S. HRG. 108–799

POLICIES AND PROGRAMS FOR PREVENTING AND RESPONDING TO INCIDENTS OF SEXUAL ASSAULT IN THE ARMED SERVICES

HEARING

BEFORE THE

SUBCOMMITTEE ON PERSONNEL

OF THE

COMMITTEE ON ARMED SERVICES
UNITED STATES SENATE

ONE HUNDRED EIGHTH CONGRESS

SECOND SESSION

FEBRUARY 25, 2004

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POLICIES AND PROGRAMS FOR PREVENTING AND RESPONDING TO INCIDENTS OF SEXUAL ASSAULT IN THE ARMED SERVICES

WEDNESDAY, FEBRUARY 25, 2004

U.S. SENATE,
SUBCOMMITTEE ON PERSONNEL,
COMMITTEE ON ARMED SERVICES,
Washington, DC.

The subcommittee met, pursuant to notice, at 9:40 a.m. in room SH–216, Hart Senate Office Building, Senator Saxby Chambliss (chairman of the subcommittee) presiding.

Committee members present: Senators Chambliss, Warner, Allard, Collins, Dole, Cornyn, E. Benjamin Nelson, Clinton, and Pryor.

Committee staff member present: Leah C. Brewer, nominations and hearings clerk.

Majority staff members present: Scott W. Stucky, general counsel; Diana G. Tabler, professional staff member; and Richard F. Walsh, counsel.

Minority staff members present: Gabriella Eisen, research assistant; and Gerald J. Leeling, minority counsel.

Staff assistants present: Andrew W. Florell, Sara R. Mareno, Nicholas W. West, and Pendred K. Wilson.

Committee members' assistants present: Jayson Roehl, assistant to Senator Allard; Derek J. Maurer, assistant to Senator Collins; Clyde A. Taylor IV, assistant to Senator Chambliss; Meredith Moseley, assistant to Senator Graham; Russell J. Thomasson, assistant to Senator Cornyn; Eric Pierce, assistant to Senator Ben Nelson; Andrew Shapiro, assistant to Senator Clinton; and Terri Glaze, assistant to Senator Pryor.

OPENING STATEMENT OF SENATOR SAXBY CHAMBLISS, CHAIRMAN

Senator CHAMBLISS. The hearing will come to order. Good morning. I apologize for running late. They've been running me around the building. I was just telling these folks, I couldn't find the right room, my Blackberry quit, and the elevators quit. Everything that could go wrong did go wrong. Things are going to get better with this hearing.

Good morning, the subcommittee will come to order. The subcommittee meets today to receive testimony on policies and programs for preventing and responding to incidents of sexual assault in the armed services.

We'll hear from two panels this morning. First, we'll hear from Dr. David Chu, Under Secretary of Defense for Personnel and Readiness. Joining Dr. Chu is General George W. Casey, Vice Chief of Staff for the Army; Admiral Michael G. Mullen, Vice Chief of Naval Operations (CNO); General William L. Nyland, Assistant Commandant of the Marine Corps; and General T. Michael Moseley, Vice Chief of Staff for the Air Force.

Welcome, gentlemen. We look forward to hearing your testimony this morning.

Our second panel will consist of witnesses with expertise on issues related to violence against women and the treatment of victims of sexual assault. I will introduce that panel upon conclusion of our first panel.

Let me just make a comment about this morning. There is no more serious subject, in my opinion, that the military of our country has to deal with today, than the issue that we're going to be talking about. We're in the middle of a war. We're concerned about our men and women who are putting themselves in harm's way as we are here this morning, and that's a very serious situation that they are dealing with. The fact of the matter is, we have military men and women who not only need to have the right morale, but they need to know that they can operate, on a daily basis in the United States military, without fear of assault, without fear of sexual harassment, and without fear of any person interrupting their daily routine. They need to know they can carry out their normal activities on a day-to-day basis.

I have to tell you that some of the stories that everybody behind this table has heard over the last several months are very frightening, and we take them very seriously. I will also say that we are not here today to prosecute anybody, whether it's an individual case that has come to our attention or the individuals who were responsible for supervising the people who were involved. We're here today to look at the facts as they are, relative to how the military is dealing with this very critical issue, and to do our job, which is oversight of the United States military and to make sure that the policies that are in place are doing what those policies are designed to do to protect our men and women who are members of the United States military.

We chose this important and troubling subject for the first meeting of the Personnel Subcommittee this year in order to underscore our deep concern about the problem of violence against women in the Armed Forces. The information we have received, as reflected in interviews with victims, in news accounts, reports from the Services, and, indeed, in the written statements submitted by our second panel of witnesses, describes shocking percentages of sexual assault suffered by women in uniform. This cannot continue.

These reports, which require further investigation, point to unacceptable conditions for many women in uniform in all ranks and potentially in all duty locations. These reports raise many questions about how the Services currently respond to incidents involving allegations of rape and sexual assault, and, just as importantly, how the victims of such attacks are treated. Clearly, the adequacy of the policies, programs, and resources within the Department of

Defense (DOD) and the Services to respond to this complex problem is at issue.

We're aware that earlier this month, Secretary Rumsfeld directed a comprehensive DOD-wide review of the effectiveness of policies and programs, the manner in which sexual assaults are dealt with, and DOD's effectiveness in precluding such assaults in the first place. This is an appropriate step, and we look forward to the findings and recommendations from this internal review by DOD.

I must note that this is not a new problem. DOD and the Services have policies and programs currently in place which are designed to address this problem. For example, the Navy initiated its Sexual Assault Victim Intervention (SAVI) program almost 10 years ago. The subcommittee looks to you today to discuss these current policies and programs to tell us what is working, what went wrong, and what changes are needed.

Specifically, we want to know about the resources and training your Services currently provide through officer and enlisted leaders, who have the responsibility to respond to allegations of rape and sexual assault. We want to hear about your Services' plans to take steps aimed at preventing rape and establishing methods that will ensure that service women are not afraid to report or, worse, penalized for reporting sexual attacks. We want to know about the Department's plans to ensure that comprehensive treatment for victims is provided following their identification. We must all work together to ensure that service women are able to perform their duties in an environment free from fear for their personal safety.

Before proceeding with your testimony, I want to take the opportunity to recognize my good friend, a close good friend, the subcommittee's ranking member, Senator Nelson. I'm pleased to be working with him on this subcommittee as we address issues of such importance to the success and well-being of our service members, retirees, military families, and our civil defense employees.

Senator Nelson, any comments you want to make in the form of an opening statement will be recognized at this time.

Thank you.

STATEMENT OF SENATOR E. BENJAMIN NELSON

Senator BEN NELSON. Thank you very much, Mr. Chairman. I thank you for bringing this matter before our subcommittee and for the opportunity to delve into the issues that are now before us.

I would like to welcome Secretary Chu, General Casey, Admiral Mullen, General Nyland, and General Moseley. Thank you very much for being here with us today.

Unfortunately, this isn't one of our normal hearings where we look forward to discussing the current and future state of military issues with witnesses. Rather, this is a hearing that we're holding because circumstances require it. It is not because we want to, but the circumstances dictate that we do this.

We're greatly alarmed at reports of sexual assaults on our service women and the apparent failure of the military systems to respond appropriately to the needs of the victims. Women who choose to serve their Nation in military service should not have to fear sexual attacks by their fellow service members. When they are victims of such an attack, they absolutely must have effective victim inter-

vention services readily available to them, and they should not fear being punished for minor offenses when they report the attack, or being re-victimized through the investigative process.

Last November, The Denver Post ran a series of articles titled "Betrayal in the Ranks." In these articles, The Denver Post reported that, "All the Armed Forces have mishandled sexual assault cases by discouraging victims from pursuing complaints, conducting flawed investigations, and depriving victims of support services." During The Denver Post's investigation, more than 50 sexual assault victims reported fear of retaliation, damage to their careers, and being portrayed as disloyal, as well. Many who reported their assaults were punished, intimidated, ostracized, or told they were crazy.

In January, The Denver Post again reported that, "At least 37 female service members have sought sexual trauma counseling and other assistance from civilian rape crisis organizations after returning from deployment in and around Iraq." The Denver Post reported that many of the victims are women of high rank; several of them, officers. The Denver Post noted a disturbing trend, a disregard for the female service members' safety and lack of appropriate medical treatment after assault. Some victims were left in the same units as their attackers and were not provided sexual trauma counseling.

In February, USA Today published a similar article, saying that some of the victims felt that they had been doubly victimized, first by the attackers in their own ranks, and then by the shoddy military treatment. They complained that the military failed to provide basic services available to civilians who have been raped, from medical attention to criminal investigations of their charges. The Pentagon has acknowledged that at least 88 cases of sexual misconduct have been reported by troops in Iraq, Kuwait, and Afghanistan.

Later in February, The Denver Post reported a wave of sexual assaults at Sheppard Air Force Base, in Texas. Again, the Post reported that female victims were discouraged from reporting crimes, including being punished for breaking other rules involving curfews or alcohol.

What has been the military response to these articles? We know that the Secretary of Defense has directed a 90-day review of the effectiveness of DOD policies and programs, the manner in which the DOD deals with sexual assault, and its effectiveness in precluding such assault in the first place. The Acting Secretary of the Army has appointed a task force to look into this issue, and the Air Force Commander of Air Education and Training Command has appointed a commander-directed review of sexual assault allegations at Sheppard Air Force Base.

These are all appropriate responses to get an accurate assessment of the scope of the problem, but I'm concerned, because at this point, I don't feel a sense of outrage by military leadership. I am outraged that any woman serving in our military is raped or sexually assaulted, and I am appalled by the reports of failure of military leadership to respond appropriately.

These reports of sexual assault and the Service response are shockingly familiar. They reflect the same concerns expressed by

the cadet victims of sexual assault at the Air Force Academy (AFA). Two official reports into the allegations at the AFA show that the concerns expressed by female cadets are real. Granted, many of the non-academy cases reported by The Denver Post are dated, some going back decades. However, the surprisingly similar comments by victims suggest that not much has changed over those years.

The committee will not sit by and allow this situation to be handled matter-of-factly. These reports are serious, and they need to be dealt with seriously. That's why we've asked for the Under Secretary of Defense and the Vice Chiefs of each of the Services to appear today as witnesses. We fully expect you to carry back our concern for the safety and well-being of our female service members. We know that it's too early to have any meaningful results from the three ongoing inquiries into this matter, five inquires if we count the two ongoing Inspector General (IG) inquiries into the allegations at the AFA. It's not too early for all of us to demonstrate a sense of urgency about getting to the bottom of this and making appropriate corrections. If legislation is needed, we will deliver.

Some have argued that the problem is the Uniform Code of Military Justice (UCMJ), and I'll certainly be interested in what the ongoing inquiries have to say about that.

I believe there's much more that has to be examined. We need to have effective programs in place to prevent rape and sexual assaults in the first place. Young women who are sexually assaulted are scared, confused, intimidated, embarrassed, and they feel betrayed by their fellow service members. You cannot and should not expect them to know what kind of care they need and how to seek it simply on their own. The Services need effective victim intervention programs that are fully staffed and readily available to victims of sexual assault.

Our second panel is composed of experts, as the chairman has said, who deal with military victims of sexual assault on a day-to-day basis, and they perform a tremendous service to our military personnel. I can't thank them enough for what they do. I'm most hopeful that they will be able to give us their insights into the shortcomings of the current service programs.

I'm most grateful for Ms. Christine Hansen of the Miles Foundation, Dr. Terri Rau, and others who are here today. They'll be introduced at a later time.

We appreciate very much the first panel. We hope that the first panel will have an opportunity to have a representative remain, if you're unable to remain for the second panel, and report back to you on what the second panel has to say.

So, Mr. Chairman, thank you very much for holding this important hearing. We owe it all to service members to provide all of them a safe and healthy environment when they volunteer to serve in our Nation's military.

Thank you so much.

Senator CHAMBLISS. Thank you, Senator Nelson.

We have some subcommittee members and some full committee members who are with us today that have an opening statement.

I'll turn to Senator Collins.

Senator COLLINS. Thank you very much, Mr. Chairman.

Let me begin my remarks by commending you for holding this hearing. It's a tribute to your leadership and character that you have taken this issue so seriously and have focused the subcommittee's attention on it. I want to acknowledge and thank you for your leadership.

The issue before the subcommittee today is tragic. It is not tragic because of the nature of war or because of the conditions under which our military operates. It is tragic because the conduct involved is illegal and completely unacceptable. No war comes without cost, but the costs should be borne out of conflict with the enemy, not because of egregious violations by some of our own troops. What does it say about us, as a people, as a Nation, as the foremost military in the world, when our women soldiers sometimes have more to fear from their fellow soldiers than from the enemy? Why is there less public outrage when service women suffer at the hands of their own fellow service men than from the enemy?

Women have served honorably in the United States military for longer than we have had the right to vote. In Afghanistan and Iraq, women have served and risked their lives alongside their male counterparts, bravely defending freedom in distant lands. Some were captured, others were killed in action (KIA), not because they were women, but because they were soldiers fighting for their country.

When Saddam Hussein invaded Kuwait, then-President Bush declared, "This will not stand." Mr. Chairman, I think we should echo those words of determination. This cannot stand. We must support the women who wear this country's uniform. We must ensure that medical treatment and counseling are made available to victims of sexual assault. We must take these allegations seriously. Most of all, we must ensure that justice is swift and certain for the criminals who have perpetrated these crimes.

Thank you, Mr. Chairman.

Senator CHAMBLISS. Thank you, Senator Collins.

Senator Allard, we're glad to have you with us. I'll recognize you at this time.

Senator ALLARD. Well, thank you, Mr. Chairman.

First of all, I'd like to recognize your leadership. We've had some personal discussions about this issue as it involves the military, as well as the AFA. Also, I would like to recognize the chairman of the full committee, Senator Warner, who's with us, and who's also taken a personal interest. I had an opportunity to visit with both of you on this most important issue.

First, let me say that understanding the problem of sexual assaults in the military and effectively developing policies, processes, and procedures for addressing it will not be an easy task. Mr. Chairman, you have embraced this challenge, and I commend you for it. Your leadership will make a significant difference as we go forward.

I'm glad to see that so many members of the committee here are reading The Denver Post. Last November, The Denver Post wrote a series of reports on sexual assaults in the military, which I found very disturbing. These reports raise serious questions about whether the military was responding appropriately to sexual assaults.

Were victims receiving the care and treatment they needed? Were victims being punished for reporting? Were perpetrators of these crimes being punished? Does the UCMJ need to be revamped? I've been asking these questions ever since.

I later met with a number of victims who were sexually assaulted while serving in our military, including some that had just returned from Iraq. Many of the victims' stories were heart-wrenching and appalling. In some cases, I was utterly speechless and outraged. I believe we have a serious problem that will not go away with time.

