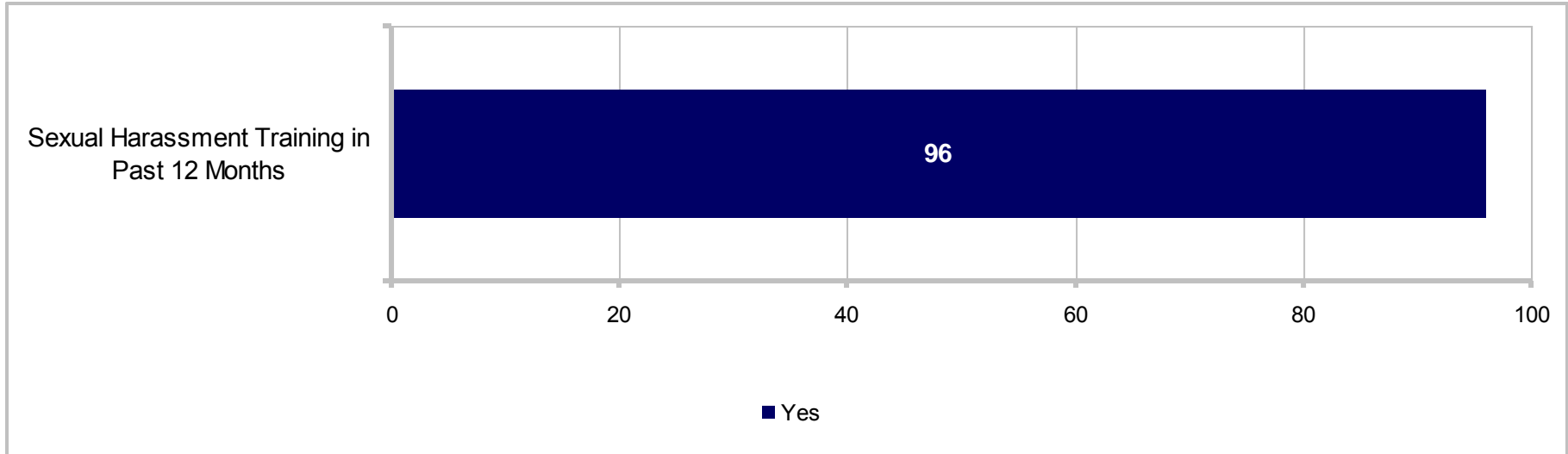
Percent of All Reserve Component Women



- **95% of women indicated they had sexual harassment training in the past 12 months**



Training on Sexual Harassment in Past 12 Months Percent of All Reserve Component Men



- **96% of men indicated they had sexual harassment training in the past 12 months**



Training on Sexual Harassment in Past 12 Months

Percent of All Reserve Component Members

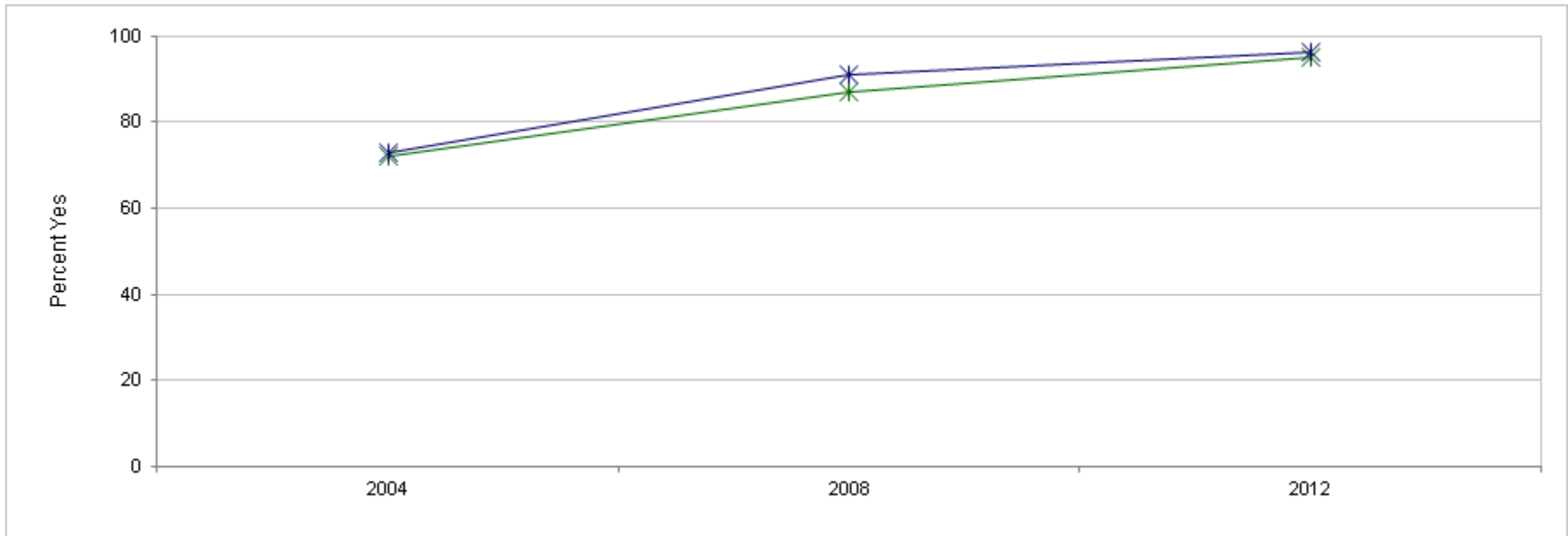
| <u>DoD Reserve Women</u> | | | | | | | | | | | |
|--|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexual Harassment Training in Past 12 Months | 95 | 96 | 93 | 99 | 92 | 97 | 95 | 95 | 96 | 95 | 94 |

| <u>DoD Reserve Men</u> | | | | | | | | | | | |
|--|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | |
| Higher Response of Yes | | | | | | | | | | | |
| Lower Response of Yes | | | | | | | | | | | |
| | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual Harassment Training in Past 12 Months | 96 | 95 | 95 | 99 | 96 | 98 | 97 | 95 | 97 | 95 | 96 |

- Higher response led by USNR men, USNR women, and ANG men; lower response led by USAR women



Sexual Harassment Training in the Past 12 Months Percent of All Reserve Component Members, by Gender



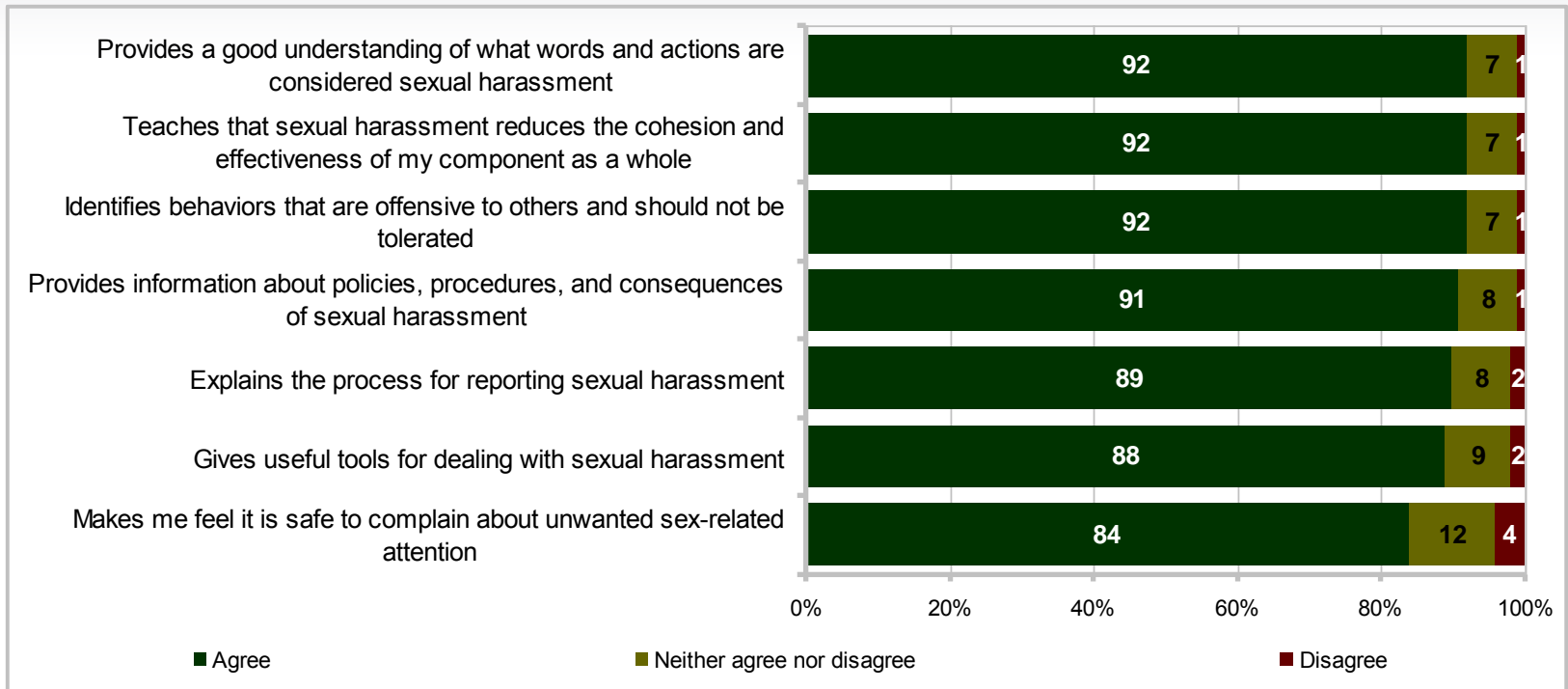
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 72 | 87 | 95 |
| * Total Men | 73 | 91 | 96 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



Aspects of Sexual Harassment Training

Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months

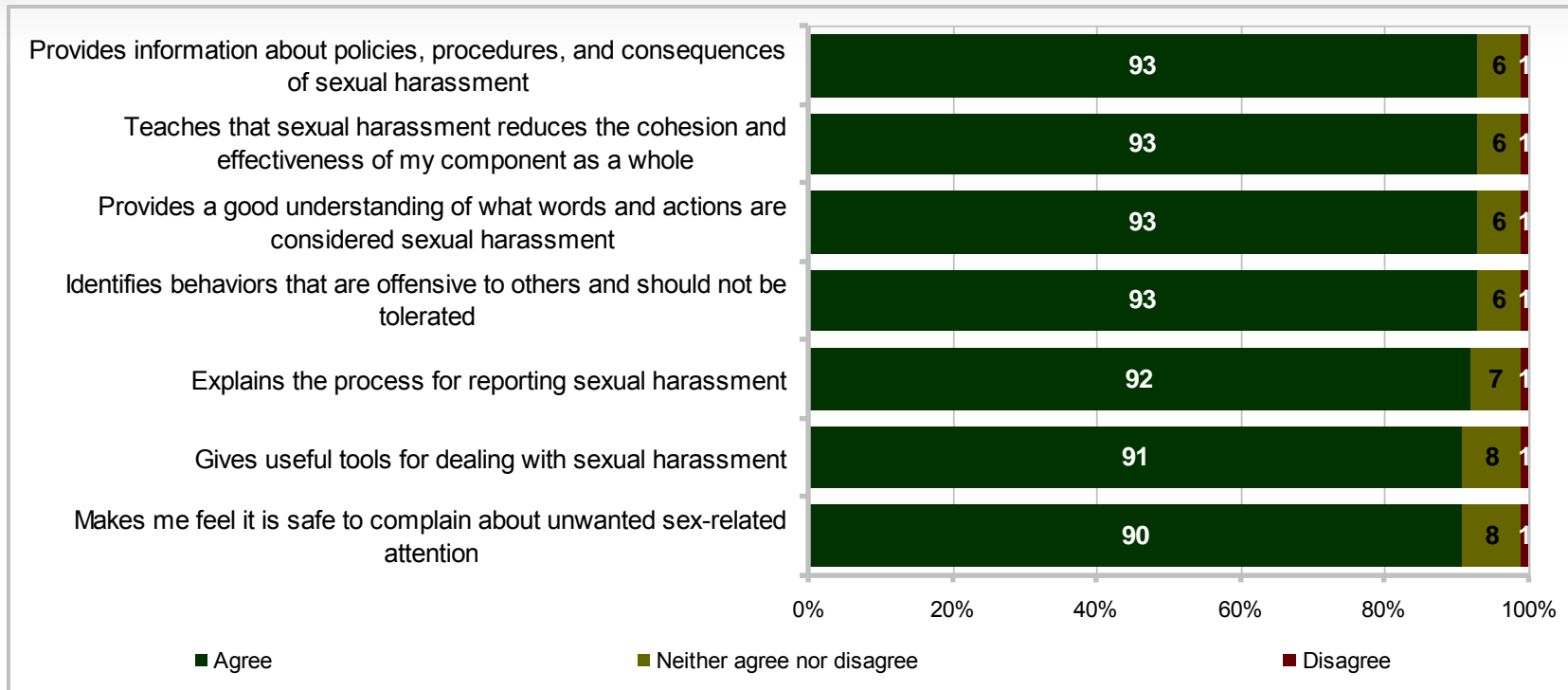


• **Of the 95% of women who had sexual harassment training in the past 12 months:**