Let me also share with the subcommittee one lesson I took away last year from my experience in dealing with the sexual assault issues at the AFA. That lesson is that there is no such thing as a perfect sexual assault prevention and response program. For years, most sexual assault experts believed the AFA's Sexual Assault Prevention and Response Program was ideal. Confidentiality was protected, and victims could seek peer counseling. As we all now know, the reason why confidentiality was protected was because victims were discouraged from reporting. Even more alarming, most academy leaders did not know female cadets were being sexually assaulted in large numbers.

Today I urge our witnesses to constantly review their sexual assault programs and always look for ways to improve them. Thinking that you have the perfect system will only lead to failure and result in innocent victims being mistreated or, worse, punished. We cannot afford to lose good men and women just because we haven't taken this issue seriously.

I would also like to take a moment to note Secretary Rumsfeld's leadership on this issue. I strongly support his decision last month to form a task force to investigate the allegations of sexual assault in Iraq, and believe the task force leader Ms. Ellen Embrey, with whom I have met, will do an excellent job. With the mental and physical health of service members at stake, coupled with the fact that many are presently deployed in stressful combat environments, it is imperative that we get to the bottom of these allegations.

Mr. Chairman, thank you for calling this important hearing and your continued leadership on this issue. I'd note that making this your first hearing of the year sends a good signal, and I'm pleased that you're taking that kind of interest in this issue. I look forward to the testimony of our witnesses.

Senator CHAMBLISS. Thank you, Senator Allard.

Mr. Chairman, it's because of your direction, your interest, and your encouragement that this hearing came about today. We're pleased to have you join us, and I'll recognize you.

Senator WARNER. Thank you, Chairman Chambliss. I want to commend you, as others have, and our colleagues here this morning who have joined in this hearing.

I say to you, most respectfully, I join Senator Allard's praise of Secretary Rumsfeld and his initiative. This committee is prepared to back the United States military to achieve zero tolerance.

I first became really acquainted with the importance of this when I was Secretary of the Navy, and we had some problems then. I remember, for example, we got a firm hold on this back during that

period of time. From time to time, we have to revisit it. I was always proud of the fact that I laid the foundation to integrate Annapolis and make it possible for women to pursue their careers in the Naval Academy. We're here to support you, and if you don't carry it out, we're going to take over.

Thank you very much.

Senator CHAMBLISS. Thank you, Mr. Chairman.

We now will move to our first panel.

Dr. Chu, we're pleased to have you back with us, and look forward to your testimony. We'll start with you.

I would ask each of you, if you would, to summarize your statements. We will certainly put your full statement in the record.

Dr. Chu.

STATEMENT OF HON. DAVID S.C. CHU, UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS

Dr. CHU. Thank you, Mr. Chairman, Senator Warner, Senators. I'm privileged to be joined today by my colleagues from the military services to answer your questions on this important issue of how we handle sexual assault in the military. I do have a longer statement, which I will submit for the record.

As Senator Collins pointed out, the basic policy on this issue is clear. Sexual assault is a crime. It is clear in the law. It is clear in the regulations of DOD. It is clear in the statement of the Secretary of Defense. He has, as you've all noted, directed that we undertake a 90-day review of how well we're carrying out these policies and how well DOD programs actually sustain these policies when they're implemented in the field.

Indeed, as I speak, Ms. Embrey, our task force leader, is in the Central Command (CENTCOM) area of operations, including Iraq, to look at this issue and to begin the factfinding and data collection that will be so essential to gauging what we should do next.

A principle focus of that review is how we care for the victim. How do we take care of the individual who has been harmed? You've all touched upon that in your statements. As some of you have also noted and as Senator Warner has indicated, even more important in the long run is preventing assault from taking place in the first place.

As we all appreciate, both in civil society and the military, this is a widely under-reported crime. It is a problem for the civil authorities and a problem for us, as well. For that reason, I think that Congress has wisely directed in the statute that DOD undertake a quadrennial survey of its population to determine the degree to which sexual harassment and other forms of inappropriate conduct of this sort occur. I have asked that we speed up the publication of the results from that latest survey, which was taken in 2002, so that it can be available for the committee. I think you have copies in front of you of the preliminary printing this morning.

This is a survey that I believe is a bit unique. It has a blue cover on it, for those of you who are looking for it. It is unique in surveying a broad population. There are very few such surveys around. Really there are no comparable civil benchmarks, so we really can't

tell the degree to which incidents in the military differ from that of the civil population.

[The Armed Forces 2002 Sexual Harassment Survey follows:]

DMDC

Information and Technology for Better Decision Making

Armed Forces 2002
Sexual Harassment Survey

Additional copies of this report may be obtained from:
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DMDC Report No. 2003-026
November 2003

Armed Forces 2002

Sexual Harassment Survey

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Defense Manpower Data Center
1600 Wilson Boulevard, Arlington, Virginia 22209

Acknowledgments

The Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2002 Status of the Armed Forces: Workplace and Gender Relations Survey (2002 WGR)* which was conducted for the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Anita Lancaster, Assistant Director for Program Management, and Timothy Elig, Chief of the Survey and Program Evaluation Division.

DMDC's Program Evaluation Branch, under the guidance of Eric Wetzel, Branch Chief, was responsible for the questionnaire. Important contributors to survey development include James Love (ODUSD[EO]) and researchers from the University of Illinois at Urbana-Champaign, including Louise F. Fitzgerald, Fritz Drasgow, and Alayne J. Ormerod.

Members of the Inter-Service Survey Coordinating Committee were very helpful in providing Service-specific perspectives and obtaining Service-level reviews and coordinations. For this, DMDC is indebted to Charlie Hamilton (Air Force Personnel Center), Capt John America, USMC (Headquarters, U.S. Marine Corps), Morris Peterson (Army Research Institute), and Paul Rosenfeld (Bureau of Naval Personnel).

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DMDC's Survey Technology Branch, under the guidance of James Caplan, Branch Chief, was responsible for survey operations. Elizabeth Willis, from his staff, developed the dataset and documentation, with additional support provided by Sally Mohamed (Consortium Research Fellow). Data Recognition Corporation performed data collection and preparation for this survey.

DMDC's Personnel Survey Branch, under the guidance of Barbara Jane George, Branch Chief, was responsible for statistical methodology. Bob Hamilton, Chief of the Programming Branch, and Carole Massey and Susan Reinhold, from his staff, supported the sampling and weighting tasks. Nonresponse analyses and calculation of weights were performed by Westat.

The authors of this report are beholden to the team of writers, graphic designers, and editors that supported them throughout this project. A special note of thanks is due to Lee Howell, Regan Klein, and Amber Beam (Consortium Research Fellows) and Donna St. Onge-Walls (SRA).

Executive Summary

The Department of Defense (DoD) conducted sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force, and Coast Guard in 1988, 1995, and 2002. This report provides results for the *2002 Status of Armed Forces: Workplace and Gender Relations Survey (2002 WGR)*. The overall purpose of the *2002 WGR* is to document the extent to which Service members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs.

Background

The *2002 WGR* survey items that measure unprofessional, gender-related behaviors are those required for use in DoD surveys and are generally referred to as the "core measure" (Standardized Survey Measure of Sexual Harassment, 2002; Survey Method for Counting Incidents of Sexual Harassment, 2002). These items consist of 19 behaviorally based items, a write-in item where respondents can describe other behaviors they experienced, and a question that asks them if what they experienced constituted sexual harassment. This report contains results for five behavioral categories: Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, Sexist Behavior, and Sexual Assault. Results for three of these categories—Crude/Offensive Behavior, Unwanted Sexual Attention and Sexual Coercion—also were combined to produce the Department's 2002 Sexual Harassment findings. A copy of the survey instrument is in Appendix A.

Because a similar survey was conducted in 1995, this report contains 1995 and 2002 comparisons. Although the 1995 behavioral list was somewhat longer than that used in 2002, it was possible to recalculate the 1995 behavioral rates to be parallel to the method used in calculating the 2002 results. As in 1995, the 19 behaviorally based items represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment.

The *2002 WGR* was fielded between December 2001 and April 2002. Respondents could fill out the survey via either a paper-and-pencil or Web format. A total of 19,960 eligible Service members returned usable survey results and the adjusted, weighted response rate is 36%.

Major Findings

How do active-duty Service members' 2002 reports of unprofessional, gender-related behavior compare to those obtained in 1995?

Overall, unprofessional, gender-related behaviors declined significantly between 1995 and 2002. For the category of Crude/Offensive Behavior (e.g., repeatedly told sexual stories or jokes that were offensive to you?), 63% of women in 1995 checked one or more of these behaviors on the survey, while 45% did so in 2002, an 18 percentage-point decline. Men's rates also declined from 31% in 1995 to 23% in 2002.

For the category of Unwanted Sexual Attention (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said "No"?), women's rates declined from 42% in 1995 to 27% in 2002, a 15 percentage-point decline. Men's rates were statistically unchanged, with 8% reporting in this category in 1995, and 5% doing so in 2002.

For the category of Sexual Coercion (e.g., made you feel threatened with some sort of retaliation for not being sexually cooperative—for example, by mentioning an upcoming review?), women's rates declined from 13% in 1995, to 8% in 2002. Sexual Coercion reporting rates for men were low—2% in 1995 and 1% in 2002.

For the category of Sexist Behavior (e.g., made offensive sexist remarks—for example, suggesting that people of your gender are not suited for the kind of work you do?), women's rates declined from 63% in 1995, to 50% in 2002, a 13 percentage-point decline. Men's rates were statistically unchanged, with 15% reporting in this category in 1995, and 17% doing so in 2002.

The Sexual Assault category consists of two behaviorally worded items that represent attempted and actual rape. Between 1995 and 2002, women's Sexual Assault rates declined from 6% to 3%, while men's rates were statistically unchanged—1% reported in this category in both 1995 and 2002.

How do the 2002 Sexual Harassment rates compare to those in 1995?

Overall, the reported rate of Sexual Harassment of active-duty members declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%). For women, the Sexual Harassment rate declined by 16 percentage points or more in each of the Services. The largest decline occurred for Marine Corps women, whose rate decreased by 30 percentage points between 1995 and 2002 (57% vs. 27%). For men, there was at least a 4 percentage-point decline between 1995 and 2002 in each of the Services, excluding the Coast Guard.

Other 2002 Findings

Who indicated they experienced unprofessional, gender-related behaviors in 2002?

Women were more likely than men to indicate having experiences of unprofessional, gender-related behaviors. For the Military Services, Air Force women were least likely and Marine Corps women were the most likely to indicate having these experiences. By paygrade, junior enlisted women were more likely than women of other paygrade groups to report having experienced unprofessional, gender-related behaviors. Similarly, junior enlisted men were more likely than men of other paygrade groups to report having these experiences.

Across the five categories of behaviors, women reported experiencing Sexist Behavior (50%) at a higher rate than any other category of unprofessional, gender-related behaviors, although women's rates for Crude/Offensive Behavior (45%) were almost as high. Men reported at higher rates for Crude/Offensive (23%) than any other type of behavior, although their rates for Sexist Behavior (17%) were almost as high.

With regard to Sexual Harassment, more women than men reported experiencing these incidents (24% vs. 3%). Air Force women reported at the lowest rates (18%). Junior enlisted women and men reported experiencing sexual harassment at rates higher than other paygrade groups. The rate for junior enlisted women, however, was six times that of junior enlisted males (31% vs. 5%).

With regard to Sexist Behavior, women were far more likely to report having experiences than men (50 vs. 17%). For women, Air Force members reported at the lowest rate (40%) and Marine Corps women at the highest (64%). For women, junior enlisted members and junior officers reported having these experiences at higher rates than women in other paygrades (54% for both junior enlisted and officers vs. 42-26% for other paygrade groups).

For Sexual Coercion, more women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%). Air Force women reported the lowest rates (4%), compared to women in the other Services—Army (11%), Navy (10%), and Marine Corps (12%). Junior enlisted women reported at higher rates (12%) than women in other paygrade groups.

Women reported at higher rates (3%) for Sexual Assault than men (1%). There were no statistically significant differences across the Military Services. Junior enlisted women reported the highest rate of Sexual Assault (5%).

Who were the offenders?

When asked to specify who the offenders were, 84% of women and 82% of men indicated the offenders were other military personnel. Over 60% of women and men indicated they were military coworkers.

In terms of the gender of the offender, the majority of women (85%) reported the gender of the offender as male(s). Many of the behaviors that women indicated they experienced involved, for example, Crude/Offensive Behaviors and Sexist Behaviors—which might have occurred in group situations. On this survey, 14% of women indicated the offenders were both men and women. Fifty-one percent of men reported the offender as one or more males; this is largely because the majority of men's

experiences were in the Crude/Offensive Behavior category. Twenty-seven percent of men reported the offenders included both men and women.

When and where did the unprofessional, gender-related behaviors occur?

The majority of women and men reported some or all of the behaviors they experienced occurred during duty hours, at work, and at a military installation. The majority of women (84%) and men (76%) reported that all or at least some of the behaviors occurred during duty hours. In addition, 81% of women and 74% of men reported all or at least some of the behaviors occurred at work. Similarly, 86% of women and 75% of men reported all or at least some of the behaviors occurred on or at a military installation.

Did Service members report their experiences?

The majority of women (76%) and men (83%) agreed that their Service's training made them feel it is safe to complain about unwanted, sex-related attention. Thirty percent of women and 17% of men indicated they reported experiences they had in the 12 months prior to filling out the survey.

To whom did Service members report their experiences?

Members experiencing these behaviors most reported the incidents to members in their chain-of-command, such as their immediate supervisor (women 21%; men 12%), or to the supervisor of the offender (women 16%; men 10%).

What reasons were cited by Service members who did not report their experiences?

The majority of women (67%) and men (78%) who did not report behaviors indicated they did not feel the situation was important enough to report. Many (63%) also indicated they "took care of it" themselves. Among Service members who did not report behaviors, women were more likely than men to identify retaliatory behaviors as a reason not to report. For women vs. men, some examples include being labeled a troublemaker (29% vs. 19%), fear of retaliation from the offender (18% vs. 10%), fear of retaliation from friends of the offender (13% vs. 8%), and fear of retaliation from their supervisor (12% vs. 8%).

To what extent were members who said they reported the behaviors satisfied with the outcome of the complaint process?

Of those who said they reported their experiences, 34% of women and 37% of men were satisfied with the outcome of their complaint, 32% of women and 39% of men were neither satisfied nor dissatisfied, while the remaining 34% of women and 24% of men were dissatisfied. Service members were more likely to be satisfied with the complaint process when the situation was corrected (Women 92%; Men, 91%), the outcome of the complaint was explained to them (Women 69%; Men 70%), and some action was taken against the offender (Women 55%; Men 66%). Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when they thought nothing was done about it.

Did Service members experience problems at work as a result of their experiences?

Some did. Overall, 29% of women and 23% of men who had experienced unprofessional, gender-related behaviors reported experiencing some type of problem at work as a result of the behaviors or how they responded to them. However, the problems experienced were far more likely to be social reprisals, such as being gossiped about by people in an unkind way, rather than job-related reprisals, such as being denied a promotion.

Did Service members report experiences that could be perceived as sex discrimination?

In an effort to research the overall topic of gender issues in the workplace, new sex discrimination-related items (e.g., you were rated lower than you deserved on your last performance evaluation and your gender was a factor) were fielded in the *2002 WGR*. Similar to the other 5 categories of behaviors measured in the *2002 WGR*, these 12 items were behaviorally stated and members were asked if they had experienced them in the 12 months prior to taking the survey. The vast majority of women (82%)

and men (93%) reported they did not experience these behaviors.

Had Service members received training on topics related to sexual harassment and, if so, what was their opinion of the effectiveness of the training?

The majority of women (77%) and men (79%) reported receiving sexual harassment training at least once in the 12 months prior to taking the survey. Junior enlisted members reported receiving the most training. When asked to assess the effectiveness of training, 90% of women and men agreed their training provided a good understanding of what words and actions are considered sexual harassment. Similarly, 92% of women and men agreed their training identified behaviors that are offensive to others and should not be tolerated, and 83% of women and 84% of men agreed that the training they received provided useful tools for dealing with sexual harassment.

What were Service members' opinions of the availability of information on sexual harassment policies and procedures, and the extent to which complaints were taken seriously?

At both the unit/work group and installation/ship level, over 90% of Service members indicated policies forbidding, and complaint procedures related to sexual harassment were publicized, and that complaints about sexual harassment were taken seriously, no matter who files them. In the section of the survey, however, where those who had experienced behaviors could report on the details of one experience, only 44% of women and 42% of men were satisfied with the availability of information about how to file a complaint. Junior enlisted women were less satisfied than women in other paygrades with the availability of information on how to file a complaint.

What did Service members think of their leadership's efforts to stop sexual harassment?

Overall, Service member's assessments of their leaders' efforts have improved since 1995. In 2002, the majority of Service members agreed that their immediate leaders (75%), their installation/ship leaders (75%), and their Service leadership (74%) were making honest and reasonable efforts to stop sexual harassment. Similar to findings from 1995, women's assessments of their leaders were less favorable than men; however, in 2002, the difference between women's and men's assessments of their leaders narrowed.

Summary

The *2002 WGR* survey findings are encouraging. These results indicate a decline, between 1995 and 2002, in Service members' experiences of unprofessional, gender-related behaviors. The percentage of women reporting incidents of Sexual Harassment decreased from 46% to 24%—a 22 percentage-point decline. Reports of Sexual Assault by women declined from 6% to 3%, and reports of perceived sex discrimination, measured and reported for the first time, were low. The survey results indicated Service members were receiving training, they understood sexual harassment policies and the behaviors that constitute sexual harassment, and their ratings of their leaders for making honest and reasonable efforts to stop sexual harassment were significantly higher in 2002 than in 1995.

Large-scale surveys such as the *2002 WGR* are designed to provide periodic benchmarks against which to measure progress. The 2002 survey results indicate that Defense officials and military leaders have taken the issue of sexual harassment seriously and significant improvements have occurred since 1995. Effective leadership (e.g., effective behaviors are modeled for others) and organizational climate (e.g., sexual harassment is not tolerated; offenders are punished) are the strongest predictors of whether or not sexual harassment will occur in any particular location. While the Military Services, overall, have made great advances in combating sexual harassment, it is clear that there are still some locations where it is still occurring. Finding those locations and taking corrective actions are logical follow-on actions to this survey effort.

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Chapter 1

Introduction

This report provides results for the gender issues section of the *2002 Status of the Armed Forces: Workplace and Gender Relations Survey (2002 WGR)*, also known as the sexual harassment survey. The Department of Defense (DoD) has conducted three sexual harassment surveys of active-duty members in the Army, Navy, Marine Corps, Air Force and Coast Guard—in 1988, 1995, and 2002. The overall purpose of these surveys has been to measure the extent to which Service members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Service members' perceptions of the effectiveness of sexual harassment policies and training programs. This chapter provides a historical perspective of DoD's efforts to measure sexual harassment.

Department of Defense Sexual Harassment Research

In January 1988, a DoD Task Force on Women in the military recommended that the DoD conduct its own sexual harassment survey of active-duty Service members inasmuch as DoD-wide incidence rates of sexual harassment among active-duty women had never been examined. The Defense Manpower Data Center (DMDC) completed this survey in the 1988-89 timeframe.

The DoD 1988 survey was modeled after the previous surveys conducted by the Merit Systems Protection Board (MSPB). In one section that was identical to the MSPB surveys, the DoD survey contained a list of 10 behaviors, and asked respondents if they had experienced "unwanted, uninvited whistles, hoots or yells of a sexual nature," "unwanted, uninvited pressure for dates," "unwanted, uninvited pressure for sexual favors," "actual or attempted rape or sexual assault," and so on. The label "sexual harassment" was not used, just behavioral statements. It was from this list that the overall incidence rates were calculated for the Department. The DoD survey also asked respondents their opinions of policies, programs, and leaders and, for those who had experienced unwanted sexual attention in the last 12 months, it asked them to describe in detail the incident that had the greatest effect on them. It was from these detailed reports that important information was gleaned (e.g., who the offenders were, what formal actions were taken, what effect those actions had) (Martindale, 1990).

In 1994, the Under Secretary of Defense for Personnel and Readiness tasked DMDC to update the survey and re-administer it. Updating the survey accomplished two important objectives: addressing new policy concerns and incorporating recent advances in the understanding and measurement of sexual harassment. This new survey was then administered in 1995.

The 1995 survey, entitled *Status of the Armed Forces Surveys: Gender Issues*, incorporated recent psychometric and theoretical advances in sexual harassment research. Survey items measuring sexual harassment were largely based on work by Fitzgerald and her colleagues and were modeled after the Sexual Experiences Questionnaire (SEQ) developed by Fitzgerald, et al. (1988). The SEQ is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995).

In addition to providing an estimate of the level of sexual harassment in the Services, the 1995 survey also was designed to provide information on a variety of potential antecedents and consequences of harassment. These measures were intended to increase our understanding of the phenomenon so effective preventative methods could be developed.

Standardization of Measurement of Sexual Harassment on DoD Personnel Surveys

In 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity asked DMDC to host a Joint-Service working group to develop a standardized approach for measuring sexual harassment on personnel surveys. The need for standardized research approaches surfaced when the Department released findings from its 1995 sexual harassment survey and senior DoD officials and members of Congress became aware that sexual harassment rates on DoD-wide surveys were considerably higher than rates reported from Service-specific surveys.

Work on this project began in November 1998 and culminated in the issuance of DoD policy guidance in 2002 (see Appendix B & C). These two memoranda require the use of a specific sexual harassment survey measurement approach and a specific method of counting those who report having experiences.

The standardized or "core measure" consists of 19 behaviorally based items that represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—and an open item for write-in responses of "other gender-related behaviors." The continuum of behaviors includes items that comprise sexual harassment, sexist behavior (e.g., treated you differently because of your sex?), and sexual assault (e.g., attempted and actual rape). The sexual harassment items are divided into three types and are consistent with what our legal system has defined as sexual harassment. The three types are *crude and offensive behaviors* (e.g., repeatedly told sexual stories or jokes that were offensive to you?), *unwanted sexual attention* (e.g., continued to ask you for dates, drinks, dinner, etc., even though you said 'No?') and *sexual coercion* (e.g., implied faster promotions or better treatment if you were sexually cooperative?). In addition to marking items on the behavioral list, survey respondents are asked if they considered the behaviors they checked to have been sexual harassment or not. To be "counted" as sexually harassed, a respondent must have checked one or more behavioral items in the three sexual harassment categories described above and they must have indicated that some or all of what they checked constituted sexual harassment. For more information, see Appendix C.

Equal Opportunity Surveys

During the 1990s, there had been interest by Congress in conducting DoD EO surveys, Section 561 of the National Defense Authorization Act of 2003 requires the Secretary of Defense to "carry out four quadrennial surveys (each in a separate year) in accordance with this section to identify and assess racial and ethnic issues and discrimination, and to identify and assess gender issues and discrimination, among members of the Armed Forces."

These surveys, which will enable the Department of Defense to track EO trends in future years, will be fielded and analyzed by DMDC as part of the Under Secretary of Defense for Personnel and Readiness' Human Resources Strategic Assessment Program. In accordance with the 2003 legal requirement, plans call for these surveys to be fielded on the following schedule: 2004 Sexual Harassment Survey—Reserves; 2005 Equal Opportunity Survey—Active Duty; 2006 Equal Opportunity Survey—Reserves; and 2007 Sexual Harassment Survey—Active Duty.

In addition to using personnel surveys to inform sexual harassment issues, the Department also fielded one Joint-Service survey of racial/ethnic harassment and discrimination from September 1996 through February 1997. This survey was titled *Status of the Forces Survey 1996 Armed Forces Equal Opportunity Survey (Form D)*. This survey assessed Service members' perception of fair treatment and equal opportunity. It contained behaviorally worded items that were used to measure insensitive, discriminatory, harassing and violent racial/ethnic interactions that occurred to Service members and their families in the 12 months prior to filling out the survey. The survey also contained items that measured satisfaction with equal opportunity policies and practices, the complaint process, etc. As noted above, plans call for this survey to be administered to active-duty members in 2005, and for the first time, to Reservists in 2006.

Department of Defense and Civilian Sector Sexual Harassment Research

The last decade has seen a virtual explosion in research on sexual harassment in both military and civilian settings. Although in-depth research on sexual harassment began as early as 1985, over 1,000 articles on sexual harassment were published between 1992 and 2002, compared to slightly more than 200 for all previous years combined, according to an examination of Psychlit, a psychology research tool.

In 1994, the Defense Manpower Data Center chose to ground its sexual harassment research on the body of work conducted by scientists at the University of Illinois-Urbana Champaign (Fitzgerald, et al., 1988). Their research has shown that many women experience sexual harassment in the workplace, those who experience it suffer negative consequences (e.g., health, psychological well-being), and that leaders/organizations are responsible for the occurrence of sexual harassment and its consequences. A thorough discussion of this theoretical model and associated issues can be found in Fitzgerald, Drasgow, Hulin, Gelfand and Magley (1997), Lancaster (1999), and Fitzgerald, Collingsworth & Harned (2001).

Since the mid-1990s, researchers at DMDC and the University of Illinois-Urbana Champaign have applied civilian sector sexual harassment research methods to research with the active-duty military population. The earlier cited theoretical model, as well as other research issues, have now been validated for the military population and there is empirical evidence that what is known about sexual harassment in the civilian sector is also true for active-duty military members—that tolerance of sexual harassment by military leaders and managers are antecedents or precursors to sexual harassment and that those who experience harassment suffer negative outcomes (e.g., are more likely to want to leave the military, experience health and psychological problems). A discussion of the application of military data to this model can be found in Williams, Fitzgerald, and Drasgow (1999).

The Department of Defense's sexual harassment research, modeled originally on civilian sector research, is now providing researchers with robust datasets to analyze issues (e.g., reprisal, severity of experiences) that will inform our understanding of sexual harassment in the workplace. In addition, other countries, such as Australia, have modeled their military sexual harassment efforts after those of DMDC—and research conducted in those countries also are providing insights into this serious social issue (Holden & Davis, 2001).

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Chapter 2

Survey Methodology

This chapter describes the methodology used for the *2002 WGR* and the analytic procedures used in preparing this report. The first section explains the survey and sample design, survey administration, and data weighting for the survey. The second section describes the scales, analytic subgroups, and estimation procedures used in this report.

Survey Design and Administration

Sample Design

A single-stage, stratified random sample of 60,415 Service members was used for *2002 WGR*. The population of interest for the survey consisted of all active-duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, below the rank of admiral or general, with at least 6 months of active-duty service.

The sampling frame was stratified by Service, gender, paygrade, race/ethnicity, and a measure of occupational tempo as an indicator of how likely the member was to be deployed. In addition to these stratification variables, the sample design also considered geographic location. Further details of the sample design are reported by Elig (2003).

Survey Administration

Data were collected by mail and Web[1] with procedures designed to maximize response rates. Beginning on December 10, 2001, a notification letter explaining the survey and soliciting participation was sent to sample members. The introductory letter was followed on December 26, 2001, by a package containing the questionnaire. Approximately 2 weeks later, a third letter was sent to thank individuals who had already returned the questionnaire and to ask those who had not completed and returned the survey to do so. At approximately 2 weeks and 6 weeks after the reminder/thank you letter mailing, second and third questionnaires, with letters stressing the importance of the survey, were mailed to individuals who had not responded to previous mailings. The field closed on April 23, 2002. Details on survey administration are reported by Willis, Lipari, and Mohamed (2002).

Data Weighting

A total of 19,960 eligible members returned usable surveys. Data were weighted to reflect the active duty population as of December 2001. A three-step process was used to produce final weights. The first step calculated base weights to compensate for variable probabilities of selection. The second step adjusted the base weights for nonresponse due to inability to determine the eligibility status of the sampled member and to the sampled member failing to return a survey. Finally, the nonresponse-adjusted weights were raked to force estimates to known population totals as of the start of data collection (December 2001). The responses represent an adjusted weighted response rate of 36%. Complete details of weighting and response rates are reported by Flores-Cervantes, Valliant, Harding, and Bell (2003) and Willis, Lipari, and Mohamed (2002).

Questionnaire Design

The *2002 WGR* is the third active-duty sexual harassment study conducted in the Department of Defense (DoD). The Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988-89 (Martindale, 1990). The second survey effort

[1]Except for the first notification letter, each letter included an invitation to the respondent to take the survey on the Web, rather than completing the paper version of the survey. Twenty-five percent of female respondents and 32% of male respondents completed the Web version of the survey.

occurred in 1994-95. At that time, DMDC fielded three surveys (*Forms A, B,* and *C*). One survey, *Form A*, replicated the *1988 DoD Survey of Sex Roles in the Active Duty Military*. The second, *Form B*, represented a complete redesign of the approach to inquiring about sexual harassment (*Department of Defense 1995 Sexual Harassment Survey* [CD ROM], 1997). The third, *Form C*, was designed as a linking form, to provide a way of equating the sexual harassment rate found in *Form A* with that of *Form B*.

The 1995 *Form B* differed from the 1988 survey (and the 1995 *Form A*) in three major ways. It provided: (1) an expanded list of potential unprofessional, gender-related behaviors that survey respondents could report that was based on extensive psychometric work; (2) an opportunity, for the first time, to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and, (3) measures of service members' perceptions of complaint processing, reprisal, and training (Bastian, Lancaster, and Reyst, 1996). Survey items measuring sexual harassment in 1995 *Form B* were largely based on work by Fitzgerald and were modeled after the *Sexual Experiences Questionnaire (SEQ)* developed by Fitzgerald, et al. (1988). The *SEQ* is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey and Cavanaugh, 1995).

The *2002 WGR* was based on the 1995 *Form B* questionnaire and incorporated further psychometric and theoretical advances in sexual harassment research. A copy of the 16-page, 90-item questionnaire is provided in Appendix A.