- 92% agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% disagree
- 92% agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% disagree
- 92% agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% disagree
- 91% agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% disagree
- 89% agree their training explains the process for reporting sexual harassment; 2% disagree
- 88% agree their training gives useful tools for dealing with sexual harassment; 2% disagree
- 84% agree their training makes them feel it is safe to complain about unwanted sex-related attention; 4% disagree

Aspects of Sexual Harassment Training

Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months



Of the 96% of men who had sexual harassment training in the past 12 months:

- 93% agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% disagree
- 93% agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% disagree
- 93% agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% disagree
- 93% agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% disagree
- 92% agree their training explains the process for reporting sexual harassment; 1% disagree
- 91% agree their training gives useful tools for dealing with sexual harassment; 1% disagree
- 90% agree their training makes them feel it is safe to complain about unwanted sex-related attention; 1% disagree

Aspects of Sexual Harassment Training

Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|--|----------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Provides a good understanding of what words and actions are considered sexual harassment | Agree | 92 | 91 | 91 | 93 | 90 | 94 | 91 | 91 | 92 | 92 | 94 |
| | Disagree | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 |
| Teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole | Agree | 92 | 92 | 91 | 93 | 89 | 95 | 92 | 91 | 92 | 93 | 95 |
| | Disagree | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Identifies behaviors that are offensive to others and should not be tolerated | Agree | 92 | 91 | 92 | 94 | 88 | 94 | 91 | 92 | 92 | 92 | 94 |
| | Disagree | 1 | 1 | 1 | 0 | 2 | 1 | 1 | 1 | 1 | 2 | 1 |
| Provides information about policies, procedures, and consequences of sexual harassment | Agree | 91 | 90 | 90 | 94 | 90 | 93 | 92 | 90 | 91 | 91 | 94 |
| | Disagree | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 |

- Higher response of agree *provides a good understanding of what words and actions are considered sexual harassment* led by ANG women
- Higher response of agree *teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole* led by ANG women and O4 – O6 women
- Higher response of agree *identifies behaviors that are offensive to others and should not be tolerated* led by O4 – O6 women and ANG women
- Higher response of agree *provides information about policies, procedures, and consequences of sexual harassment* led by O4 – O6 women



Aspects of Sexual Harassment Training

Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|---|----------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Explains the process for reporting sexual harassment | Agree | 89 | 88 | 88 | 93 | 89 | 93 | 91 | 88 | 90 | 90 | 93 |
| | Disagree | 2 | 3 | 3 | 1 | 1 | 2 | 1 | 2 | 2 | 3 | 2 |
| Gives useful tools for dealing with sexual harassment | Agree | 88 | 87 | 88 | 91 | 88 | 91 | 89 | 88 | 89 | 87 | 89 |
| | Disagree | 2 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 3 | 3 |
| Makes me feel it is safe to complain about unwanted sex-related attention | Agree | 84 | 82 | 82 | 89 | 84 | 87 | 87 | 84 | 84 | 83 | 86 |
| | Disagree | 4 | 5 | 5 | 2 | 3 | 3 | 2 | 4 | 4 | 5 | 3 |

- Higher response of agree *explains the process for reporting sexual harassment* led by ANG women, O4 – O6 women, and USNR women
- Higher response of agree *gives useful tools for dealing with sexual harassment* led by ANG women
- Higher response of agree *makes them feel it is safe to complain about unwanted sex-related attention* led by USNR women, USAFR women, and ANG women



Aspects of Sexual Harassment Training

Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months

| <u>DoD Reserve Men</u> | | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
|--|----------|----|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | | |
| Higher Response of Agree | | | | | | | | | | | | | |
| Higher Response of Disagree | | | | | | | | | | | | | |
| Provides a good understanding of what words and actions are considered sexual harassment | Agree | 93 | 94 | 93 | 95 | 92 | 94 | 92 | 93 | 93 | 94 | 94 | 94 |
| | Disagree | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 |
| Teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole | Agree | 93 | 93 | 93 | 95 | 90 | 94 | 92 | 93 | 93 | 95 | 95 | 95 |
| | Disagree | 1 | 1 | 1 | 0 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Identifies behaviors that are offensive to others and should not be tolerated | Agree | 93 | 93 | 93 | 95 | 91 | 94 | 93 | 93 | 93 | 96 | 95 | 95 |
| | Disagree | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 |
| Provides information about policies, procedures, and consequences of sexual harassment | Agree | 93 | 93 | 92 | 95 | 90 | 94 | 92 | 92 | 93 | 94 | 96 | 96 |
| | Disagree | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 0 |

- Higher response of agree *teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole* led by O4 – O6 men
- Higher response of agree *identifies behaviors that are offensive to others and should not be tolerated* led by O1 – O3 men
- Higher response of agree *provides information about policies, procedures, and consequences of sexual harassment* led by O4 – O6 men



Aspects of Sexual Harassment Training

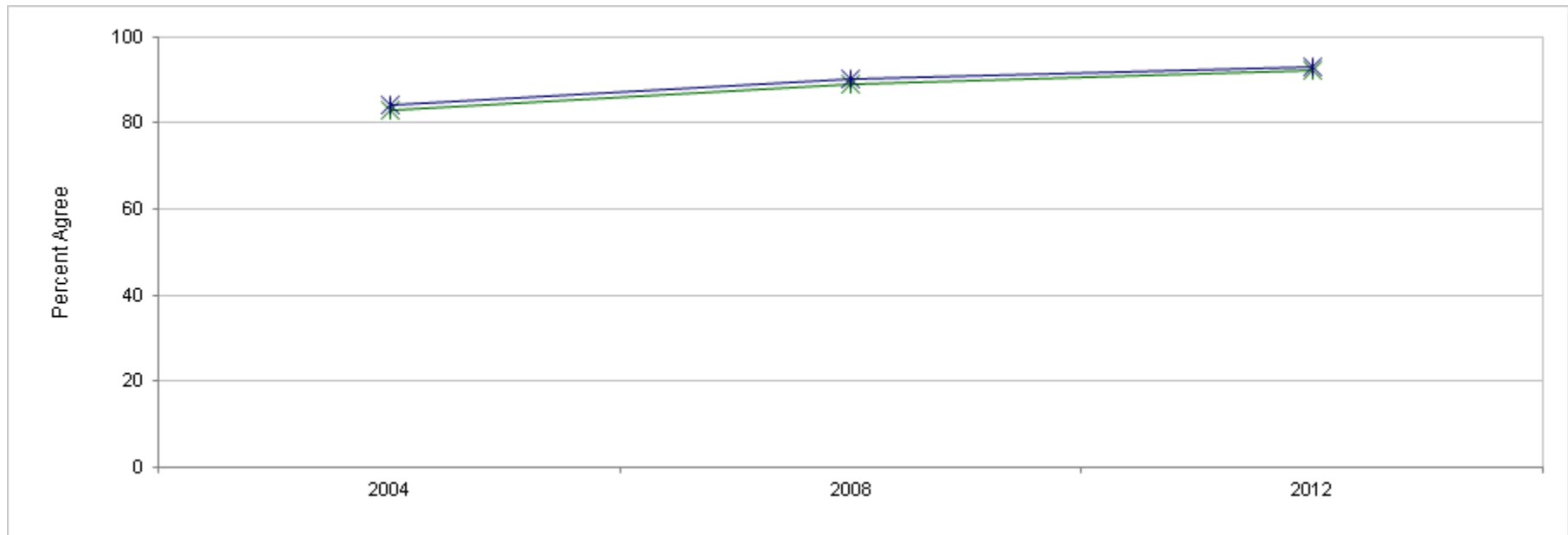
Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months

| DoD Reserve Men | | KEY: | | | | | | | | | | |
|---|----------|--|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| | | <p>Higher Response of Agree</p> <p>Higher Response of Disagree</p> | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Explains the process for reporting sexual harassment | Agree | 92 | 92 | 91 | 94 | 89 | 93 | 92 | 91 | 92 | 92 | 94 |
| | Disagree | 1 | 1 | 2 | 1 | 2 | 1 | 0 | 2 | 1 | 1 | 1 |
| Gives useful tools for dealing with sexual harassment | Agree | 91 | 92 | 90 | 94 | 88 | 92 | 89 | 91 | 91 | 92 | 92 |
| | Disagree | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 |
| Makes me feel it is safe to complain about unwanted sex-related attention | Agree | 90 | 90 | 90 | 93 | 86 | 91 | 88 | 90 | 90 | 92 | 92 |
| | Disagree | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |

- Higher response of agree explains the process for reporting sexual harassment led by USNR men and O4 – O6 men

Sexual Harassment Training Provides a Good Understanding of What Words and Actions Are Considered Sexual Harassment

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

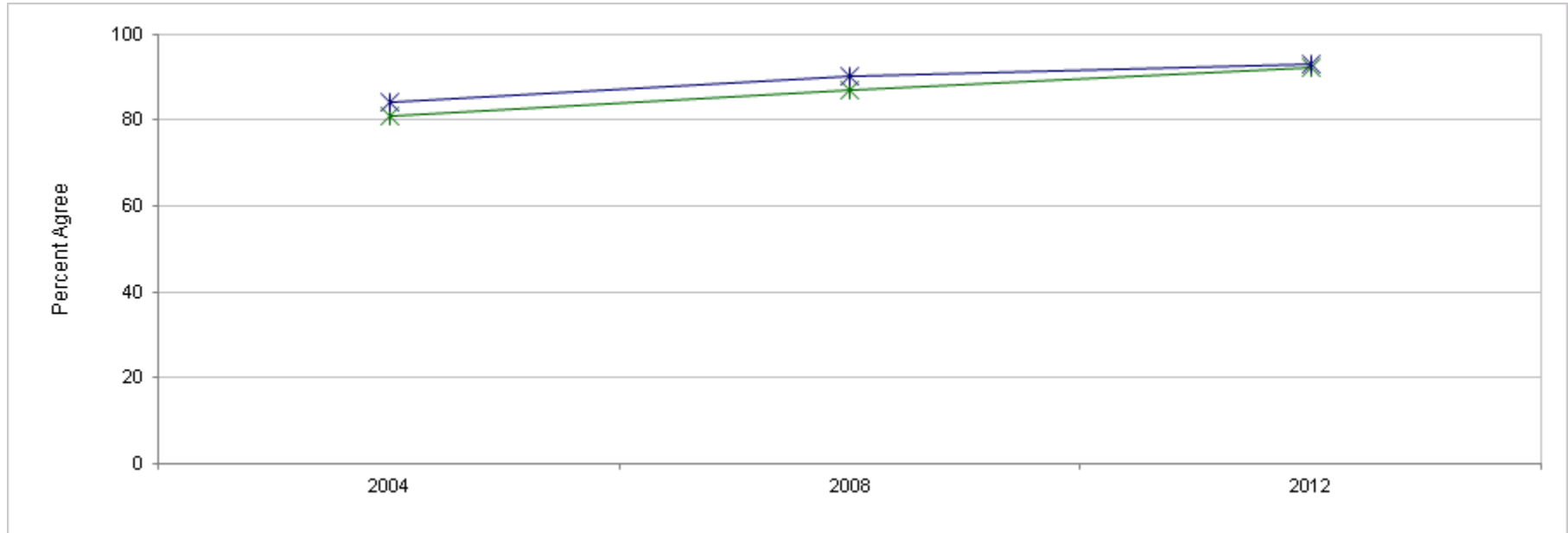


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 83 | 89 | 92 |
| * Total Men | 84 | 90 | 93 |

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004

Sexual Harassment Training Teaches That Sexual Harassment Reduces the Cohesion and Effectiveness of Component as a Whole