The survey assessed several areas including (1) types, frequency, and effects of unprofessional, gender-related behavior and sexual harassment; (2) circumstances under which experiences occurred; and (3) perceptions of discriminatory behaviors. In addition to the sexual harassment information, the survey asked for demographics and information on several outcomes that might be affected by the military climate. These outcomes include physiological and psychological well-being and workplace characteristics and work attitudes. Multiple item scales were constructed where possible to measure the constructs of interest. For details of the psychometric analyses used to confirm the properties of the measures, please see Ormerod et al. (2003).

Unprofessional, gender-related behaviors. To assess the prevalence of sexual harassment and other unprofessional, gender-related behaviors, the Department used a standard series of questions referred to as the Department's Core Measure of Sexual Harassment, which is derived from two questions. The first, Question 55, consists of 19 behavioral items, which are intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of "other gender-related behaviors." In Question 55, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from "Never" to "Very often."

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single-step process. More specifically, did the individual indicate experiencing <u>at least one</u> of the behaviors indicative of a category <u>at least once</u> (response options "Once or twice" to "Very often") in the previous 12 months. The categories and corresponding items are as follows: Sexist Behavior (Q55*b,d,g,i*), Crude/Offensive Behavior (Q55*a,c,e,f*), Unwanted Sexual Attention (Q55*h,j,m,n*), Sexual Coercion (Q55*k,l,o,p*), and Sexual Assault (Q55*q,r*).

The counting algorithm for the DoD Sexual Harassment Incident Rate is a two-step process. First, the respondent indicates experiencing any of 12[2] sexual harassment behaviors at least once in past 12 months; and second, indicates that at least some of the behaviors experienced were sexual harassment. In order to be counted as having experienced sexual harassment, the respondent

[2]Two types of unprofessional, gender-related behavior are not included in the calculation of the Sexual Harassment rate: Sexist Behavior and Sexual Assault. Sexist Behavior is considered a precursor to sexual harassment. In contrast, Sexual Assault is a criminal offense and exceeds the definition of sexual harassment.

must have experienced one of the following types of unprofessional, gender-related behavior: Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated in Question 56 that she/he considered any of the behaviors experienced as sexual harassment. The 12 sexual harassment behaviors included in Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment, others that represent *quid pro quo* harassment, etc.).

The 19 behavioral items were shortened from the 25 items used in the 1995 survey. Over a 2-year developmental process, DMDC staff and Service representatives on the Inter-Service Survey Coordinating Committee (ISSCC) worked on revising the 1995 survey. A pilot study was conducted to further improve the measure of unprofessional, gender-related behaviors by shortening and standardizing the measure and improving the measure of sexist behavior (Ormerod et al. 2000).

Characteristics of unprofessional, gender-related behaviors. By examining specific occurrences, this survey sought to identify circumstances that correspond to the most commonly occurring unprofessional, gender-related behaviors in the Services. To obtain this level of detail, Service members who experienced unprofessional, gender-related behavior were asked to think about the one situation, 12 months prior to filling out the survey, which had the greatest effect on them.

A series of questions pertaining to this event were then presented in order to gather specific details about the circumstances that surrounded the experience. These details provide answers to questions such as:

- What were the unprofessional, gender-related experiences Service members reported had occurred during the situation that had the greatest effect?
- Who were the offenders?
- Where did the experiences occur?
- How often did the situation occur?
- How long has the situation been going on?
- Was the situation reported, and if so, to whom?
- Were there any repercussions from reporting the incident?

Perceptions of sex discrimination behaviors. A new question was incorporated into the *2002 WGR* to address discrimination as a construct separate from sexual harassment. The 12 items comprising Question 54 were designed to be indicative of unprofessional, discriminatory behaviors or situations that could occur in a military environment. To assess perceptions of discrimination in the workplace, Service members were asked to indicate if they had recently experienced any of the 12 behaviors or situations. In addition, Service members were asked to indicate if they thought gender was a motivating factor. Question 54 used a three-level response scale, which was designed to give Service members the opportunity to differentiate between discrimination in the workplace (non-gender-based) and gender-based discrimination.

The items form three factors: Evaluation (Q54*a-d*), Assignment (Q54*e,f,g,lm*), and Career (Q54*h-k*). It is anticipated that assessing the prevalence of discrimination that the survey participant identifies as motivated by gender provides insight into the sexual harassment climate in the military. However, unlike the DoD Core Measure of Sexual Harassment, the measurement of sex discrimination in the 2002 survey did not include a labeling item. As such, the survey participants were not required to specify if they believed the situation or behavior was discriminatory. Aggregating behavioral items in Question 54 provided estimates of the upper bounds of the incident rate of sex discrimination. However, unless the respondent considered his/her experiences to be discriminatory, calculating a rate from responses to behavioral items may overestimate the rate.

Perceptions of organizational climate. Empirical research has found that organizational tolerance is related to both the incidence of sexual harassment and negative outcomes on individuals. Based on this work, three new items (Q76–78) were incorporated into the *2002 WGR* that assess an individual's perception of their organization's tolerance for Crude/Offensive Behaviors, Unwanted Sexual Attention, and Sexual Coercion. The *2002 WGR* also

assesses Service members' perceptions of several additional concepts that directly affect organizational climate, to include personnel policies, leadership practices, and training.

Assessment of progress. In addition to changes in measures of interest (e.g., changes in rates of unprofessional, gender-related behaviors), it is also important to assess the individual's perceptions of organizational improvement. To this end, the *2002 WGR* includes measures that assess the Service members opinions as to whether sexual harassment occurs more or less frequently in the military today; whether sexual harassment is more or less of a problem in the military today than a few years ago; whether sexual harassment is more or less of a problem in the nation today than a few years ago; and finally, whether sexual harassment is more of a problem inside or outside the military.

Analytic Procedures

Subgroups

Survey results are tabulated in this report as a DoD total by gender, and for the subgroups Service by gender, and paygrade group by gender. In cases where the member's Service, paygrade, or gender was missing, data were imputed using information from the member's administrative records. Subgroups were constructed as follows:

- Gender is defined by the response to Question 1, "Are you...?" Response options were male or female.
- Service is defined by Question 6, "In what Service are you?" The response options were Army, Navy, Marine Corps, Air Force, and Coast Guard.
- Paygrade group is based on Question 7, "What is your current paygrade?" The original 20 response options are collapsed to 5 categories for analysis: E1-E4, E5-E9, W1-W5, O1-O3, and O4-O6.

Estimation Procedures

The *2002 WGR* used a complex sample design that required weighting to produce population estimates. This design and weighting means that standard statistical software underestimates standard errors and variances, which affect tests of statistical significance. This report uses margins of error calculated in SAS 8.0, by Taylor's linearization variance estimation. These SAS 8.0 procedures accommodate features of complex designs and weighting.

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the random variation around population parameters, such as a percentage or mean. The analysis in this report used margins of error (95% confidence intervals) to represent the degree of uncertainty introduced by the nonresponse and weighting adjustments.[3]

In this report, pairs of percentage estimates were compared to see if they were statistically significant. When the margin of error of the first percentage estimate overlapped the margin of error of the second percentage estimate, the difference between the two estimates was assumed not statistically significant. When the two margins of error did not overlap, the difference was deemed statistically significant.

Presentation of Results

The numbers for only differences that are statistically significant are presented in this report. The use of the word "significantly" is redundant and not used.

The tables and figures in the report are numbered sequentially within chapters. The titles describe the subgroup and dependent variables presented in the table. Unless otherwise specified, the numbers contained in the tables are percentages with margins of error at the end of the table.[4]

[3]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. Therefore, if 55% of individuals selected an answer and the margin of error was ±3, in repeated surveyed samples from the population, in 95% of the samples, the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3).

[4]Tables were simplified in this report by reporting the largest margin of error for all the estimates reported in a column for the specified subgroup. Exact margins of error for specific estimates can usually be found in Greenlees et al. (2003a and 2003b).

Unstable estimates in table cells were suppressed or annotated. Estimates may be unstable because of a small denominator size for that cell or large variance in the data or weights. The following rules were used:

- A cell estimate was not published if the unweighted denominator size was less than 30. These cells are annotated "NR" (Not Reported).
- A cell estimate was published with an asterisk if the denominator size was 30 to 59.
- A cell estimate was also published with an asterisk if the relative standard error for that estimate was greater than 30%.

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Chapter 3

Unprofessional, Gender-Related Behaviors and Sexual Harassment

This chapter summarizes Service members' responses to questions about sex/gender-related issues. The first section provides survey results for five categories of unprofessional, gender-related behavior. The second section provides results specifically for sexual harassment.

Unprofessional, Gender-Related Behavior

Members' responses to questions pertaining to experiences of unprofessional, gender-related behavior in the 12 months prior to responding to the survey are examined in this section. Specifically, Question 55 assessed the frequency of Service members' reported experiences of unprofessional, gender-related behavior involving military personnel, on- or off-duty, and on- or off-installation or ship; and civilian employees/contractors, in their workplace, or on- or off- installation/ship. Question 55 contains 19 behaviorally based items intended to represent a continuum of unprofessional, gender-related behaviors—not just sexual harassment—along with an open item for write-in responses of "other gender-related behaviors" (see Figure 3.1).

The 18 question sub-items can be grouped into three primary types of behaviors 1) sexist behavior (Q55*b,d,g,i*), 2) sexual harassment (Q55*a,c,e,f,h,j,k,l,m,n,o,p*), and 3) sexual assault (Q55*q,r*). The sexual harassment behaviors can be further categorized as crude/offensive behaviors (Q55*a,c,e,f*), unwanted sexual attention (Q55*h,j,m,n*), and sexual coercion (Q55*k,l,o,p*). The 12 sexual harassment behaviors are consistent with the U.S. legal system's definition of sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

Question 55 asked respondents to indicate how often they had been in situations involving these behaviors. The response scale is a 5-point frequency scale ranging from "Never" to "Very often." The counting algorithm for reporting incident rates for each of the individual categories of unprofessional, gender-related behaviors is a single-step process. That is, did the individual indicate experiencing at least one of the behaviors in a category at least once (response options ranged from "Once or twice" to "Very often") in the previous 12 months? Results are reported for the following five categories of unprofessional, gender-related behaviors:

- **Crude/Offensive Behavior** - verbal/nonverbal behaviors of a sexual nature that were offensive

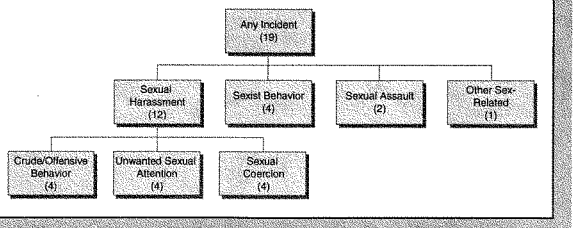

Figure 3.1
Survey Measure of Sexual Harassment and Unprofessional, Gender-Related Behavior

or embarrassing; whistling, staring, leering, ogling (Q55*a,c,e,f*),

- **Unwanted Sexual Attention** - attempts to establish a sexual relationship; touching, fondling (Q55*h,j,m,n*),
- **Sexual Coercion** - classic *quid pro quo* instances of job benefits or losses conditioned on sexual cooperation (Q55*k,l,o,p*),
- **Sexist Behavior** - verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the member (Q55*b,d,g,i*), and
- **Sexual Assault** - attempted and/or actual sexual relations without the member's consent and against his or her will (Q55*q,r*)

Incident rates are reported for each type of behavior. These rates are shown by gender and year in Figure 3.2. Rates by Service and year are provided in Table 3.1 for women and Table 3.2 for men.

By Service

Women reported experiencing Sexist Behavior (50%) at a higher rate than any other type of unprofessional, gender-related behavior, although the category of Crude/Offensive Behavior (45%) was almost as high. Within-Service comparisons indicate this trend was present for women in each of the Services except the Coast Guard. In contrast, men reported higher rates of Crude/Offensive Behavior (23%) than any other type of unprofessional, gender-related behavior, although Sexist Behavior (17%) was almost as high. This trend was present for men in each of the Services except the Marine Corps, where the rates of Sexist Behavior and Crude/Offensive Behavior were not significantly different.

Sexist Behavior. Fifty percent of women reported experiencing Sexist Behavior, whereas 17% of men reported experiencing incidents of this type. Women in the Air Force reported the lowest rate of Sexist Behavior (40%), while Marine Corps women reported the highest rate (64%). For men, there were no significant Service differences in the Sexist Behavior rate.

Comparisons across years indicate that the Sexist Behavior incident rate for women declined between 1995 and 2002 (63% vs. 50%). It also declined for women in each of the Services, with the exception of the Coast Guard. The largest percentage-point decline between 1995 and 2002 occurred for Air Force women (59% vs. 40%). There were no significant Service differences between 1995 and 2002 for men.

Crude/Offensive Behavior. Forty-five percent of women reported experiencing Crude/Offensive Behavior. Nearly twice as many women than men reported experiencing these types of behaviors (45% vs. 23%). For women, Air Force members reported experiencing the lowest rate of Crude/Offensive Behavior (36% vs. 48-53%). For men, there were

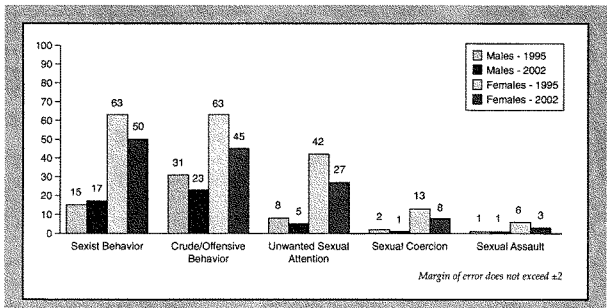

Figure 3.2
Percentage of Females and Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002

no significant Service differences in the Crude/Offensive Behavior rate.

The rates of Crude/Offensive Behavior for women and men declined between 1995 and 2002. The rate for women declined from 63% in 1995 to 45% in 2002. The rate also declined in each of the Services, with the exception of the Coast Guard. The largest decline in Crude/Offensive Behavior occurred for Air Force women (57% vs. 36%). Similarly, the incident rate of Crude/Offensive Behavior for men declined from 31% in 1995 to 23% in 2002, with the greatest declines occurring for Army and Air Force men.

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	95	02	95	02	95	02	95	02	95	02	95	02
Sexist Behavior	63	50	67	53	62	56	77	64	59	40	65	56
Crude/Offensive Behavior	63	45	68	48	61	49	72	53	57	36	58	52
Unwanted Sexual Attention	42	27	48	31	40	30	53	33	35	20	34	23
Sexual Coercion	13	8	18	11	11	10	17	12	8	4	8	6
Sexual Assault	6	3	9	3	6	3	9	5	4	2	4	2
Margin of Error	*±2*	*±2*	*±2*	*±3*	*±3*	*±3*	*±5*	*±5*	*±2*	*±3*	*±6*	*±6*

Table 3.1
Percentage of Females Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Service

Unwanted Sexual Attention. Twenty-seven percent of women reported experiencing Unwanted Sexual Attention. More women reported experiencing Unwanted Sexual Attention compared to men (27% vs. 5%). Air Force (20%) and Coast Guard (23%) women reported lower rates of Unwanted Sexual Attention than women in the other Services (30-33%). For men, there were no significant 2002 Service differences (see Table 3.2).