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

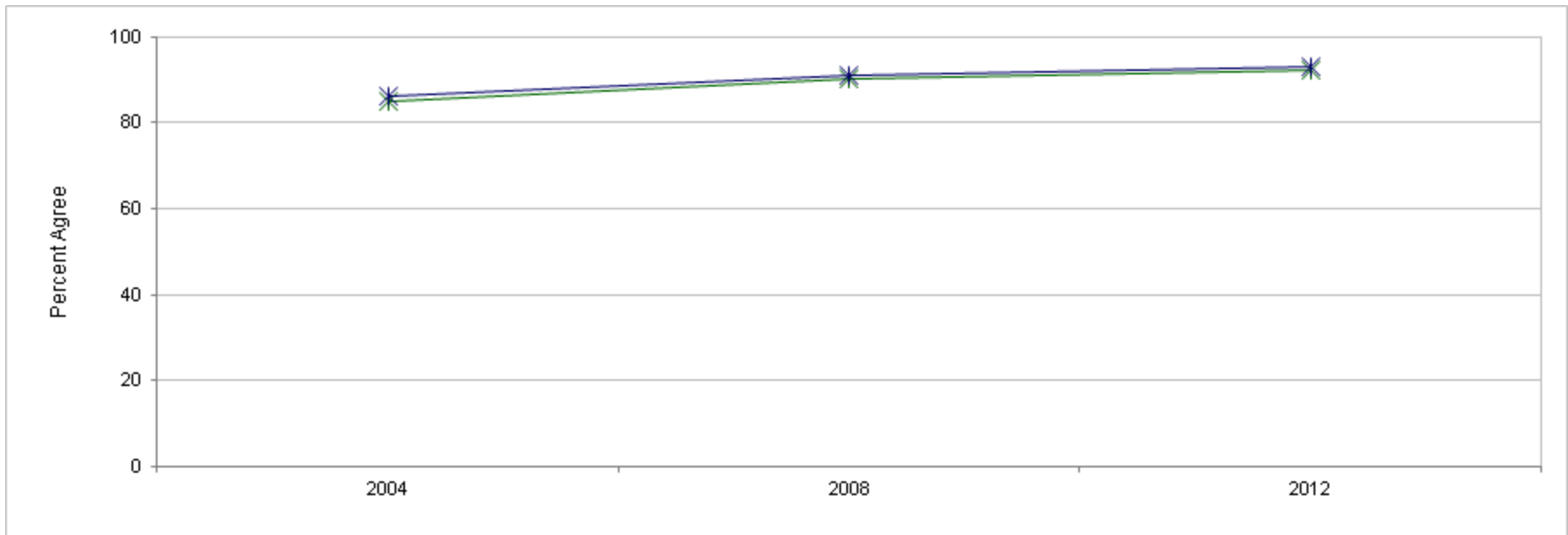


| | 2004 | 2008 | 2012 |
|--|------|------|------|
| Most recent HIGHER than Most recent LOWER than | | | |
| * Total Women | 81 | 87 | 92 |
| * Total Men | 84 | 90 | 93 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004

Sexual Harassment Training Identifies Behaviors That Are Offensive to Others and Should Not Be Tolerated

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

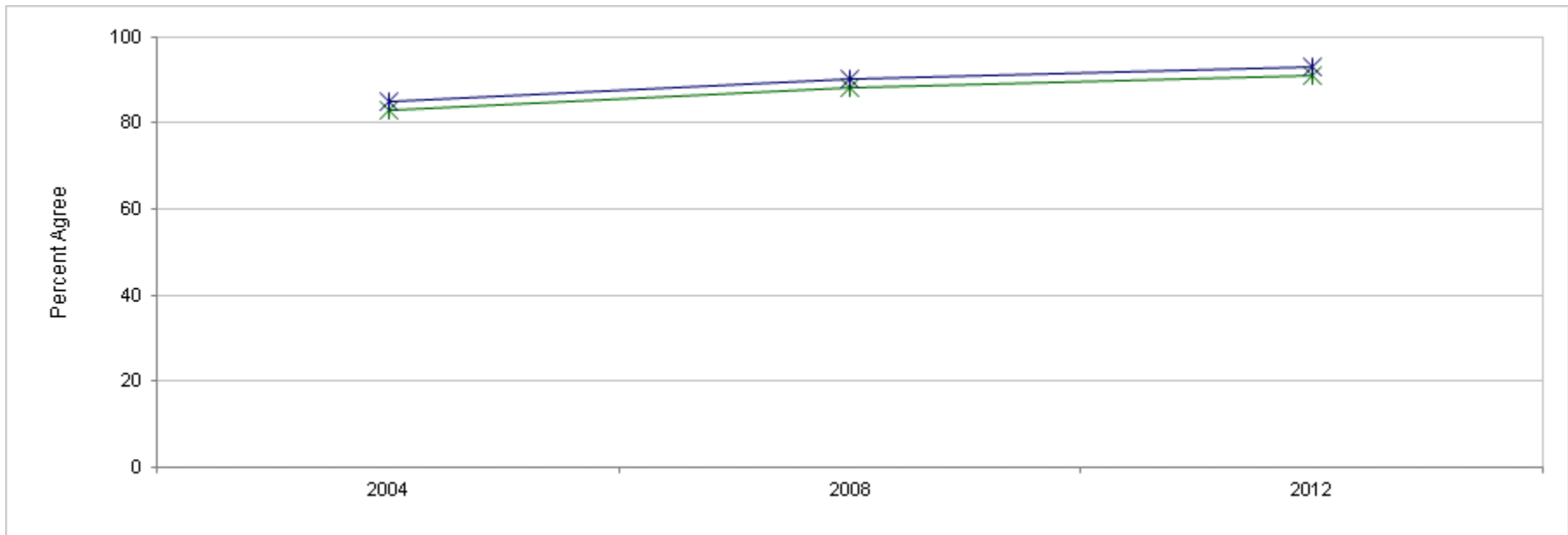


| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 85 | 90 | 92 |
| * Total Men | 86 | 91 | 93 |

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004

Sexual Harassment Training Provides Information About Policies, Procedures, and Consequences of Sexual Harassment

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



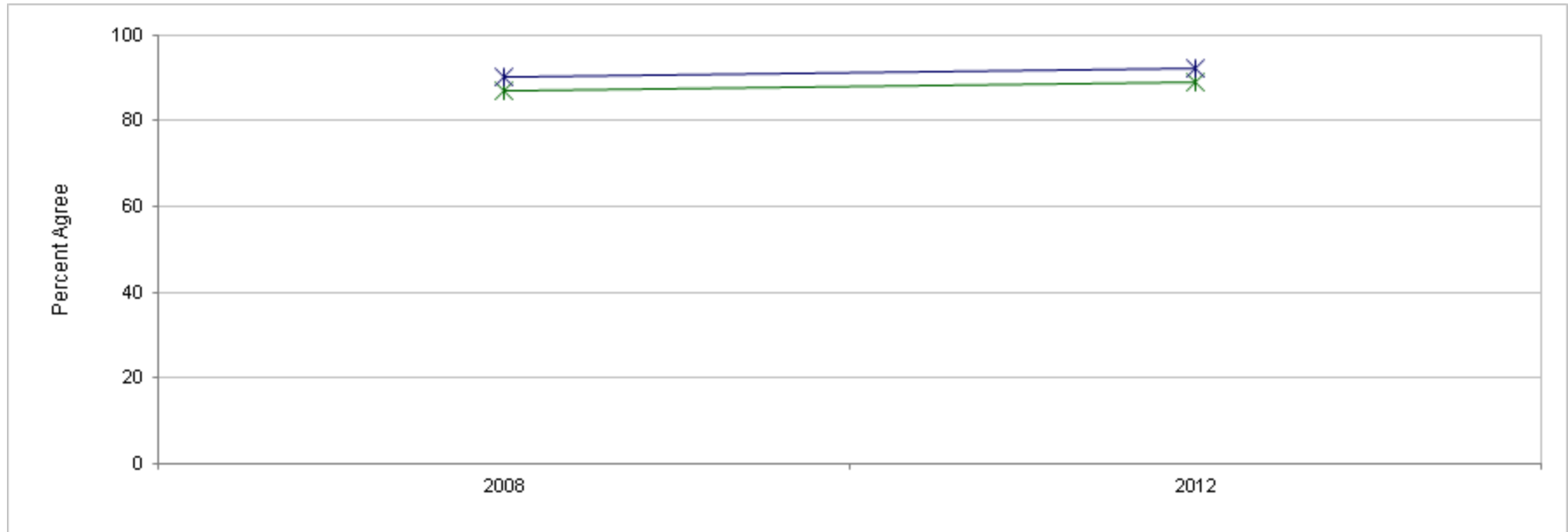
| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 83 | 88 | 91 |
| * Total Men | 85 | 90 | 93 |

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



Sexual Harassment Training Explains the Process for Reporting Sexual Harassment

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

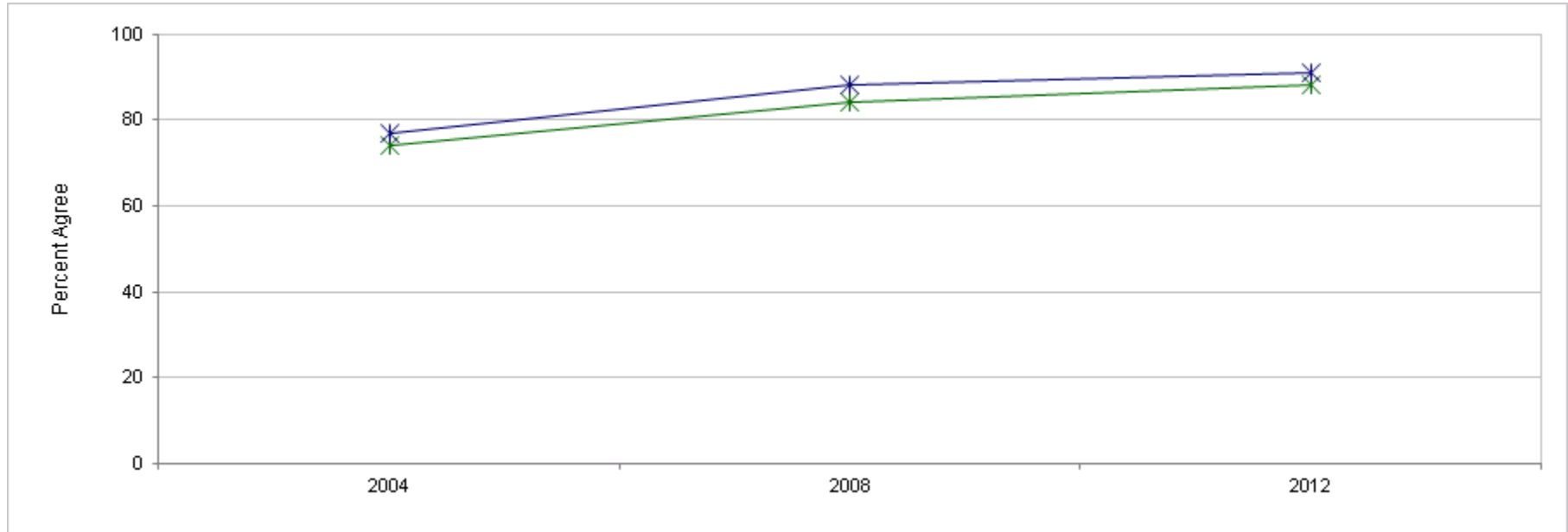


| | Most recent HIGHER than | Most recent LOWER than | 2008 | 2012 |
|---------------|-------------------------|------------------------|------|------|
| * Total Women | | | 87 | 89 |
| * Total Men | | | 90 | 92 |

- **There are no statistically significant differences for women or men between 2012 and 2008**

Sexual Harassment Training Gives Useful Tools for Dealing With Sexual Harassment

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

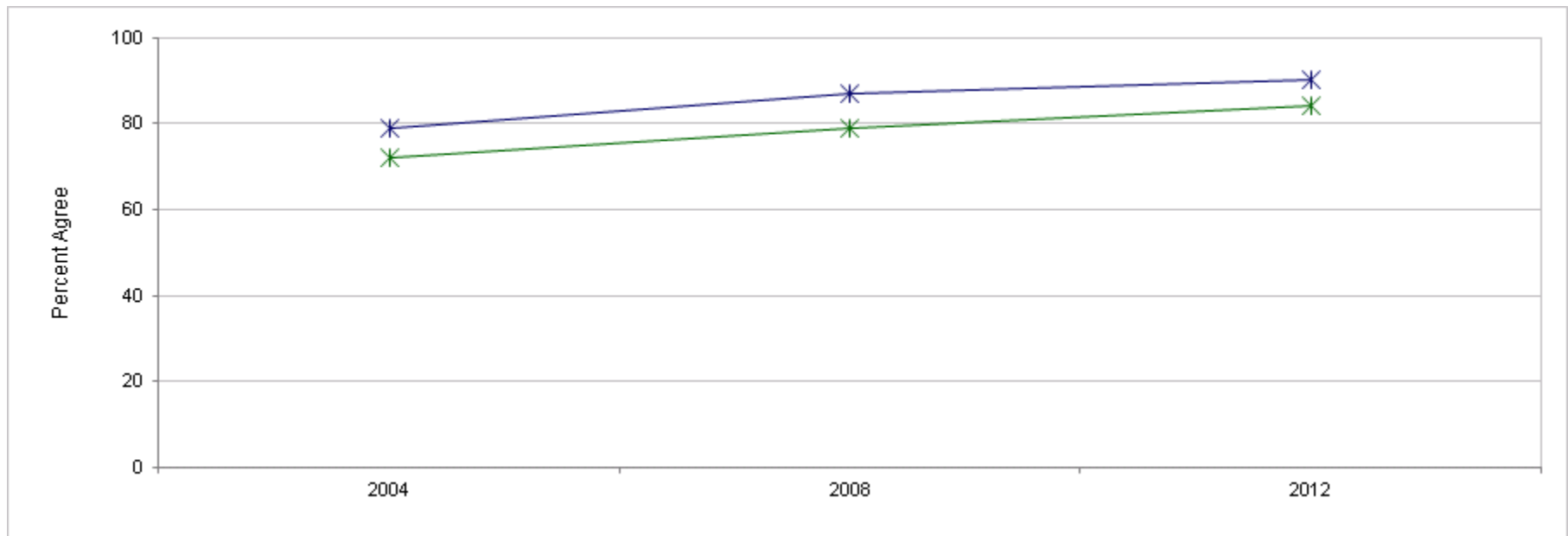


| | 2004 | 2008 | 2012 |
|--|------|------|------|
| Most recent HIGHER than Most recent LOWER than | | | |
| * Total Women | 74 | 84 | 88 |
| * Total Men | 77 | 88 | 91 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004