Between 1995 and 2002, incidents of Unwanted Sexual Attention declined for both women (42% vs. 27%) and men (8% vs. 5%). For each of the Services, women's rates of Unwanted Sexual Attention declined by at least 10 percentage-points. While Marine Corps women reported the highest rate of Unwanted Sexual Attention in 2002, the largest

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	95	02	95	02	95	02	95	02	95	02	95	02
Sexist Behavior	15	17	16	18	14	18	15	17	15	14	14	18
Crude/Offensive Behavior	31	23	32	23	32	24	30	22	30	21	30	27
Unwanted Sexual Attention	8	5	9	6	8	6	8	5	7	4	5	4
Sexual Coercion	2	1	3	2	2	1	3	2	1	1	1	1*
Sexual Assault	1	1	2	1*	1*	1*	1*	1*	1*	1	0*	1*
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±3*	*±5*	*±3*	*±3*	*±2*	*±5*	*±4*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 3.2
Percentage of Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Service

percentage-point decline between 1995 and 2002 (53% vs. 33%) occurred for Marine Corps women. For men in each of the Services, the decline was only significant for men in the Army and Air Force.

Sexual Coercion. Eight percent of women reported experiencing Sexual Coercion. More women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%). Air Force and Coast Guard women reported the lowest rates (4-6% vs. 10-12%). For men, there were no significant Service differences in Sexual Coercion rates.

The 2002 rate of Sexual Coercion for women was significantly lower than the 1995 rate (8% vs. 13%). For women, the largest declines occurred in the Army (18% vs. 11%) and in the Marine Corps (17% vs. 12%). For men, there were no significant Service differences between 1995 and 2002 in the rate of Sexual Coercion.

Sexual Assault. Three percent of women and one percent of men reported experiencing incidents of Sexual Assault. There were no significant Service differences for either men or women in the 2002 rate of Sexual Assault.

The Sexual Assault rate for women declined by half between 1995 and 2002 (6% vs. 3%). Excluding the Coast Guard, this decrease was significant for women in each of the Services, with the greatest decline occurring for the Army (9% vs. 3%). For men, there were no significant Service differences in the rate of Sexual Assault.

By Paygrade

Women in paygrades other than junior enlisted reported higher Sexist Behavior rates than any other type of unprofessional, gender-related behavior (see Table 3.3). Comparisons within paygrades indicate that men in each of the paygrades experienced Crude/Offensive Behavior at a higher rate than other type of behavior (see Table 3.4).

Sexist Behavior. For women, junior enlisted members and junior officers reported higher rates of Sexist Behavior (both 54%) than women in the other paygrades (42-46%). For men, junior enlisted members reported a higher rate of Sexist Behavior than men in the other paygrades (21% vs. 10-15%).

Comparisons between 2002 and 1995 indicate that the rate of Sexist Behavior for women declined by at least 10 percentage points in each of the paygrades. The largest decline occurred among female senior officers, whose rate decreased from 64% in 1995 to 42% in 2002. In 2002, the Sexist Behavior rate for junior enlisted men was higher than in 1995 (21% vs. 17%).

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	95	02	95	02	95	02	95	02
Sexist Behavior	66	54	60	46	64	54	64	42
Crude/Offensive Behavior	71	53	57	39	56	42	44	26
Unwanted Sexual Attention	53	36	34	22	31	20	16	8
Sexual Coercion	19	12	9	6	4	4	2	1*
Sexual Assault	10	5	3	1	2	1*	1	0*
Margin of Error	*±2*	*±3*	*±2*	*±2*	*±3*	*±4*	*±4*	*±4*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 3.3
Percentage of Females Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Paygrade

Crude/Offensive Behavior. Paygrade comparisons show that, junior enlisted women (53% vs. 26-42%) and men (27% vs. 16-21%) reported the highest rates of Crude/Offensive Behavior—with the rate reported by women higher than men (53% vs. 27%). For women, senior officers reported the lowest rate of Crude/Offensive Behavior (26% vs. 39-53%).

The rate of Crude/Offensive Behavior for women declined by at least 14 percentage points in each of the paygrades between 1995 and 2002. For female enlisted members, there was an 18 percentage-point decline in the Crude/Offensive Behavior incident rate. In each paygrade, the rate of Crude/Offensive Behavior for men declined by at least 5 percentage points between 1995 and 2002. This decline was not significant for junior officers.

Unwanted Sexual Attention. Junior enlisted women (36% vs. 8-22%) and men (8% vs. 2-4%) reported the highest rates of Unwanted Sexual Attention—with the rate reported by women higher than that reported by men (36% vs. 8%). For women, senior officers reported the lowest rate of Unwanted Sexual Attention (8% vs. 20-36%). Male junior (3%) and senior (2%) officers reported lower rates of Unwanted Sexual Attention than men in the other paygrades (4-8%).

Although the Unwanted Sexual Attention rates declined for women in all paygrades between 1995 and 2002, the largest decline occurred for junior enlisted women (53% vs. 36%). Male senior enlisted members reported a lower rate in 2002 than in 1995 (4% vs. 7%).

Sexual Coercion. Paygrade comparisons show that, regardless of gender, junior enlisted members reported the highest rate of Sexual Coercion—with the rate for women higher than for men (12% vs. 3%). The incident rate of Sexual Coercion for women decreased as paygrade increased—with junior enlisted members reporting the highest rate (12%) and senior officers reporting the lowest (1%).

Between 1995 and 2002, the rate of Sexual Coercion declined for junior (19% vs. 12%) and senior (9% vs. 6%) enlisted women. There was also a small but significant decline in the rate reported by female senior officers (2% vs. 1%). There were no significant changes in the rate of Sexual Coercion for men between 1995 and 2002.

Sexual Assault. Junior enlisted women reported a higher rate of Sexual Assault than women in the other paygrades (5% vs. 0-1%), although the rate declined significantly from 1995 to 2002 for both junior enlisted (10% vs. 5%) and senior enlisted women (3% vs. 1%). For men, there were no significant paygrade differences in the Sexual Assault rate between 1995 and 2002.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	95	02	95	02	95	02	95	02
Sexist Behavior	17	21	14	15	17	12	12	10
Crude/Offensive Behavior	36	27	30	21	25	20	23	16
Unwanted Sexual Attention	10	8	7	4	5	3	5	2
Sexual Coercion	3	3	2	1	1*	0*	1*	0*
Sexual Assault	1	1	1	0	0*	0*	0*	0*
Margin of Error	*±3*	*±3*	*±3*	*±2*	*±4*	*±3*	*±4*	*±3*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 3.4
Percentage of Males Who Reported Experiencing Unprofessional, Gender-Related Behaviors in 1995 and 2002, by Paygrade

Sexual Harassment

This section includes a summary of findings and comparisons to results reported in 1995. The 2002 and 1995 rates were calculated according to the DoD Sexual Harassment Core Measure specifications (for more details, see Chapter 2). To be included in the calculation of the rate, Service members must have experienced one behavior defined as Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion AND indicated that they considered any of the behaviors experienced to be sexual harassment.[5]

By Service

Nearly a quarter of women in the military reported experiencing at least one incident of Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion and considered at least some of what they experienced to be Sexual Harassment 7 (see Figure 3.3). Air Force women reported the lowest Sexual Harassment incident rate (18% vs. 24-29%). For men, there were no Service differences in the Sexual Harassment incident rate.

The Sexual Harassment rate declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%). For women in each of the Services, the Sexual Harassment rate declined by at least 16 percentage points. The largest decline occurred for Marine Corps women, whose rate decreased by 30 percentage points (57% vs. 27%). For men, there was at least a 4 percentage-point decline in the rate between 1995 and 2002 in each of the Services, excluding the Coast Guard.

By Paygrade

Across paygrades, junior enlisted women (31% vs. 10-20%) and men (5% vs. 1-2%) reported the highest rates of Sexual Harassment, although the rate for female junior enlisted members was six times that of males (31% vs. 5%). Compared to other women, senior officers reported the lowest Sexual Harassment incident rate (10% vs. 20-31%) (see Figure 3.4).

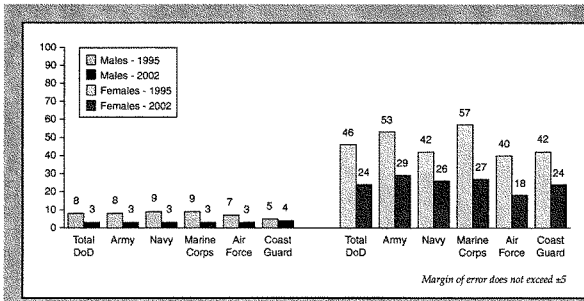

Figure 3.3
Percentage of Females and Males Who Reported Experiencing Sexual Harassment in 1995 and 2002, by Service

[5]When those who experienced at least one of the behaviors in Question 55 were asked about those experiences, 51% of females and 85% of males reported that none of the behaviors they reported experiencing constituted sexual harassment. For complete details on these findings, refer to tables 56.1-56.4 in Greenlees et al. (2003b).

Similar to Service results, the Sexual Harassment rate also declined between 1995 and 2002 for all gender-by-paygrade groups. For each paygrade group, there was at least a 19 percentage-point decline for women.

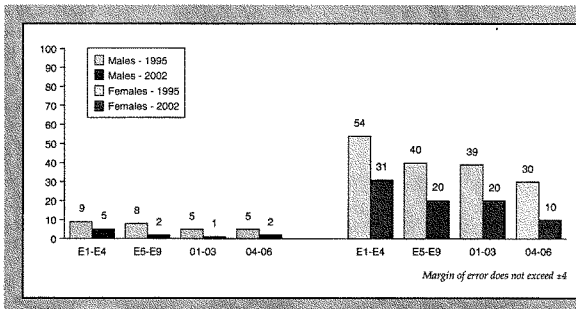

Figure 3.4
Percentage of Females and Males Who Reported Experiencing Sexual Harassment in 1995 and 2002, by Paygrade

Summary

Chapter 3 presents findings for Service members' experiences of unprofessional, gender-related behaviors in the 12 months prior to filling out the *2002 WGR* survey. These behaviors are categorized as Sexist Behavior, Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, and Sexual Assault.

- Crude/Offensive Behavior (Females 45%; Males 23%) and Sexist Behavior (Females 50%; Males 17%) were the two most frequently reported types of unprofessional, gender-related behavior for women and men.
  - Women reported higher rates of Sexist Behavior than any other type of behavior (50% vs. 3-45%); men reported Crude/Offensive Behavior at a higher rate than any other type of behavior (23% vs. 1-17%)—these findings remained consistent across Services and paygrades.

Sexist Behavior

- Fifty percent of women reported experiencing Sexist Behavior, whereas 17% of men in the military reported experiencing incidents of this type.
  - Between 1995 and 2002, the Sexist Behavior incident rate declined for women (63% vs. 50%)—across all Services, with the exception of the Coast Guard.
- Compared to women in the other Services, Air Force women reported the lowest rate of Sexist Behavior (40%), while Marine Corps women reported a higher rate (64%).
- Female junior enlisted members and junior officers reported higher rates of Sexist Behavior than women in the other paygrades (both 54% vs. 42-46%).
  - The rate of Sexist Behavior for women declined by at least 10 percentage points in each of the paygrades.
- Junior enlisted men reported a higher rate of Sexist Behavior than men in the other paygrades (21% vs. 10-15%).
  - Between 1995 and 2002, the Sexist Behavior rate for junior enlisted men increased (17% vs. 21%).

Crude/Offensive Behavior

- Nearly twice as many women than men reported experiencing incidents of Crude/Offensive Behavior (45% vs. 23%).
  - Between 1995 and 2002, the rates of Crude/Offensive Behavior for women (63% vs. 45%) and men (31% vs. 23%) declined.
- Air Force women reported a lower rate of Crude/Offensive Behavior than women in the other Services (36% vs. 48-53%).
  - The largest decline in Crude/Offensive Behavior occurred for Air Force women (57% vs. 36%).

- The greatest declines for men occurred for the Army (32% vs. 23%) and Air Force (30% vs. 21%).
- Junior enlisted women (53% vs. 26-42%) and men (27% vs. 16-21%) reported higher rates of Crude/Offensive Behavior than women and men in the other paygrades.
- Female senior officers reported a lower rate of Crude/Offensive Behavior than women in the other paygrades (26% vs. 39-53%).
- The rate of Crude/Offensive Behavior for women declined by at least 14 percentage points in each of the paygrades between 1995 and 2002.
- Between 1995 and 2002, the rate of Crude/Offensive Behavior for men declined by at least 5 percentage points in all paygrade groups, although this decrease was not significant for junior officers.

Unwanted Sexual Attention

- More women reported experiencing Unwanted Sexual Attention compared to very few men (27% vs. 5%).
  - Between 1995 and 2002, incidents of Unwanted Sexual Attention declined for both women (42% vs. 27%) and men (8% vs. 5%).
- Air Force and Coast Guard women reported lower rates of Unwanted Sexual Attention than women in the other Services (20-23% vs. 30-33%).
  - For women, the rate of Unwanted Sexual Attention decreased by at least 10 percentage points in each of the Services between 1995 and 2002.
  - For men, there was a slight but significant decline in Unwanted Sexual Attention within each of the Services, with the exception of the Coast Guard.
- Junior enlisted women (36% vs. 8-22%) and men (8% vs. 2-4%) reported higher rates of Unwanted Sexual Attention than women and men in the other paygrades.
- As paygrade increased for women, the incident rate of Unwanted Sexual Attention decreased—with female senior officers reporting the lowest rate of Unwanted Sexual Attention (8% vs. 20-36%).
  - Between 1995 and 2002, the Unwanted Sexual Attention rate declined by at least 8 percentage points for women in all paygrade groups.

Sexual Coercion

- More women than men reported experiencing incidents of Sexual Coercion (8% vs. 1%).
  - Between 1995 and 2002, the Sexual Coercion rate declined for women (13% vs. 8%).
- Air Force and Coast Guard women reported lower rates of Sexual Coercion than women in the other Services (4-6% vs. 10-12%).
  - Between 1995 and 2002, rates of Sexual Coercion for Army (18% vs. 11%) and in the Marine Corps (17% vs. 12%) women declined.
- Junior enlisted women (12% vs. 1-6%) and men (3% vs. 0-1%) reported higher rates of Sexual Coercion than women and men in the other paygrades.
- The incident rate of Sexual Coercion for women decreased as paygrade increased—with junior enlisted members reporting the highest rate (12%) and senior officers reporting the lowest (1%).
  - Between 1995 and 2002, the rate of Sexual Coercion declined for both junior (19% vs. 12%) and senior (9% vs. 6%) enlisted women.

Sexual Assault

- Three percent of women and one percent of men reported experiencing incidents of Sexual Assault.
  - Between 1995 and 2002, the Sexual Assault rate for women declined by half (6% vs. 3%).
- In each of the Services, the Sexual Assault rate was less than 5%.
  - Excluding the Coast Guard, this decrease was significant for women in each of the Services—with the greatest decline occurring in the Army (9% vs. 3%).
- Junior enlisted women reported a higher rate of Sexual Assault than women in the other paygrades (5% vs. 0-1%).
  - The rate of Sexual Assault for women declined significantly for junior enlisted (10% vs. 5%) and senior enlisted (3% vs. 1%).

Sexual Harassment

- More women reported experiencing Sexual Harassment than men (24% vs. 3%).
  - The Sexual Harassment rate declined between 1995 and 2002 for both women (46% vs. 24%) and men (8% vs. 3%)—across all paygrades.
- Air Force women reported a lower rate of Sexual Harassment than women in the other Services (18% vs. 24-29%).

- For women, the Sexual Harassment rate declined by at least 16 percentage points in each of the Services.
- There was at least a 4 percentage-point decline for men in the rate between 1995 and 2002 in each of the Services, excluding the Coast Guard.

- Junior enlisted women (31% vs. 10-20%) and men (5% vs. 1-2%) reported higher rates of Sexual Harassment than women and men in the other paygrades.

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Chapter 4

One Situation

Chapter 4 provides information on the circumstances in which unprofessional, gender-related behaviors occur. On the survey, Service members who indicated they experienced at least one unprofessional, gender-related behavior (Q55) were asked to consider the "one situation" occurring in the year prior to taking the survey that had the greatest effect on them. With that "one situation" in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions such as:

- What was the unprofessional, gender-related experience?
- Who were the offenders?
- Where did the experience occur?
- How often did the situation occur?
- How long did the situation last? Was the situation reported, and if so, to whom?
- Were there any repercussions due to reporting the incident?

Behaviors Experienced in the One Situation

All members who reported experiencing any unwanted or uninvited, unprofessional, gender-related behavior in the past year (Q55) were asked to provide details about the situation that had the greatest effect on them. Not all of them completed this section of the survey. As Figure 4.1 shows, in 2002 and 1995, four-fifths of women and three-fifths of men who checked behaviors in Question 55 responded to this section of the survey.

Types of Behaviors in One Situation

Service members who responded to the questions regarding the one situation with the greatest effect on them were asked to first specify which behaviors occurred during the situation. The list of behaviors for the one situation was the same as the list for Question 55 that measured unprofessional, gender-related behavior. Figure 4.2 presents the frequency distribution of each type of behavior in the one

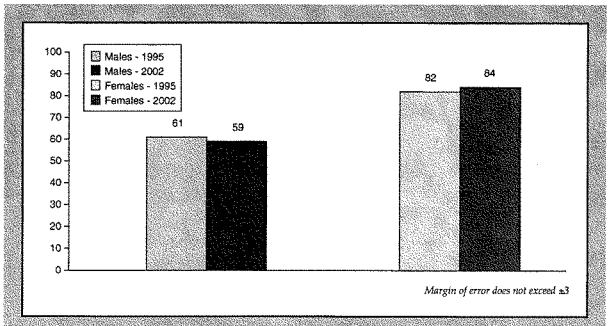

Figure 4.1
Percentage of Females and Males Filling Out One Situation in 1995 and 2002

situation reported by women and men in 2002 and in 1995.

In 2002, there is a noticeable overall increase in the numbers of behaviors reported for the one situation compared to those reported in 1995. This increase in behaviors reported in the one situation is most likely at least partially attributable to a change in question format.

In 1995, respondents were presented with only a grid of letters that corresponded to the list of unprofessional, gender-related behaviors. Using these "lettered bubbles," respondents were asked to identify behaviors that had occurred in the one situation by marking the applicable bubbles. In 2002, respondents were presented the entire list of behaviors a second time and asked to indicate individually whether someone in the one situation "did this" or "did not do this" for each behavior. While the proportion of the increase attributable to changing formats cannot be calculated, it is understandable that a person's likelihood of indicating a behavior occurred would increase when each behavior is considered individually vice selecting from a grid of letters.

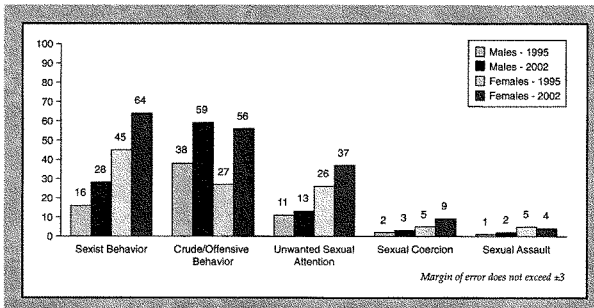

Figure 4.2
Percentage of Females and Males Reporting Each Type of Behavior in One Situation in 1995 and 2002

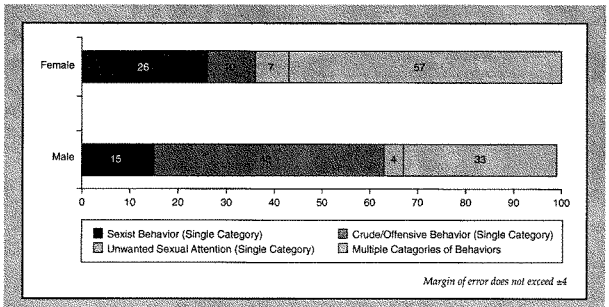

Figure 4.3
Percentage of Females and Males Reporting a Single Category of Behavior or Multiple Categories of Behaviors in One Situation in 2002

Despite the format change, the pattern of findings from 2002 parallel those from 1995 because they confirmed that the situation with the greatest effect for women is typified by some combination of Sexist Behavior (64%), Crude/Offensive Behavior (56%), and Unwanted

Sexual Attention (37%), while the one situation for men is typified primarily by Crude/Offensive Behavior (59%) and, to some extent, Sexist Behavior (28%) (see Figures 4.2 and 4.3).

Service members can experience 1 or more behaviors within a single category of behavior (e.g., Sexist Behavior), and they can indicate behaviors that are across multiple categories of behaviors (e.g., Sexist Behavior and Crude/Offensive Behavior). Figure 4.2 shows 56% of the women reported experiencing Crude/Offensive Behavior. Figure 4.3 shows 10% of women reported experiencing only Crude/Offensive Behavior (without indicating other behaviors). Figure 4.3 shows over half of the women and approximately one-third of the men indicated that multiple types of behaviors occurred in the one situation. Both women and men reported experiencing Sexual Coercion and Sexual Assault only in combination with other behaviors. Sexist Behavior was the most commonly experienced type of behavior occurring alone for women (26%), whereas Crude/Offensive Behavior was most commonly experienced alone by men (48%).

Frequency of Experiences

The frequency of each type of behavior for women and men is shown by gender/Service in Table 4.1, and gender/paygrade in Table 4.2. Compared to women in the other Services, excluding the Coast Guard, fewer Air Force women reported experiences of Sexist Behavior (59% vs. 64-75%) and Sexual Coercion (5% vs. 8-12%). For men, there were no significant Service differences.

For women, as might be expected, more junior enlisted members than women in the other paygrades reported experiences of Crude/Offensive

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Sexist Behavior	64	28	64	29	68	27	75	24	59	28	67	29
Crude/Offensive Behavior	56	59	59	57	55	59	57	57	53	61	55	54
Unwanted Sexual Attention	37	13	40	12	37	14	35	14	31	13	26	9
Sexual Coercion	9	3	12	3	8	2	11	3	5	3	4	3
Sexual Assault	4	2	5	1*	4	2*	7	4*	3	2*	3	3*
Margin of Error	*±2*	*±3*	*±3*	*±6*	*±4*	*±6*	*±5*	*±7*	*±3*	*±5*	*±8*	*±8*

Table 4.1
Percentage of Females and Males Who Experienced Behavior in One Situation in 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Sexist Behavior	62	27	65	29	68	19	75	33
Crude/Offensive Behavior	63	60	52	56	48	67	32	56
Unwanted Sexual Attention	45	13	31	13	23	10	12	9
Sexual Coercion	12	4	7	2	3	1*	0*	2*
Sexual Assault	7	3	2	1	2*	1*	0*	2*
Margin of Error	*±3*	*±5*	*±3*	*±4*	*±5*	*±7*	*±4*	*±7*

Table 4.2
Percentage of Females and Males Who Experienced Behavior in One Situation in 2002, by Paygrade

Behavior (63% vs. 32-52%), Unwanted Sexual Attention (45% vs. 12-31%), Sexual Coercion (12% vs. 0-7%), and Sexual Assault (7% vs. 0-2%) for the one situation with the greatest effect. For men, there were no significant paygrade differences.

Characteristics of the Offenders

To obtain information on the perpetrators of unprofessional, gender-related behavior, Service members were asked about the identity of the offender(s) in the situation that had the greatest effect on them. It should be noted that it was possible for single and multiple offenders to be involved in the one situation experience.

Gender of Offenders

As indicated in Figure 4.4, in 2002, the majority of women (85%) and men (51%) reported the offenders were male. Compared to 1995, in 2002, more women (14% vs. 6%) and men (27% vs. 16%) reported that the offenders included both males and females. Between the 1995 and 2002 surveys, there was no change, for women or men, in the percentage of those who said the offenders were solely of the same gender.

Over 80% of women, regardless of Service, reported the offenders were male. Among men in each of the Services, roughly half reported the offenders were male. Except for the Coast Guard, there was at least a 5 percentage-point decline in 2002 from 1995 for women in each of the Services who reported that the offenders in the one situation were male (see Table 4.3). This change is attributable to an increase in the percentage of females reporting that the offenders included both men and women. Compared to men in the other Services, men in the Army (22% vs. 38%) and Marine Corps (16% vs. 35%) were less likely to report in 2002, than in 1995, that the offenders were female.

With the exception of senior officers, across paygrades, roughly twice as many women and men reported the offenders included both men and women in 2002 than in 1995 (see Table 4.4).

Organizational Affiliation of Offenders

Organizational affiliation is another characteristic of interest regarding perpetrators of unprofessional, gender-related behavior. Service members interact with other military personnel and DoD civilian employees and/or contractors. On this survey, Service members were asked to identify whether or not the offenders in the situation that had the greatest effect on them were military members and/or civilians. Offenders were categorized as military personnel, civilians, or both military and civilian personnel.

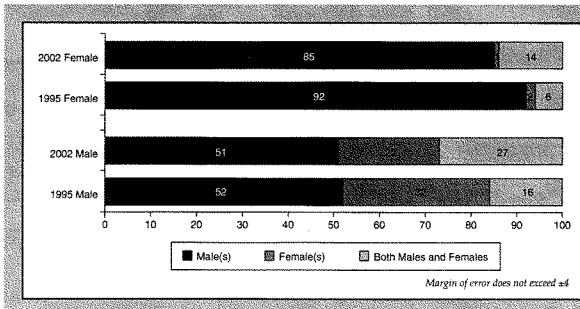

Figure 4.4
Percentage of Females and Males Reporting Offenders as Males, Females, or Both in 1995 and 2002

	DoD											
	Total DoD		Army		Navy		Marine Corp		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
Females												
Male(s)	92	85	92	83	91	86	95	88	93	86	93	84
Female(s)	2	1	1	2	2	1	1	1*	2	2	3*	1*
Both	6	14	7	16	7	13	4	11	6	12	4	14
Males												
Male(s)	52	51	44	48	60	54	49	59	54	48	59	58
Female(s)	32	22	38	22	28	19	35	16	30	27	22	13
Both	16	27	19	30	12	27	16	25	16	25	18	29
Margin of Error	*±4*	*±3*	*±6*	*±6*	*±6*	*±6*	*±10*	*±8*	*±6*	*±6*	*±9*	*±8*

Table 4.3
Percentage of Females and Males Reporting Offenders as Males, Females, or Both in 1995 and 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
Females								
Male(s)	92	85	92	83	92	89	93	89
Female(s)	2	1	1	1	3	2*	1	2*
Both	6	14	7	16	5	9	5	9
Males								
Male(s)	53	53	51	47	57	62	51	51
Female(s)	32	20	32	22	33	17	33	29
Both	15	26	17	30	10	21	17	20
Margin of Error	*±5*	*±6*	*±6*	*±4*	*±9*	*±8*	*±11*	*±8*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 4.4
Percentage of Females and Males Reporting Offenders as Males, Females, or Both in 1995 and 2002, by Paygrade

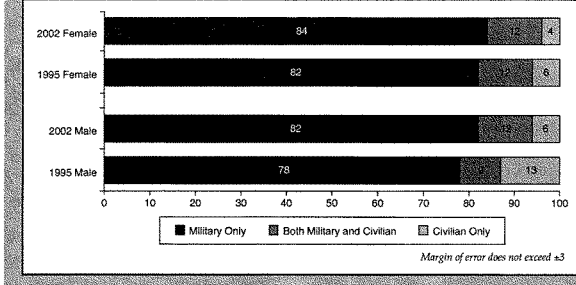

Figure 4.5
Percentage of Females and Males Reporting Offenders as Military, Civilian, or Both in 1995 and 2002

The majority of both active-duty women (84%) and men (82%) reported the offenders in the situation that had the greatest effect on them were other Service members (see Figure 4.5). Both women (4% vs. 6%) and men (6% vs. 13%) were less likely in 2002, than in 1995, to report the offenders included only civilians (see Figure 4.5).

Among women, Air Force members were least likely to report the offenders were military members (79% vs. 85-90%). There were no significant differences by Service for men (see Table 4.5).

Compared to women and men in the other paygrades, female (68% vs. 82-88%) and male (57% vs. 80-87%) senior officers were the least likely to report the offenders were military members (see Table 4.6). Similarly, both female (14% vs. 3-6%) and male (23% vs. 2-7%) senior officers were more likely to report the offenders were solely civilians than women and men in the other paygrades.

Military Status of Offenders in the One Situation

Findings regarding the organizational affiliation of the offenders show that the majority were military personnel (see Figure 4.5). In addition to identifying the organizational affiliation of the offender (e.g., military, civilian), Service members were also asked to specify the position and the rank of the offenders in relation to themselves. For this analysis, the survey items in 1995 and 2002 were not similar enough to permit comparisons (2002 Q61, 1995 Q78).

In each of the Services, over 60% of women and men indicated that military coworkers were the offenders in the situation that had the greatest impact on them. Fewer Air Force women (13% vs. 19-21%) and men (9% vs. 17-19%) than women and men in the other Services reported the offender was their immediate military supervisor. Also, fewer Air Force women reported military subordinates were involved than women in the other Services (17% vs. 26-30%). For a complete tabulation of Service results, see Tables 61a.2-61n.2 in Greenlees et al. (2003b).