Sexual Harassment Training Makes Me Feel it is Safe To Complain About Unwanted Sex-Related Attention

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

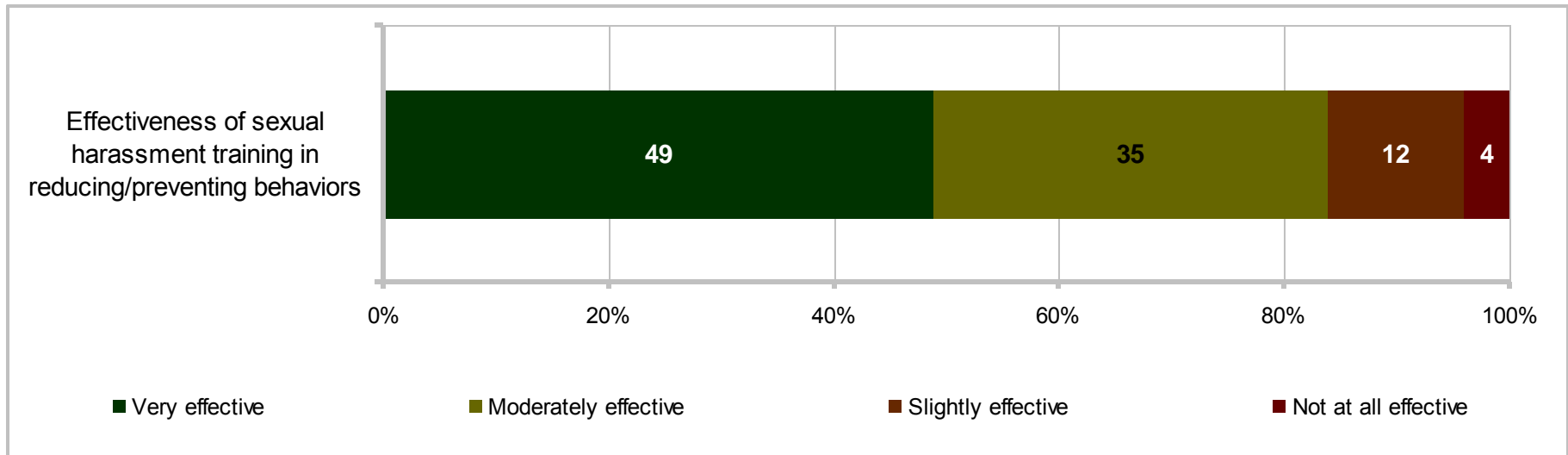


| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 72 | 79 | 84 |
| * Total Men | 79 | 87 | 90 |

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004

Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

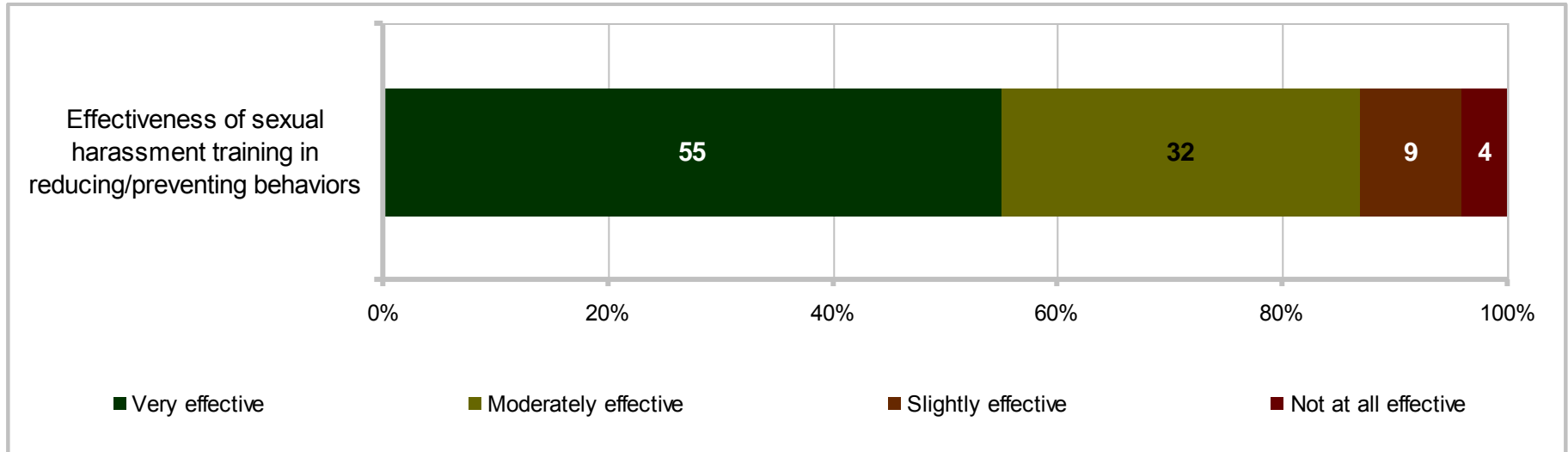
Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months



- **Of the 95% of women who had sexual harassment training in the past 12 months:**
 - 49% indicated their training was *very effective* in reducing/preventing behaviors; 35% indicated *moderately effective*; 12% indicated *slightly effective*; and 4% indicated *not at all effective*

Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months



- **Of the 96% of men who had sexual harassment training in the past 12 months:**
 - 55% indicated their training was *very effective* in reducing/preventing behaviors; 32% indicated *moderately effective*; 9% indicated *slightly effective*; and 4% indicated *not at all effective*



Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

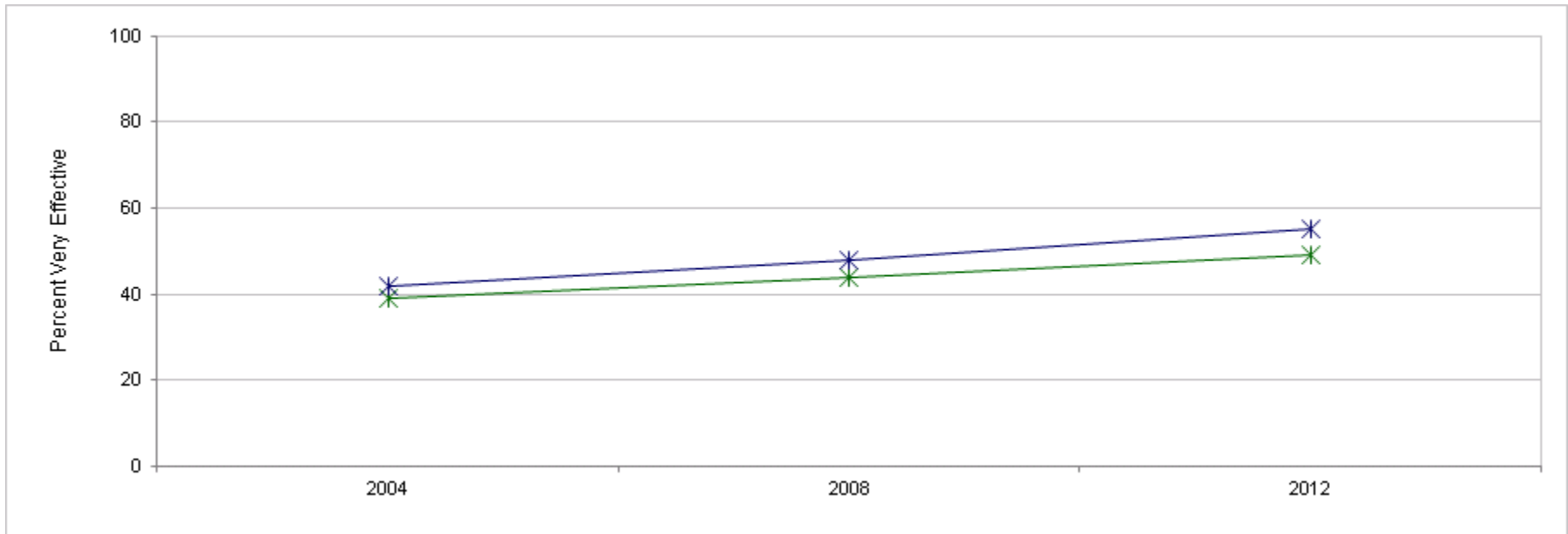
Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|--|----------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Effectiveness of sexual harassment training in reducing/preventing behaviors | Very effective | 49 | 47 | 49 | 55 | 45 | 48 | 50 | 53 | 48 | 39 | 41 |
| | Moderately effective | 35 | 36 | 34 | 35 | 44 | 35 | 36 | 33 | 36 | 40 | 39 |
| | Slightly effective | 12 | 13 | 12 | 8 | 8 | 12 | 11 | 10 | 12 | 17 | 16 |
| | Not at all effective | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| <u>DoD Reserve Men</u> | | | | | | | | | | | | |
| KEY: | | | | | | | | | | | | |
| Higher Response | | | | | | | | | | | | |
| Lower Response | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Effectiveness of sexual harassment training in reducing/preventing behaviors | Very effective | 55 | 55 | 55 | 59 | 61 | 54 | 50 | 61 | 54 | 42 | 42 |
| | Moderately effective | 32 | 32 | 32 | 29 | 26 | 34 | 34 | 28 | 32 | 42 | 42 |
| | Slightly effective | 9 | 9 | 9 | 9 | 9 | 10 | 13 | 8 | 10 | 12 | 12 |
| | Not at all effective | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |

- Higher response of very effective led by E1 – E4 men, USNR women, and E1 – E4 women; lower response led by O1 – O3 women, O4 – O6 women, O1 – O3 men, and O4 – O6 men
- Higher response of moderately effective led by O1 – O3 men and O4 – O6 men; lower response led by E1 – E4 men and E1 – E4 women
- Higher response of slightly effective led by O1 – O3 women and O4 – O6 women; lower response led by USNR women, E1 – E4 men, and E1 – E4 women

Sexual Harassment Training Very Effective in Reducing/Preventing Behaviors

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 39 | 44 | 49 |
| * Total Men | 42 | 48 | 55 |