Consistent with the Service results and regardless of paygrade, both female and male members were most likely to report that their offenders were military coworkers. However, female (47% vs. 60-73%) and male (53% vs. 66-74%) senior officers were less likely to report the offenders were one of their military coworkers than women and men in the other paygrades. Junior enlisted women (66% vs. 35-54%) and men (49% vs. 18-31%) were more likely than women and men in the other paygrades to report that the offenders included military persons of

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Military only	84	82	85	85	87	85	90	82	79	73	87	80
Both military and civilians involved	12	12	12	10	9	10	7	13	14	18	10	15
Civilians only	4	6	3	4	4	5	3	5	7	9	4	5
Margin of Error	*±2*	*±3*	*±2*	*±4*	*±3*	*±4*	*±3*	*±7*	*±3*	*±5*	*±5*	*±6*

Table 4.5
Percentage of Females and Males Reporting All of the Behaviors Occurred at a Particular Time or Location, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Military only	88	87	82	80	83	82	68	57
Both military and civilians involved	10	11	13	14	11	12	17	20
Civilians only	3	2	5	7	6	7	14	23
Margin of Error	*±2*	*±4*	*±2*	*±4*	*±4*	*±6*	*±5*	*±8*

Table 4.6
Percentage of Females and Males Indicating Reasons for Not Reporting the Behaviors, by Category Reporting

higher rank. For women, officers were more likely than enlisted members to report the offender in the situation was their unit commander (7-8% vs. 2-3%) and senior officers were the least likely to report that the offenders were their military subordinates (16% vs. 24-26%) or military training instructors (2% vs. 4-8%). Junior enlisted women were more likely than women in the other paygrades to report that the offenders were other military persons (51% vs. 31-44%). For men, junior enlisted members were more likely than men in the other paygrades to report that their immediate military supervisor was an offender in the situation that had the greatest effect on them (20% vs. 10-13%). For specific details, see Tables 61a.4-61n.4 in Greenlees et al. (2003b).

Civilian Status of the Offenders in the One Situation

Although the majority of Service members reported the offenders were other military personnel, civilians were reported as a source of unprofessional, gender-related behavior by some Service women (4%) and men (6%) (see Figure 4.5). In addition to identifying whether the offenders were military, Service members were also asked to specify the position of the offenders in relation to themselves (e.g., supervisor, coworker, subordinate etc.). Data

supporting the analysis reported here appear in Tables 61a.1-61n.4 in Greenlees et al. (2003b).

Excluding Coast Guard, Air Force women (11% vs. 3-8%) and men (15% vs. 3-8%) were more likely to report their offender was a civilian coworker than women and men in the other Services (see Tables 61a.3-61n.3 in Greenlees et al. (2003b)). More Air Force women reported their offender was another civilian person than women in the other Services (10% vs. 3-7%).

More female senior officers reported their offender was a civilian coworker or another civilian person than women in the other paygrades (both 15% vs. 6-9%) (see Tables 61a.4-61n.4 in Greenlees et al. (2003b)). In addition, more male senior officers reported the offenders were civilian subordinates than men in the other paygrades (13% vs. 2-4%).

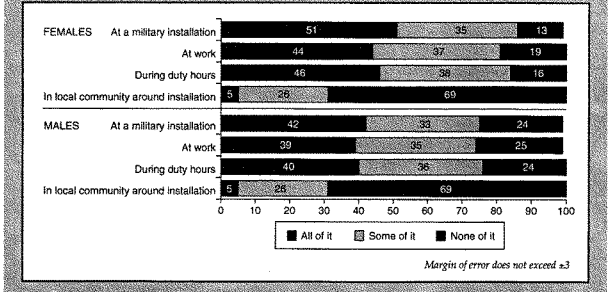

Figure 4.6
Percentage of Females and Males Reporting Where and When the Situation Occurred in 2002

Characteristics of the One Situation

Service members were asked about the characteristics of the situation with the greatest effect. To understand this section, it is necessary to remember that these behaviors can happen in various locations, during multiple times in one single day, and can occur over long and short periods. An examination of these characteristics provides a clearer picture of details surrounding incidents of unprofessional, gender-related behavior.

Place and Time One Situation Occurred

The majority of women and men reported some or all of the behaviors occurred at an installation (Females 86%; Males 75%); at work (Females 81%; Males 74%); and during duty hours (Females 84%; Males 76%) (see Figure 4.6). Although fewer reported the behaviors occurred on a military installation, approximately twice as many men than women (24% vs. 13%) reported none of the behaviors occurred on installation. In 2002, women and men were less likely than in 1995 to report that all of the behaviors in the situation occurred during duty hours (Females 46% vs. 54%; Males 40% vs. 48%) and on a military installation (Females 51% vs. 73%; Males 42% vs. 62%) or at work (Females 44% vs. 51%; Males 39% vs. 51%) (see Figure 4.6 and Table 4.7).

There were no significant Service differences for either men or women in 2002 regarding where and when behaviors occur. However, trend analyses indicate that women in each of the Services were at least 20 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation. Similarly, excluding Coast Guard, men in each of the Services were at least 16 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation. Women in the Army, Navy, Air Force, and Coast Guard were at least 6

	At a military installation		At work		During duty hours	
	F	M	F	M	F	M
None of it	4	13	14	21	10	19
Some of it	23	25	35	28	37	33
All of it	73	62	51	51	54	48
Margin of Error	*±2*	*±4*	*±2*	*±4*	*±2*	*±4*

Table 4.7
Percentage of Females and Males Reporting Where and When the Situation Occurred in 1995

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
Females												
In the local community	---	5	---	5	---	5	---	4	---	5	---	4
At a military installation	73	51	74	53	71	48	72	51	73	53	73	49
At work	51	44	49	43	53	45	43	40	54	45	62	48
During duty hours	54	46	52	47	54	44	45	40	56	48	59	48
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±4*	*±8*	*±5*	*±2*	*±4*	*±4*	*±7*
Males												
In the local community	---	5	---	6	---	5	---	2*	---	4	---	7*
At a military installation	62	42	62	46	65	39	56	36	61	45	63	49
At work	51	39	54	39	50	43	45	30	52	40	59	46
During duty hours	48	40	53	42	44	39	38	31	50	43	52	47
Margin of Error	*±4*	*±3*	*±6*	*±6*	*±6*	*±6*	*±10*	*±8*	*±6*	*±6*	*±9*	*±8*

Table 4.8
Percentage of Females and Males Reporting All of the Behaviors Occurred at a Particular Time or Location, by Service

percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred at work. Similarly, men in the Army (39% vs. 54%) and Air Force (40% vs. 52%) were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work (see Table 4.8).

Junior enlisted women (37% vs. 49%-61%) were less likely to indicate that all of the behaviors occurred at work than women in the other paygrades (see Table 4.9). In contrast, female senior officers were more likely to indicate that all of the behaviors occurred at work than women in the other paygrades (61% vs. 37-50%). Among women, junior enlisted members (39%) were the least likely, and senior officers (63%) were the most likely, to indicate that none of the behaviors occurred during duty hours. Similarly, among women, junior enlisted members (62%) were the least likely, and senior officers (83%) were the most likely, to indicate that none of the behaviors occurred in the local community surrounding an installation (see Tables 59a.4-59d.4 in Greenlees et al. (2003b)). For men, there were no significant differences by paygrade.

Consistent with the Service results and regardless of paygrade, women were at least 15 percentage points less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation (see Table 4.9). For men, senior enlisted members were less likely to indicate in 2002, than in 1995, that all of the behaviors occurred at work (39% vs. 56%), or during duty hours (40% vs. 52%). Moreover, junior (43% vs. 57%) and senior (40% vs. 66%) enlisted men were less likely to indicate in 2002, than in 1995, that all of the behaviors occurred on a military installation (see Table 4.9). For more detailed 2002 results, see Tables 59a.4-59d.4 in Greenlees et al. (2003b).

Frequency and Duration of Incidents Concerning Sexual Harassment

Regarding the frequency and duration of incidents of unprofessional, gender-related behavior, women were less likely than men to indicate that such incidents had only happened once (22% vs. 32%) and that the situation lasted for less than a month (45% vs. 60%) (see Figures 4.7 and 4.8). However, 26% of women describing behaviors in the one situation indicated they occurred almost every day/more than once a day and 28% indicated the behaviors occurred for more than 6 months. There were no significant Service differences for either men or women (see Tables 62.3 and 63.3 in Greenlees et al. (2003b)).

Among women, junior enlisted members were the most likely to indicate that the incidents of unprofessional, gender-related behavior occurred almost every day or more than once a day (11% vs. 4-8%) (see Table 4.10). Among men, there were no paygrade differences in the frequency of behaviors. There were no significant paygrade differences for either men or women in the duration of the situation (see Table 4.11). Tables 62.4 and 63.4, in Greenlees et al. (2003b), contain the complete details of the findings reported here.

Reporting and Satisfaction With Reporting Process

A series of survey questions (Q66 – Q74) asked Service members to provide information regarding their reporting behavior. Those Service members who indicated they reported their experiences were asked to give a more detailed account of various aspects of the reporting process.

Overall, 30% of women and 17% of men reported the situation to an installation/Service/ DoD individual or organization responsible for follow-up, to include their supervisor or the supervisor of the offender (see Figure 4.11). However, in 2002, fewer women indicated they reported behaviors than in 1995 (38% vs. 30%). For more details, see Tables 66a.3-66e.3 in Greenlees et al. (2003b).

To Whom Behaviors Are Reported

Less than 10% of women and men indicated they chose to report unprofessional, gender-related behavior to either a special military office responsible for these types of behaviors or to another installation/Service/DoD official. Rather, Service members tended to report to members in their chain of command, such as their immediate supervisor (Females 21%; Males 12%), or to the supervisor of the offender (Females 16% vs. 10%) (see Tables 66a.1-66e.4 in Greenlees et al. (2003b)). Among women, enlisted members were more likely than

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
Females								
In the local community	---	6	---	5	---	5	---	4
At a military installation	70	47	76	55	71	53	76	61
At work	45	37	57	50	57	49	69	61
During duty hours	45	39	62	53	59	51	73	63
Margin of Error	*±3*	*±3*	*±2*	*±3*	*±4*	*±5*	*±6*	*±5*
Males								
In the local community	---	4	---	5	---	7	---	8
At a military installation	57	43	66	40	62	47	61	50
At work	44	38	56	39	55	44	58	47
During duty hours	40	38	52	40	56	46	58	50
Margin of Error	*±5*	*±5*	*±6*	*±4*	*±9*	*±8*	*±11*	*±8*

Table 4.9
Percentage of Females and Males Reporting All of the Behaviors Occurred at a Particular Time or Location, by Paygrade

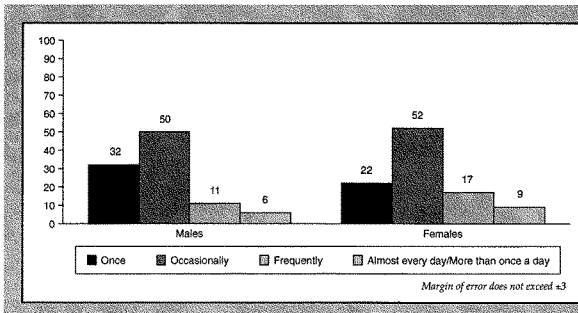

Figure 4.7
Percentage of Females and Males Reporting Frequency of Behavior During One Situation

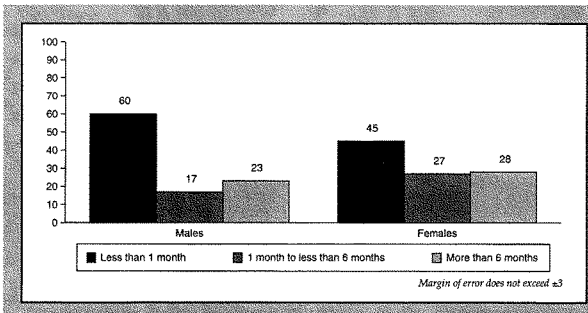

Figure 4.8
Percentage of Females and Males Reporting Duration of the Situation

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Once	21	29	23	35	25	33	27	38
Occasionally	50	46	53	53	56	57	55	54
Frequently	19	16	17	8	15	9	14	3
Almost every day/ More than once a day	11	9	8	5	4	1	4	5
Margin of Error	*±3*	*±5*	*±3*	*±5*	*±5*	*±8*	*±5*	*±8*

Table 4.10
Percentage of Females and Males Reporting Frequency of Behaviors During One Situation, by Paygrade

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less than 1 month	43	55	46	62	52	64	45	65
1 month to less than 6 months	30	19	24	16	25	15	20	15
More than 6 months	27	25	30	22	23	21	35	21
Margin of Error	*±3*	*±5*	*±3*	*±4*	*±5*	*±8*	*±5*	*±8*

Table 4.11
Percentage of Females and Males Reporting Duration of the Situation, by Paygrade

officers to indicate they reported unprofessional, gender-related behavior to someone in their chain of command (15-17% vs. both 10%) or to a special military office responsible for these types of behaviors (7-8% vs. both 3%) (see Tables 66a.4-66e.4 in Greenlees et al. (2003b)).

Reasons for Not Reporting Behaviors

The five reasons Service members most frequently indicated as reasons for not reporting behaviors are shown in Figure 4.10. Women (67%) and men (78%) most often indicated that they did not report behaviors because they felt the situation was not important enough to report. There were no significant Service differences for either men or women in any

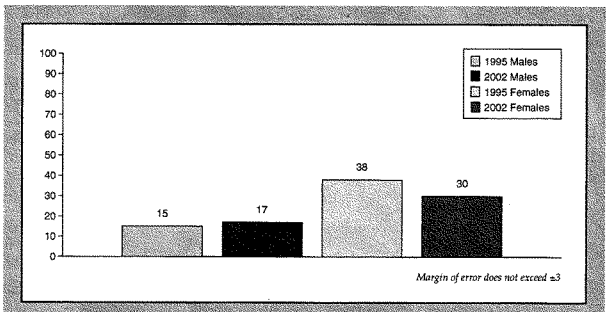

Figure 4.9
Percentage of Females and Males Reporting Behavior in One Situation to Any Supervisor or Person Responsible for Follow-up in 1995 or 2002

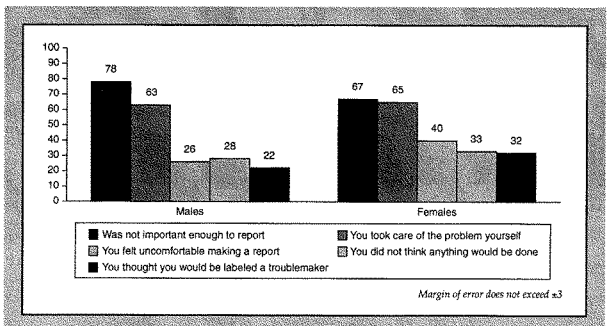

Figure 4.10
Top Five Reasons for Not Reporting Any or All Behaviors in One Situation, by Gender (Percent)

Reasons For Not Reporting	Reported No Behaviors		Reported Some Behaviors	
	F	M	F	M
Was not important enough to report	71	81	50	59
You did not know how to report	13	9	26	21
You felt uncomfortable making a report	37	24	53	48
You took care of the problem yourself	67	63	57	58
You talked to someone informally in your chain-of-command	10	8	70	62
You did not think anything would be done if you reported	30	24	46	47
You thought you would not be believed if you reported	15	10	28	25
You thought your coworkers would be angry if you reported	23	17	29	33
You wanted to fit in	15	14	19	21
You thought reporting would take too much time and effort	23	21	28	29
You thought you would be labeled a troublemaker if you reported	29	19	45	48
A peer talked you out of making a formal complaint	2	1*	10	10*
A supervisor talked you out of making a formal complaint	1	1*	16	14
You did not want to hurt the person's feelings, family, or career	28	20	32	34
You thought your performance evaluation or chance of promotion would suffer	14	10	28	31
You were afraid of retaliation from the person(s) who did it	18	10	39	30
You were afraid of retaliation/reprisals from friends of the person(s) who did it	13	8	26	29
You were afraid of retaliation/reprisals from your supervisors	12	8	28	26
Some other reason	22	18	25	27
Margin of Error	*±3*	*±4*	*±5*	*±11*

Table 4.12
Percentage of Females and Males Indicating Reasons for Not Reporting the Behaviors, by Reporting Category

of the reasons for not reporting behaviors. For detailed information on all 19 items, see Tables 74a.1-74s.4 in Greenless et al. (2003b).