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **68% of women and 76% of men would feel free to report sexual assault without fear of reprisals to a large extent; 10% of women and men indicated not at all**
 - Higher response of large extent led by O4 – O6 men, O1 – O3 men, USNR men, O4 – O6 women, USNR women, and USAFR women
 - For women and men, the 2012 percentages are significantly higher than 2008
- **66% of women and 76% of men indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% of women and men indicated not at all**
 - Higher response of large extent led by O4 – O6 men, USNR men, O1 – O3 men, USNR women, and O4 – O6 women
 - There are no statistically significant differences for women or men between 2012 and 2008
- **65% of women and 75% of men would feel free to report sexual harassment without fear of reprisals to a large extent; 11% of women and men indicated not at all**
 - Higher response of large extent led by O4 – O6 men, USNR men, O1 – O3 men, O4 – O6 women, and USNR women
 - For women and men, the 2012 percentages are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **87% of women and 93% of men agree that their leadership would respond appropriately in the event a sexual assault was reported; 4% of women and 2% of men disagree**
 - Higher response of agree led by O4 – O6 men, USNR women, O4 – O6 women, and USAFR women
- **86% of women and 92% of men agree that their unit commander would respond appropriately in the event a sexual assault was reported; 3% of women and 1% of men disagree**
 - Higher response of agree led by O4 – O6 men, O1 – O3 men, USNR women, USAFR women, and ANG women
 - Higher response of disagree led by USAR women
- **84% of women and 90% of men agree that their leadership promotes a climate that is free of sexual assault; 4% of women and 2% of men disagree**
 - Higher response of agree led by O4 – O6 men, ANG men, USNR women, O4 – O6 women, USAFR women, and O1 – O3 women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **71% of women and 70% of men indicated yes, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; 24% of women and 25% of men indicated don't know; and 6% of women and 5% of men indicated no**
 - Higher response of yes led by ANG women, USAFR women, ANG men, USAFR men, O4 – O6 men, O4 – O6 women, USNR women, USNR men, E5 – E9 women, E5 – E9 men, and O1 – O3 men
 - Lower response of yes USAR women, E1 – E4 men, USAR men, E1 – E4 women, ARNG men, and ARNG women
 - Higher response of don't know led by USAR women, E1 – E4 men, USAR men, E1 – E4 women, ARNG men, and ARNG women
 - Lower response of don't know ANG women, USAFR women, ANG men, O4 – O6 men, USAFR men, USNR women, O4 – O6 women, E5 – E9 women, USNR men, E5 – E9 men, and O1 – O3 men
 - Higher response of no led by USAR women and ARNG men
 - Lower response of no USAFR men, USAFR women, O4 – O6 men, ANG men, ANG women, and O4 – O6 women
 - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **69% of women and men indicated yes, there is a Sexual Assault Victims' Advocate on their installation/ship; 26% of women and 27% of men indicated don't know; 5% of women and 4% of men indicated no**
 - Higher response of yes led by ANG women, O4 – O6 men, USAFR women, USMCR women, ANG men, USAFR men, USNR women, O4 – O6 women, USNR men, E5 – E9 women, USMCR men, O1 – O3 men, and E5 – E9 men
 - Lower response of yes USAR women, E1 – E4 men, E1 – E4 women, USAR men, ARNG men, and ARNG women
 - Higher response of don't know led by USAR women, E1 – E4 men, E1 – E4 women, USAR men, ARNG men, and ARNG women
 - Lower response of don't know led by O4 – O6 men, ANG men, ANG women, USMCR women, USAFR women, USNR women, USAFR men, O4 – O6 women, E5 – E9 women, USNR men, USMCR men, E5 – E9 men, and O1 – O3 men
 - Higher response of no led by USAR women and ARNG men
 - Lower response of no O4 – O6 men, USAFR men, ANG men, USMCR women, ANG women, USAFR women, and USNR women
 - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **60% of women and 63% of men indicated yes, there is a specific office with the authority to investigate sexual harassment on their installation/ship; 31% of women and 30% of men indicated don't know; 9% of women and 7% of men indicated no**
 - Higher response of yes led by USAFR women, ANG men, USAFR men, O4 – O6 men, ANG women, O4 – O6 women, E5 – E9 men, O1 – O3 men, and E5 – E9 women
 - Lower response of yes USAR women, E1 – E4 women, E1 – E4 men, USAR men, ARNG women, and ARNG men
 - Higher response of don't know led by E1 – E4 men, E1 – E4 women, USAR women, USAR men, ARNG women, and ARNG men
 - Lower response of don't know O4 – O6 men, ANG men, USAFR men, ANG women, USAFR women, O4 – O6 women, E5 – E9 men, E5 – E9 women, USNR men, and O1 – O3 men
 - Higher response of no led by USAR women, ARNG men, and E5 – E9 men
 - Lower response of no USAFR men, USAFR women, ANG men, USMCR men, USMCR women, O4 – O6 men, ANG women, O4 – O6 women, and E1 – E4 men
 - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **61% of women and 73% of men indicated people would not be able to get away with sexual assault if it was reported; 11% of women and men they would indicated to a large extent**
 - Higher response of not at all led by USNR women, O4 – O6 women, and USAFR women
 - For women and men, the 2012 percentages who indicated not at all are significantly lower than 2008
- **51% of women and 65% of men indicated people would not be able to get away with sexual harassment if it was reported; 14% of women and 13% of men indicated they would to a large extent**
 - Higher response of not at all led by USNR women
 - For women, the 2012 percentage who indicated not at all is significantly lower than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **70% of women and 73% of men indicated they were satisfied with information on how to file an unrestricted report; 5% of women and 3% of men indicated dissatisfied**
 - Higher response of satisfied led by USNR men, USNR women, O4 – O6 men, ANG men, E5 – E9 men, USAFR women, and ANG women
 - Higher response of dissatisfied led by USAR women
- **70% of women and 74% of men indicated they were satisfied with information on how to file a restricted report; 5% of women and 3% of men indicated dissatisfied**
 - Higher response of satisfied led by USNR men, USNR women, O4 – O6 men, E5 – E9 men, USAFR women, and ANG women
 - Higher response of dissatisfied led by USAR women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **69% of women and 72% of men are aware of the Safe Helpline**
 - Higher response led by USNR men, USNR women, USMCR women, E1 – E4 men, and E1 – E4 women
 - Lower response led by O4 – O6 women, O1 – O3 women, O1 – O3 men, O4 – O6 men, USAFR women, and USAR women

- **60% of women and 68% of men are aware of the Sexual Assault Prevention Web site (www.myduty.mil)**
 - Higher response led by USNR men, E1 – E4 men, ARNG men, USNR women, and E1 – E4 women
 - Lower response led by O1 – O3 women, O4 – O6 women, USAFR men, O4 – O6 men, and O1 – O3 men



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **59% of women and 66% of men are aware of their installation's Sexual Assault Awareness Month programs**
 - Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 women
 - Lower response led by USAR women, O1 – O3 women, O1 – O3 men, USAR men, and ARNG men
- **37% of women and 48% of men are aware of the "My Strength is for Defending" campaign**
 - Higher response led by E1 – E4 men, USNR men, ARNG men, USNR women, E1 – E4 women, and ARNG women
 - Lower response led by O1 – O3 women, O4 – O6 women, USAFR women, O4 – O6 men, USAFR men, O1 – O3 men, and ANG men



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **94% of women and men indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% of women and men indicated false; and 5% of women and men indicated don't know**
 - Higher response of true led by O1 – O3 women, O4 – O6 women, O4 – O6 men, O1 – O3 men, and E5 – E9 women
 - Lower response of true led by E1 – E4 women and E1 – E4 men
 - Higher response of don't know led by E1 – E4 women and E1 – E4 men
 - Lower response of don't know led by O4 – O6 women, O1 – O3 women, O4 – O6 men, O1 – O3 men, ANG men, and E5 – E9 women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **88% of women and 89% of men indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% of women and men indicated false; and 11% of women and 9% of men indicated don't know**
 - Higher response of true led by O4 – O6 women, USNR men, O4 – O6 men, O1 – O3 men, USAFR women, E5 – E9 men, and E5 – E9 women
 - Lower response of true led by O4 – O6 women, USAFR women, ANG women, E1 – E4 men, and E5 – E9 women
 - Higher response of don't know led by E1 – E4 women, USAR women, and E1 – E4 men
 - Lower response of don't know led by O1 – O3 men, O4 – O6 men, USNR men, O4 – O6 women, USAFR women, E5 – E9 men, ANG women, and E5 – E9 women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **78% of women and 79% of men indicated that it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% of women and men indicated false; and 20% of women and men indicated don't know**
 - Higher response of true led by USNR women, O4 – O6 women, and O4 – O6 men
 - Lower response of true led by E1 – E4 men
 - Higher response of don't know led by E1 – E4 women and E1 – E4 men
 - Lower response of don't know led by O4 – O6 men, O4 – O6 women, and USNR women
- **75% of women and 84% of men indicated that it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 8% of women and 4% of men indicated false; and 17% of women and 12% of men indicated don't know**
 - Higher response of true led by O4 – O6 men, USNR women, and E1 – E4 women
 - Lower response of true led by USAR women
 - Higher response of false led by O4 – O6 women and USAR women
 - Lower response of false led by USNR women and E1 – E4 women
 - Lower response of don't know led by O4 – O6 men



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **74% of women and 83% of men indicated that it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 9% of women and 5% of men indicated false; and 17% of women and 12% of men indicated don't know**
 - Higher response of true led by USNR women and E1 – E4 women
 - Lower response of true led by O4 – O6 women and USAR women
 - Higher response of false led by O4 – O6 women, E5 – E9 women, and E5 – E9 men
 - Lower response of false led by E1 – E4 men and E1 – E4 women
 - Lower response of don't know led by USNR men
- **70% of women and 79% of men indicated that it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 13% of women and 7% of men indicated false; and 17% of women and 14% of men indicated don't know**
 - Higher response of true led by E1 – E4 women
 - Lower response of true led by O4 – O6 women and O1 – O3 women
 - Higher response of false led by O4 – O6 women
 - Lower response of false led by E1 – E4 men, USNR women, and E1 – E4 women
 - Higher response of don't know led by USAFR men
 - Lower response of don't know led by USNR men



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **63% of women and 64% of men indicated that it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% of women and men indicated false; and 25% of women and 24% of men indicated don't know**
 - Higher response of true led by O4 – O6 women, USNR men, ANG women, O4 – O6 men, O1 – O3 men, USAFR women, O1 – O3 women, E5 – E9 men, and E5 – E9 women
 - Lower response of true led by E1 – E4 women, USAR women, USAR men, and E1 – E4 men
 - Higher response of false led by USAR men and USAR women
 - Lower response of false led by USAFR women
 - Higher response of don't know led by E1 – E4 women, E1 – E4 men, and USAR women
 - Lower response of don't know led by O4 – O6 women, USNR men, USNR women, O4 – O6 men, ANG men, ANG women, E5 – E9 men, and E5 – E9 women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **50% of women and 56% of men indicated that it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 7% of women and 5% of men indicated false; and 43% of women and 38% of men indicated don't know**
 - Higher response of true led by E1 – E4 men, USNR women, and E1 – E4 women
 - Lower response of true led by O4 – O6 women, ANG women, USAFR women, USAFR men ANG men, and O4 – O6 men
 - Higher response of false led by O4 – O6 women
 - Lower response of false led by E1 – E4 men and E1 – E4 women
 - Higher response of don't know led by ANG women, USAFR women, ANG men, and USAFR men
 - Lower response of don't know led by USNR men and USNR women



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **70% of women and 79% of men indicated yes, their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 21% of women and 16% of men indicated don't know; 9% of women and 5% of men indicated no**
 - Higher response of yes led by O4 – O6 men, ANG men, USNR women, O4 – O6 women, and ANG women
 - Lower response of yes led by USAR women and E1 – E4 men
 - Higher response of don't know led by USAR women and E1 – E4 men
 - Lower response of don't know led by O4 – O6 men and O1 – O3 men
 - Higher response of no led by ARNG women
 - Lower response of no led by O4 – O6 men, USAFR men, USNR women, and USAFR women
 - For women, the 2012 percentage who indicated yes is significantly higher than 2004; for men, the 2012 percentage who indicated yes is significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **69% of women and 79% of men indicated yes, their senior leadership of your Reserve component makes honest and reasonable efforts to stop sexual harassment; 23% of women and 16% of men indicated don't know; and 8% of women and 5% of men indicated no**
 - Higher response of yes led by O4 – O6 men, ANG men, and USNR women
 - Lower response of yes led by USAR women and E1 – E4 men
 - Higher response of don't know led by USAR women and E1 – E4 men
 - Lower response of don't know led by O4 – O6 men and O1 – O3 men
 - Higher response of no led by ARNG women
 - Lower response of no led by O4 – O6 men, USAFR men, ANG men, USNR women, and USAFR women
 - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **67% of women and 77% of men indicated yes, their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment; 25% of women and 18% of men indicated don't know; and 8% of women and 5% of men indicated no**
 - Higher response of yes led by O4 – O6 men, ANG men, USNR women, ANG women, and O4 – O6 women
 - Lower response of yes led by USAR women, USAR men, and E1 – E4 men
 - Higher response of don't know led by USAR women, E1 – E4 men, and USAR men
 - Lower response of don't know led by O4 – O6 men, E5 – E9 men, ANG men, and ANG women
 - Lower response of no led by O4 – O6 men, USAFR men, and USNR women
 - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **93% of women and 94% of men indicated they had sexual assault training in the past 12 months**
 - Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 men
 - Lower response led by USAR women and E1 – E4 men
 - For women and men, the 2012 percentages are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
 - 93% of women and men agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 women and ANG women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 93% of women and 94% of men agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 women, O1 – O3 men, and O4 – O6 men
 - 93% of women and 94% of men agree their training provides a good understanding of what actions are considered sexual assault; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 men and ANG women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 91% of women and 93% of men agree their training explains the reporting options available if a sexual assault occurs; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 men, USNR women, ANG women, and O4 – O6 women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 91% of women and 93% of men agree their training explains how sexual assault is a mission readiness problem; 1% women and men disagree
 - Higher response of agree led by O4 – O6 men, O4 – O6 women, and ANG women
 - For women, the 2012 percentage is significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
 - 90% of women and 92% of men agree their training explains the resources available to victims; 2% of women and 1% of men disagree
 - Higher response of agree led by USNR women and ANG women
 - 90% of women and 93% of men agree their training explains the role of the chain of command in handling sexual assaults; 2% of women and 1% of men disagree
 - Higher response of agree led by O4 – O6 men and USNR women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 90% of women and 92% of men agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 2% of women and 1% of men disagree
 - Higher response of agree led by ANG women, ANG men, and USNR women
 - 89% of women and 90% of men agree their training teaches how to obtain medical care following a sexual assault; 2% of women and 1% of men disagree
 - Higher response of agree led by USNR men
 - For men, the 2012 percentage is significantly higher than 2008
 - 89% of women and 91% of men agree their training identifies the points of contact for reporting sexual assault; 2% of women and 1% of men disagree
 - Higher response of agree led by ANG women, ANG men, USNR women, and USAFR women
 - Higher response of disagree led by USAR women
 - There are no statistically significant differences for women or men between 2012 and 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
 - 60% of women and 64% of men indicated their training was very effective in explaining the difference between restricted and unrestricted reporting of sexual assault; 30% of women and 27% of men indicated moderately effective; 8% of women and 7% of men indicated slightly effective; and 3% of women and 2% of men indicated not at all effective
 - Higher response of very effective led by USNR men, USNR women, E1 – E4 men, and E1 – E4 women
 - Lower response of very effective led by O4 – O6 women, O4 – O6 men, and E5 – E9 men
 - Higher response of moderately effective led by O4 – O6 women, O4 – O6 men, and ANG men
 - Lower response of moderately effective led by E1 – E4 men and USNR women
 - Higher response of slightly effective led by O4 – O6 men
 - Lower response of slightly effective led by ANG men, USNR men, and USNR women
 - For women and men, the 2012 percentages who indicated very effective are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
 - 53% of women and 60% of men indicated their training was very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault; 35% of women and 30% of men indicated moderately effective; 9% of women and 8% of men indicated slightly effective; and 2% of women and 3% of men indicated not at all effective
 - Higher response of very effective led by E1 – E4 men, USNR men, and E1 – E4 women
 - Lower response of very effective led by O1 – O3 women, O4 – O6 women, O4 – O6 men, and O1 – O3 men
 - Higher response of moderately effective led by O1 – O3 men and O4 – O6 men
 - Lower response of moderately effective led by E1 – E4 men
 - Higher response of slightly effective led by O1 – O3 women and O4 – O6 men
 - Lower response of slightly effective led by E1 – E4 men, ANG men, and E1 – E4 women
 - For women and men, the 2012 percentages who indicated very effective are significantly higher than 2008



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **95% of women and 96% of men indicated they had sexual harassment training in the past 12 months**
 - Higher response led by USNR men, USNR women, and ANG men
 - Lower response led by USAR women
 - For women and men, the 2012 percentages are significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months:**
 - 92% of women and 93% of men agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% of women and men disagree
 - Higher response of agree led by ANG women
 - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
 - 92% of women and 93% of men agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 men, ANG women, and O4 – O6 women
 - For women and men, the 2012 percentages are significantly higher than 2008 and 2004
 - 92% of women and 93% of men agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% of women and men disagree
 - Higher response of agree led by O1 – O3 men, O4 – O6 women, and ANG women
 - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
 - 91% of women and 93% of men agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% of women and men disagree
 - Higher response of agree led by O4 – O6 men and O4 – O6 women
 - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months (continued):**
 - 89% of women and 92% of men agree their training explains the process for reporting sexual harassment; 2% of women and 1% of men disagree
 - Higher response of agree led by USNR men, O4 – O6 men, ANG women, O4 – O6 women, and USNR women
 - There are no statistically significant differences for women or men between 2012 and 2008
 - 88% of women and 91% of men agree their training gives useful tools for dealing with sexual harassment; 2% of women and 1% of men disagree
 - Higher response of agree led by ANG women
 - For women and men, the 2012 percentages are significantly higher than 2008 and 2004
 - 84% of women and 90% of men agree their training makes them feel it is safe to complain about unwanted sex-related attention; 4% of women and 1% of men disagree
 - Higher response of agree led by USNR women, USAFR women, and ANG women
 - For women and men, the 2012 percentages are significantly higher than 2008 and 2004



PERSONNEL POLICY, PRACTICES, AND TRAINING

Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months:**
 - 49% of women and 55% of men indicated their training was very effective in reducing/preventing behaviors; 35% of women and 32% of men indicated moderately effective; 12% of women and 9% of men indicated slightly effective; and 4% of women and men indicated not at all effective
 - Higher response of very effective led by E1 – E4 men, USNR women, and E1 – E4 women
 - Lower response of very effective led by O4 – O6 women, O1 – O3 women, O4 – O6 men, and O1 – O3 men
 - Higher response of moderately effective led by O1 – O3 men and O4 – O6 men
 - Lower response of moderately effective led by E1 – E4 men and E1 – E4 women
 - Higher response of slightly effective led by O1 – O3 women and O4 – O6 women
 - Lower response of slightly effective led by E1 – E4 men, USNR women, and E1 – E4 women
 - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004

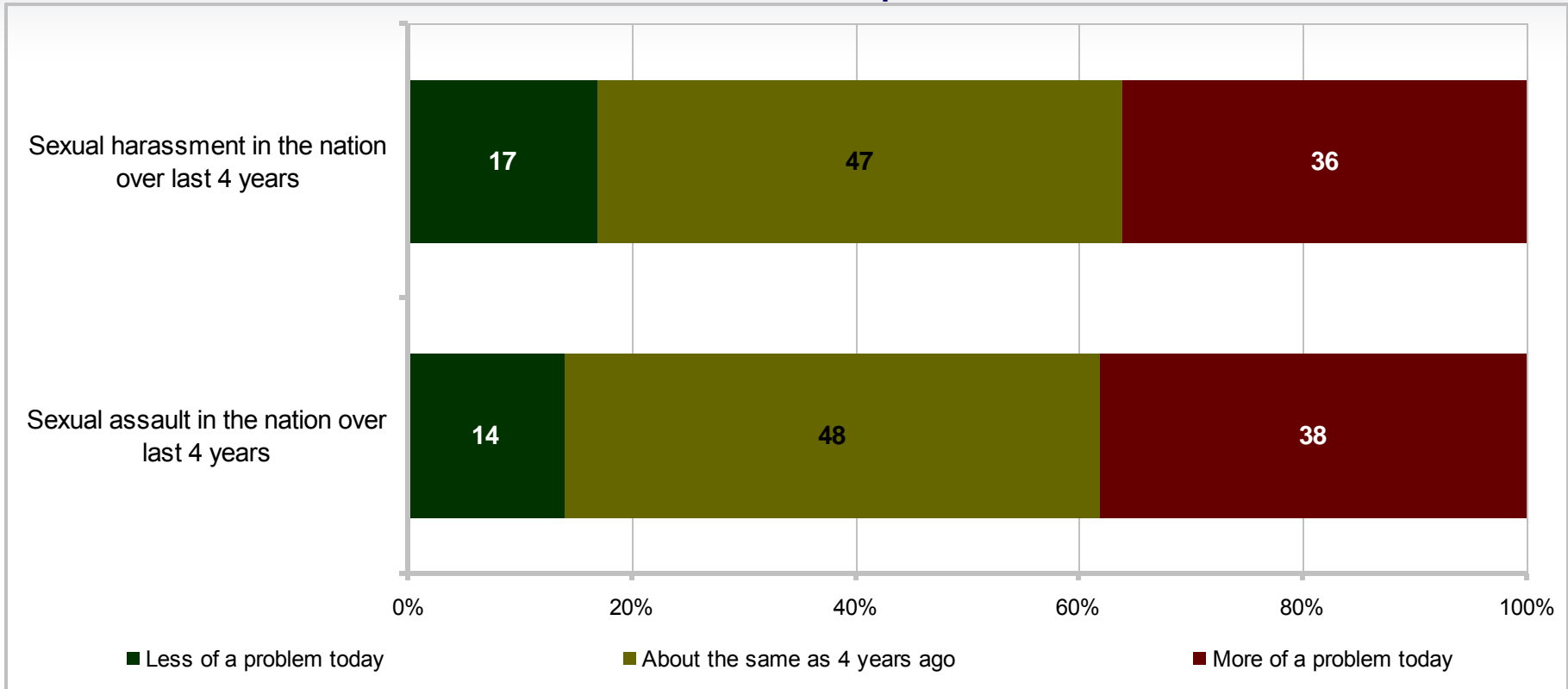


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Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

Percent of All Reserve Component Women

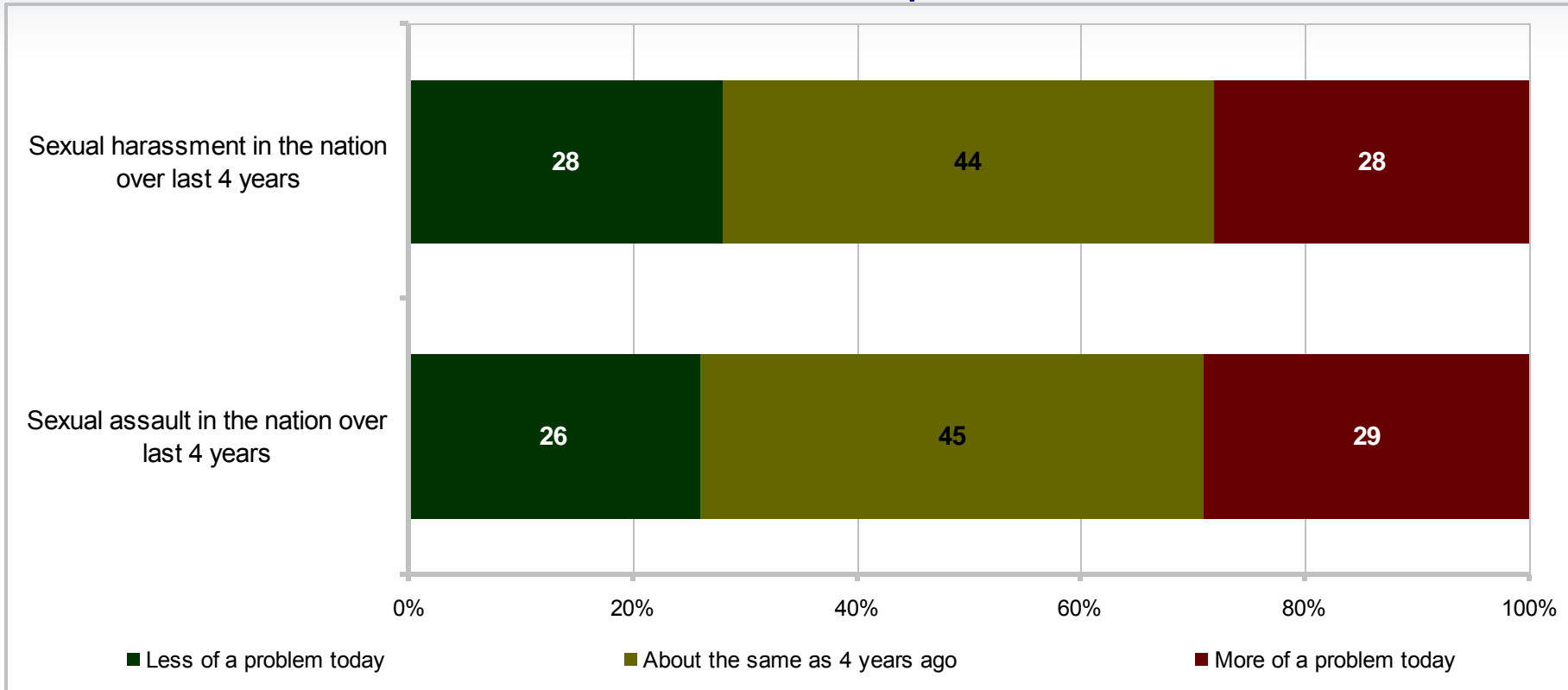


- **17% indicated sexual harassment in the nation is less of a problem today; 36% indicated more of a problem today**
- **14% indicated sexual assault in the nation is less of a problem today; 38% indicated more of a problem today**



Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

Percent of All Reserve Component Men



- **28% indicated sexual harassment in the nation is less of a problem today; 28% indicated more of a problem today**
- **26% indicated sexual assault in the nation is less of a problem today; 29% indicated more of a problem today**



Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

Percent of All Reserve Component Women

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|---|-------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Less of a Problem Today | | | | | | | | | | | | |
| Higher Response of More of a Problem Today | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexual harassment in the nation over last 4 years | Less of a problem today | 17 | 17 | 17 | 19 | 14 | 19 | 17 | 15 | 18 | 19 | 25 |
| | More of a problem today | 36 | 37 | 40 | 34 | 30 | 29 | 33 | 41 | 36 | 25 | 23 |
| Sexual assault in the nation over last 4 years | Less of a problem today | 14 | 14 | 13 | 15 | 15 | 15 | 11 | 13 | 14 | 15 | 15 |
| | More of a problem today | 38 | 38 | 42 | 37 | 29 | 32 | 36 | 41 | 38 | 29 | 29 |

- Higher response of *sexual harassment in the nation* less of a problem *today* led by O4 – O6 women
- Higher response of *sexual harassment in the nation* more of a problem *today* led by E1 – E4 women and USAR women
- Higher response of *sexual assault in the nation* more of a problem *today* led by USAR women and E1 – E4 women



Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

Percent of All Reserve Component Men

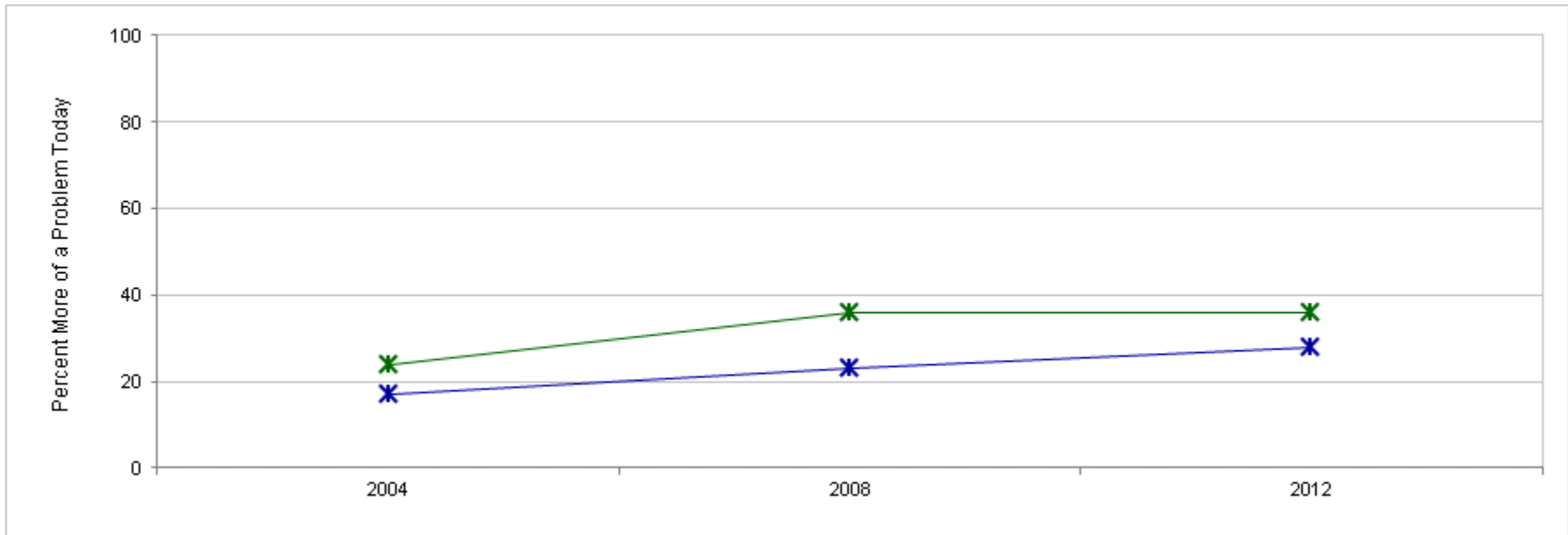
| <u>DoD Reserve Men</u> | | | | | | | | | | | | |
|---|-------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Less of a Problem Today | | | | | | | | | | | | |
| Higher Response of More of a Problem Today | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual harassment in the nation over last 4 years | Less of a problem today | 28 | 28 | 27 | 35 | 27 | 30 | 29 | 27 | 29 | 30 | 34 |
| | More of a problem today | 28 | 29 | 30 | 24 | 25 | 25 | 24 | 30 | 29 | 23 | 17 |
| Sexual assault in the nation over last 4 years | Less of a problem today | 26 | 26 | 25 | 29 | 28 | 25 | 24 | 27 | 25 | 26 | 27 |
| | More of a problem today | 29 | 29 | 31 | 27 | 26 | 26 | 25 | 29 | 31 | 24 | 19 |

- Higher response of *sexual harassment in the nation* less of a problem today led by USNR men and O4 – O6 men
- Higher response of *sexual assault in the nation* more of a problem today led by E5 – E9 men



Sexual Harassment in the Nation Over Last Four Years

Percent of All Reserve Component Members, by Gender



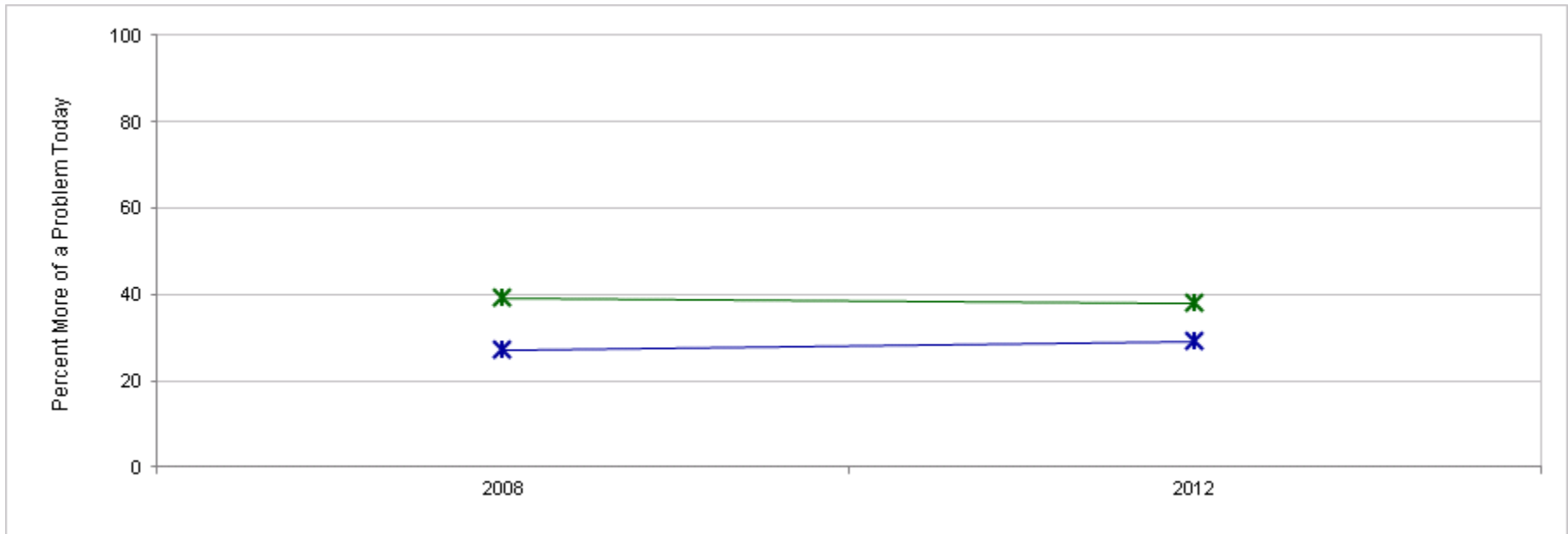
| | 2004 | 2008 | 2012 |
|---------------|------|------|------|
| * Total Women | 24 | 36 | 36 |
| * Total Men | 17 | 23 | 28 |

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



Sexual Assault in the Nation Over Last Four Years

Percent of All Reserve Component Members, by Gender



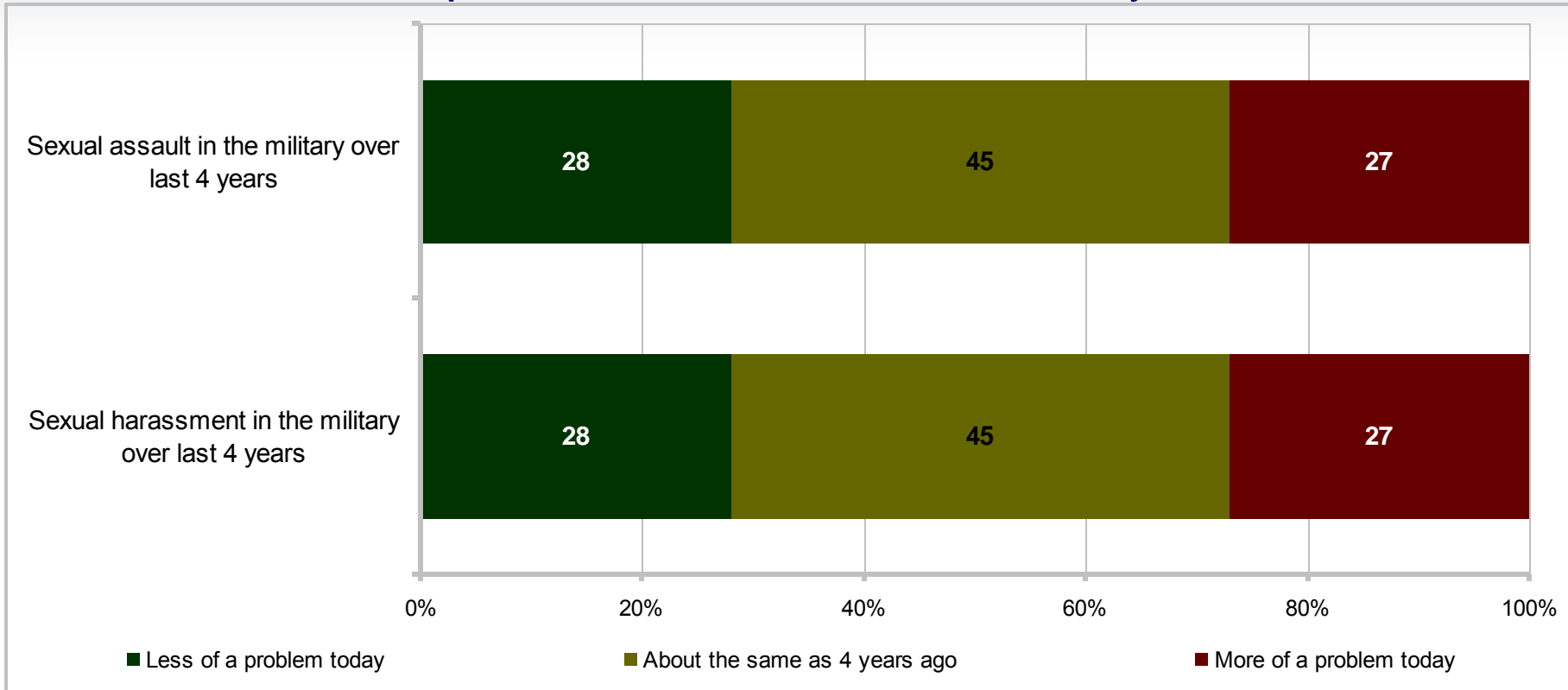
| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 39 | 38 |
| * Total Men | 27 | 29 |

- **There are no statistically significant differences for women or men between 2012 and 2008**



Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

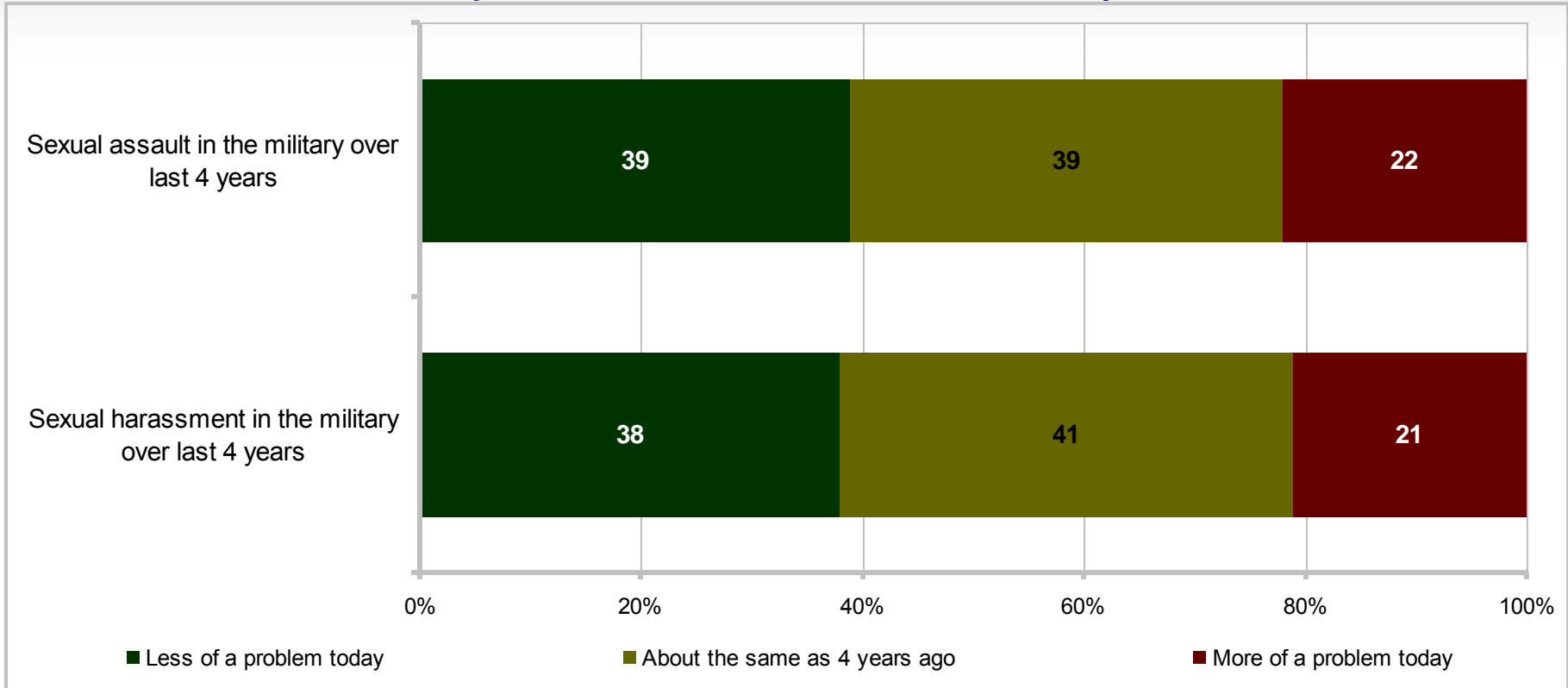
Percent of Reserve Component Women Who Have Been in the Military for Four Years or More



- **28% indicated sexual assault in the military is less of a problem today; 27% indicated more of a problem today**
- **28% indicated sexual harassment in the military is less of a problem today; 27% indicated more of a problem today**

Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

Percent of Reserve Component Men Who Have Been in the Military for Four Years or More



- **39% indicated sexual assault in the military is less of a problem today; 22% indicated more of a problem today**
- **38% indicated sexual harassment in the military is less of a problem today; 21% indicated more of a problem today**



Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

Percent of Reserve Component Women Who Have Been in the Military for Four Years or More

| <u>DoD Reserve Women</u> | | | | | | | | | | | | |
|---|-------------------------|-------------|------------|------------|------------|-------------|-----------|-------------|---------------|---------------|---------------|---------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Less of a Problem today | | | | | | | | | | | | |
| Higher Response of More of a Problem Today | | | | | | | | | | | | |
| | | Total Women | ARNG Women | USAR Women | USNR Women | USMCR Women | ANG Women | USAFR Women | E1 – E4 Women | E5 – E9 Women | O1 – O3 Women | O4 – O6 Women |
| Sexual assault in the military over last 4 years | Less of a problem today | 28 | 28 | 24 | 28 | 27 | 30 | 30 | 25 | 28 | 26 | 29 |
| | More of a problem today | 27 | 28 | 32 | 28 | 18 | 20 | 21 | 30 | 27 | 24 | 23 |
| Sexual harassment in the military over last 4 years | Less of a problem today | 28 | 27 | 25 | 31 | 25 | 31 | 31 | 24 | 28 | 29 | 36 |
| | More of a problem today | 27 | 30 | 32 | 25 | 22 | 18 | 20 | 33 | 27 | 22 | 16 |

- Higher response of *sexual assault in the military* more of a problem today led by USAR women
- Higher response of *sexual harassment in the military* less of a problem today led by O4 – O6 women
- Higher response of *sexual harassment in the military* more of a problem today led by E1 – E4 women, USAR women, and ARNG women



Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

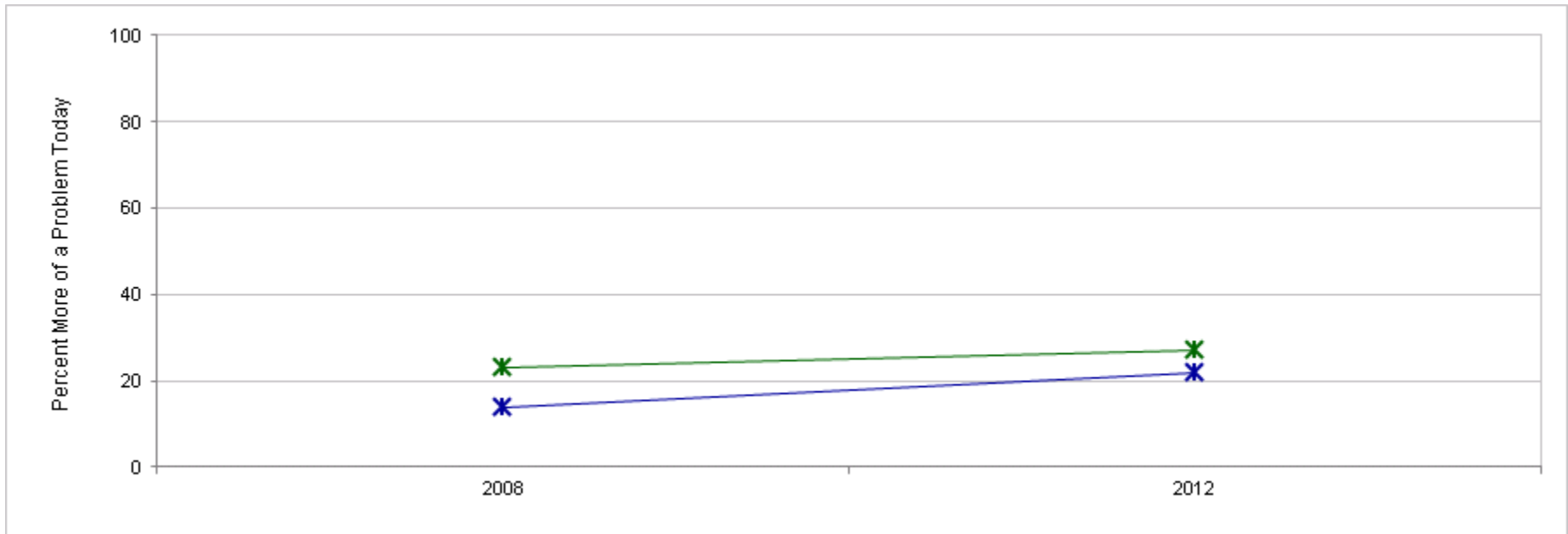
Percent of Reserve Component Men Who Have Been in the Military for Four Years or More

| <u>DoD Reserve Men</u> | | | | | | | | | | | | |
|---|-------------------------|-----------|----------|----------|----------|-----------|---------|-----------|-------------|-------------|-------------|-------------|
| KEY: | | | | | | | | | | | | |
| Higher Response of Less of a Problem today | | | | | | | | | | | | |
| Higher Response of More of a Problem Today | | | | | | | | | | | | |
| | | Total Men | ARNG Men | USAR Men | USNR Men | USMCR Men | ANG Men | USAFR Men | E1 – E4 Men | E5 – E9 Men | O1 – O3 Men | O4 – O6 Men |
| Sexual assault in the military over last 4 years | Less of a problem today | 39 | 38 | 37 | 42 | 39 | 44 | 39 | 38 | 39 | 38 | 42 |
| | More of a problem today | 22 | 23 | 25 | 21 | 18 | 17 | 15 | 20 | 23 | 20 | 15 |
| Sexual harassment in the military over last 4 years | Less of a problem today | 38 | 36 | 35 | 43 | 41 | 45 | 42 | 35 | 38 | 40 | 46 |
| | More of a problem today | 21 | 23 | 24 | 19 | 19 | 15 | 14 | 21 | 22 | 18 | 13 |

- Higher response of *sexual assault in the military* less of a problem today led by ANG men
- Higher response of *sexual assault in the military* more of a problem today led by USAR men and E5 – E9 men
- Higher response of *sexual harassment in the military* less of a problem today led by O4 – O6 men and ANG men
- Higher response of *sexual harassment in the military* more of a problem today led by USAR men, ARNG men, and E5 – E9 men

Sexual Assault in the Military Over Last Four Years

Percent of Reserve Component Members Who Have Been in the Military for Four Years or More, by Gender

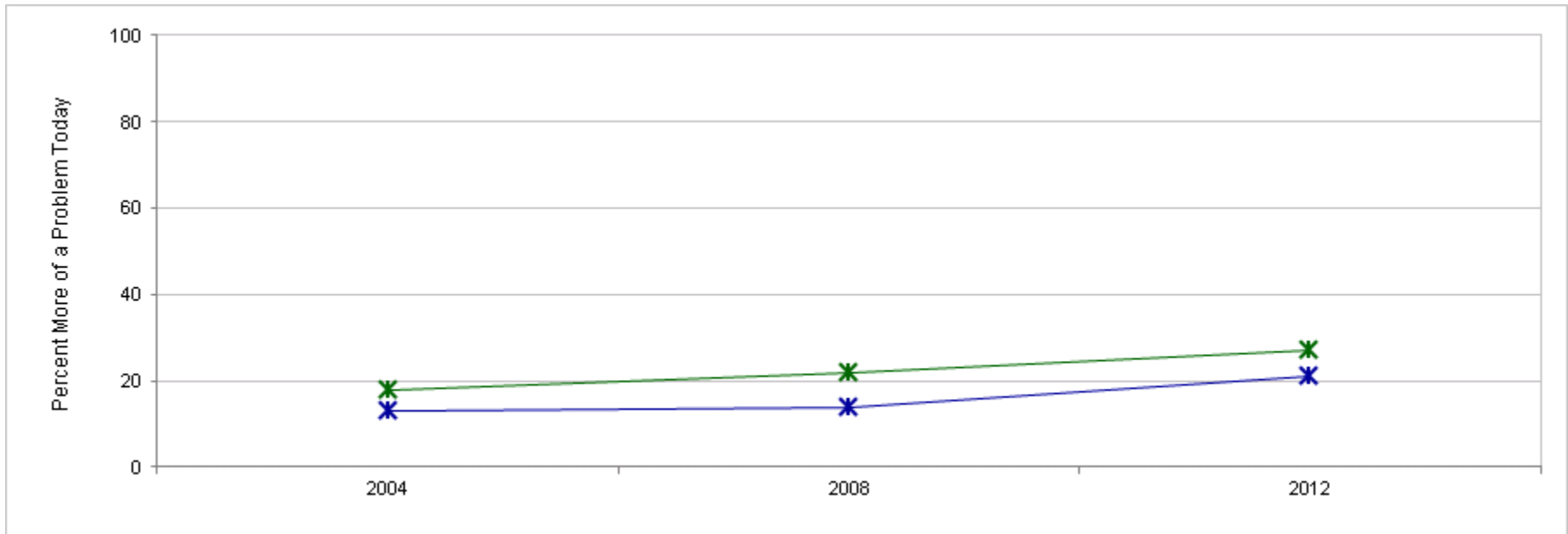


| | 2008 | 2012 |
|-------------------------|------|------|
| Most recent HIGHER than | | |
| Most recent LOWER than | | |
| * Total Women | 23 | 27 |
| * Total Men | 14 | 22 |

- For men, the 2012 percentages are higher than 2008; there are no statistically significant differences for women

Sexual Harassment in the Military Over Last Four Years

Percent of Reserve Component Members Who Have Been in the Military for Four Years or More, by Gender



| | 2004 | 2008 | 2012 |
|-------------------------|------|------|------|
| Most recent HIGHER than | | | |
| Most recent LOWER than | | | |
| * Total Women | 18 | 22 | 27 |
| * Total Men | 13 | 14 | 21 |

- For women and men, the 2012 percentage is significantly higher than 2004 and 2008



ASSESSMENT OF PROGRESS

Summary of Findings

- **17% of women and 28% of men indicated sexual harassment in the nation is less of a problem today; 36% of women and 28% of men indicated more of a problem today**
 - Higher response of less of a problem today led by USNR men, O4 – O6 men, and O4 – O6 women
 - Higher response of more of a problem today led by E1 – E4 women and USAR women
 - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
- **14% of women and 26% of men indicated sexual assault in the nation is less of a problem today; 38% of women and 29% of men indicated more of a problem today**
 - Higher response of more of a problem today led by USAR women, E1 – E4 women, and E5 – E9 men
 - There are no statistically significant differences for women or men between 2012 and 2008



ASSESSMENT OF PROGRESS

Summary of Findings

- **28% of women and 39% of men indicated sexual assault in the military is less of a problem today; 27% of women and 22% of men indicated more of a problem today**
 - Higher response of less of a problem today led by ANG men
 - Higher response of more of a problem today led by USAR women, USAR men, and E5 – E9 men
 - For men, the 2012 percentage is significantly higher than 2008
- **28% of women and 38% of men indicated sexual harassment in the military is less of a problem today; 27% of women and 21% of men indicated more of a problem today**
 - Higher response of less of a problem today led by O4 – O6 men, ANG men, and O4 – O6 women
 - Higher response of more of a problem today led by E1 – E4 women, USAR women, ARNG women, USAR men, ARNG men, and E5 – E9 men
 - For women and men, the 2012 percentages are significantly higher than 2004 and 2008