Although there were no Service differences in Service members' reasons for not reporting, there were paygrade differences. Junior enlisted women were more likely than women in other paygrades to indicate they did not report behaviors because they felt uncomfortable (48% vs. 30-36%), thought they would not be believed (22% vs. 11-16%), thought coworkers would be angry (31% vs. 16-20%), did not want to hurt the person (34% vs. 16-26%), or were afraid of retaliation from the offender (28% vs. 18-19%). In contrast, more junior enlisted men than men in the other paygrades indicated they did not report because it would take too much time (29% vs. 11-17%). For more detailed information, see Tables 74a.1-74s.4 in Greenlees et al. (2003b).

Reasons for Not Reporting Behaviors by Reporting Category

For those Service members who reported either none of the behaviors or only some of the behaviors, this section includes an analysis of Service members' reasons for not reporting behaviors. Women were more likely than men to identify retaliatory behaviors as reasons not to report any of the behaviors (see Table 4.12). These reasons included:

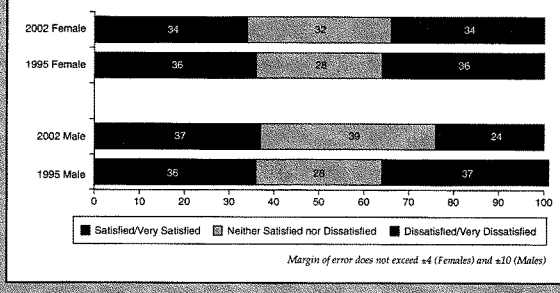

Figure 4.11
Percentage of Females and Males Reporting Satisfaction With Complaint Outcome in 1995 and 2002

Outcome of Complaint	Satisfied with Outcome		Dissatisfied with Outcome	
	F	M	F	M
They found your complaint to be true	78	85	33	48*
They found your complaint to be untrue	0*	0*	5	14*
They were unable to determine whether your complaint was true or not	8	6*	12	14*
The outcome of your complaint was explained to you	69	70	20	22*
The situation was corrected	92	91	12	12*
Some action was taken against the person(s) who bothered you	55	66	14	4*
Nothing was done about the complaint	9	10*	48	48*
Action was taken against you	0*	6*	19	17*
Margin of Error	*±6*	*±11*	*±6*	*±16*

Table 4.13
Percentage of Females and Males Reporting Satisfaction and Dissatisfaction, by Complaint Outcome

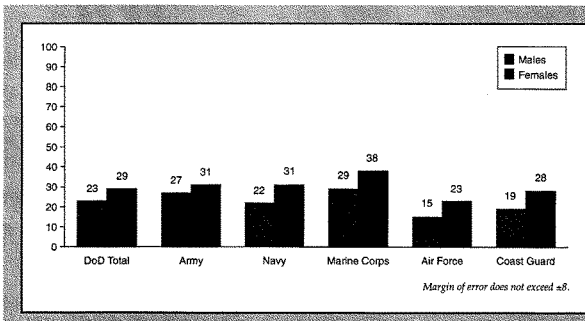

Figure 4.12
Percentage of Females and Males Who Experienced Any Type of Problems

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
You were ignored/shunned by others at work	10	6	11	6	10	7	13	5*	8	5	12	11
You were blamed for the situation	9	6	10	6	10	5	13	12	7	5	10	3*
People gossiped about you in an unkind way	20	15	21	18	22	13	27	19	17	9	20	14
You lost perks or privileges	6	5	7	5	5	4	6	5*	4	4	7	2*
You were given less favorable job duties	8	8	10	10	10	7	9	11	5	5	10	5*
You were denied an opportunity for training	5	3	6	3	4	4	7	5*	3	2	6	2*
You were given an unfair evaluation	6	5	7	5	7	7	10	8	3	2	9	3*
You were unfairly disciplined	6	5	8	6	6	3	9	9	4	3	6	4*
You were denied a promotion	2	2	3	3*	1*	1*	4	3*	1*	1*	3*	3*
You were transferred to a less desirable job	4	3	4	4	4	3*	5	3*	3	2*	2	1*
You were unfairly demoted	1	0*	1	0*	1*	0	1*	0*	0*	0*	1*	0*
You were mistreated in some other way	10	6	11	6	10	6	12	10	7	5	9	6
Margin of Error	*±2*	*±3*	*±3*	*±5*	*±3*	*±4*	*±5*	*±6*	*±3*	*±3*	*±5*	*±7*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 4.14
Percentage of Females and Males Who Reported Experiencing Problems at Work, by Service

- being labeled a troublemaker (29% vs. 19%),
- fear of retaliation from the offender (18% vs. 10%),
- fear of retaliation from friends of the offender (13% vs. 8%), and
- fear of retaliation from supervisor (12% vs. 8%).

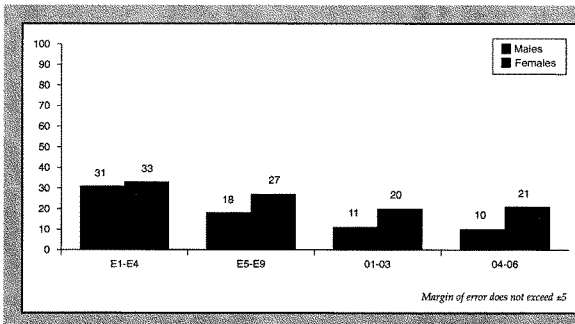

Figure 4.13
Percentage of Females and Males Who Experienced Any Type of Problem at Work, by Paygrade

Men were more likely than women to report either none (81% vs. 71%) or only some (59% vs. 50%) of the behaviors because they believed the behaviors were not important enough to report.

Satisfaction With Reporting Process

Service members were asked to rate satisfaction with various aspects of the reporting process, including availability of information, the treatment they received, the timeliness of the process, being kept informed of progress, and the preservation of their privacy. Women and men were equally satisfied with all aspects of the reporting process. Of all the aspects, women (44%) were most satisfied with the availability of information about how to file a complaint. There were no significant differences among men regarding satisfaction with aspects of the reporting process. In addition, there were no Service differences for women or men. For more details, see Tables 69a.1-69e.3 in Greenlees et al. (2003b).

Among women, fewer junior enlisted members reported satisfaction with the availability of information about how to file a complaint than women in the other paygrades (38% vs. 50-56%). Across the paygrades, men were equally satisfied with all aspects of the reporting process. For a more detailed account of the results, see Tables 69a.4-69e.4 in Greenlees et al. (2003b).

The Complaint Process

Satisfaction With Complaint Outcome

Service members were asked how satisfied they were with the outcome of their complaint. Approximately a third of women and men were satisfied with the outcome. In 2002 and 1995, women (34% vs. 36%) and men (37% vs. 36%) were equally satisfied with the outcome of the complaint process (see Figure 4.11). For more detailed 2002 findings by gender, Service, and paygrade, see Tables 72.1-72.3 in Greenlees et al. (2003b).

Complaint Outcome

In addition to asking Service members how satisfied they were with the outcome of their complaint, they were also asked to describe the outcome. This section includes an analysis of the complaint outcome by Service members' satisfaction with the outcome. As expected, Service members were most likely to be satisfied with the outcome of their complaint when the situation was corrected (Females 92%; Males 91%), the outcome of complaint was explained to them (Females 69%; Males 70%), and

Characteristics of One Situation with the Greatest Effect	Males	Females
Type of Behavior	Crude/Offensive Behavior (59%)	Sexist Behavior (64%)
Gender of Harasser	Male (51%)	Male (85%)
Organizational Affiliation of Harasser	Military Personnel (82%)	Military Personnel (84%)
Relationship to Harasser	Military Coworker (69%)	Military Coworker (67%)
Where/When Some or All Behaviors Occurred	On Base (75%) At Work (74%) During Duty (76%)	On Base (86%) At Work (81%) During Duty (84%)
Frequency of Behaviors	Occurred Occasionally (50%)	Occurred Occasionally (52%)
Duration of Situation	Less Than One Month (60%)	Less Than One Month (45%)
Reported the Experience	Percent Who Reported (17%)	Percent Who Reported (30%)
To Whom the Situation Was Reported	Immediate Supervisor (12%)	Immediate Supervisor (21%)
Satisfaction With Outcome of Complaint	Very Satisfied/Satisfied (37%)	Very Satisfied/Satisfied (34%)

Table 4.15
Summary of Characteristics of One Situation

some action was taken against the offender (Females 55%; Males 66%). Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when nothing was done about it. For more detailed Service and paygrade findings regarding complaint outcomes, see Tables 71a.1-71h.4 in Greenlees et al. (2003b).

Problems at Work

Overall, 29% of women and 23% of men who responded to this survey reported experiencing some type of problem at work because of unprofessional, gender-related behavior (see Figure 4.12). Service members were asked what types of problems occurred. Women and men most often reported being gossiped about by people in an unkind way (20% and 15%). Women were more likely than men to report experiences of being ignored or shunned by others at work (10% vs. 6%), blamed for the situation (9% vs. 6%), or mistreated in some other way (10% vs. 6%) (see Table 4.14).

Excluding Coast Guard women, Air Force women were less likely than women in the other Services to report experiencing any type of problem at work

(23% vs. 31-38%), specifically being given less favorable job duties (5% vs. 9-10%) or an unfair performance evaluation (3% vs. 7-10%) as a result of unprofessional, gender-related behavior (see Table 4.14). For men, there were no significant Service differences in problems experienced at work.

Both junior enlisted women (33%) and men (31%) were more likely to report experiencing at least some kind of problem at work than women and men in the other paygrades (see Figure 4.13). Junior enlisted women (25% vs. 9-18%) and men (21% vs. 5-11%) were also the most likely to report being the brunt of unkind or negative gossip (see Tables 75a.4-75l.4 in Greenlees et al. (2003b)).

Summary

Chapter 4 provides an assessment of the characteristics of situations of unprofessional, gender-related behavior that had the greatest effect on Service members. Table 4.13 provides a summary of findings from this chapter.

Types of Behaviors in One Situation by Year, Service, and Paygrade

- For those who indicated having only one type of behavior, Sexist Behavior was the most commonly experienced by women (26%), whereas Crude/Offensive Behavior was the most commonly experienced alone by men (48%).
  - In 2002, over half of the women and one-third of the men indicated that multiple types of behaviors occurred in the one situation.
- More junior enlisted women reported experiences of Crude/Offensive Behavior (63% vs. 32-52%), Unwanted Sexual Attention (45% vs. 12-31%), Sexual Coercion (12% vs. 0-7%), and Sexual Assault (7% vs. 0-2%) than women in the other paygrades.

Gender of Offenders by Year, Service, and Paygrade

- The majority of women (85%) and men (51%) reported the gender of the offenders as male in 2002.
  - More women (16% vs. 6%) and men (27% vs. 16%) reported the offenders included both men and women in 2002 than in 1995.
  - Men in the Army (22% vs. 38%) and Marine Corps (16% vs. 35%) were less likely to report in 2002, than in 1995, that the offender was a woman.

Organizational Affiliation of Offenders by Year, Service, and Paygrade

- The majority of women (84%) and men (82%) reported the offenders were military personnel.
  - Both women (4% vs. 6%) and men (6% vs. 13%) were less likely in 2002, compared to 1995, to report the offenders in the situation included only civilians.
- Air Force women were less likely to report the offenders were military personnel than women in the other Services (79% vs. 85-90%)
- Female (68% vs. 82-88%) and male (57% vs. 82-87%) senior officers were less likely to report the offenders were military personnel than women and men in the other paygrades.
- Both female and male senior officers were more likely to report the offender was a civilian than women and men in other paygrades (Females 14% vs. 3-6%; Males 23% vs. 2-7%).

Military Offenders by Service and Paygrade

- Air Force women were less likely to report the offenders included military supervisors (13% vs. 19-21%) or subordinates (17% vs. 26-30%) than women in the other Services.
- Regardless of gender, senior officers were the least likely to report the offenders were their military coworkers (Females 47% vs. 60-73%; Males 53% vs. 66-74%).
- Female (66% vs. 35-54%) and male (49% vs. 18-31%) junior enlisted were more likely to report that that the offenders were military members of higher rank than women and men in the other paygrades.
- Junior enlisted men were more likely than men in the other paygrades to report that their immediate military supervisor was an offender (20% vs. 10-13%).

Civilian Offenders by Service and Paygrade

- Air Force women (11% vs. 3-8%) and men (15% vs. 3-8%) were more likely to report their

offender was a civilian co-worker than women and men in the other Services.

- Female senior officers were more likely to report the offender was a civilian coworker or other civilian person than women in other paygrades (both 15% vs. 3-7%).

Place and Time of Occurrence of One Situation

- The majority of women and men reported some or all of the behaviors occurred at an installation (Females 86%; Males 75%), at work (Females 81%; Males 74%), during duty hours (Females 84%; Males 76%).
- Women and men were less likely to report in 2002, than in 1995, that all of the behaviors in the situation occurred:
  - during duty hours (Females 46% vs. 54%; Males 40% vs. 48%)
  - on a military installation (Females 51% vs. 73%; Males 42% vs. 62%)
  - at work (Females 44% vs. 51%; Males 39% vs. 51%).
- In each of the Services, few women and men (both 5%) reported all the behaviors occurred in the local community.
  - Women in the Army, Navy, Air Force, and Coast Guard were at least 6 percentage points less likely to report in 2002, than in 1995, that all of the behaviors occurred at work.
  - Men in the Army (39% vs. 54%) and Air Force (40% vs. 52%) were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work.
  - Excluding Coast Guard, men in each of the Services were at least 16 percentage points less likely to report in 2002, than in 1995, that all of the behaviors occurred on a military installation.
- Among women, junior enlisted members were the least likely, and senior officers were the most likely, to report that all of the behaviors occurred during duty hours (39% vs. 63%) and at work (37% vs. 61%).
  - For men, senior enlisted members were less likely to report in 2002, than in 1995, that all of the behaviors occurred at work (50% vs. 57%) or during duty hours (53% vs. 62%).
  - Junior (43% vs. 57%) and senior (40% vs. 66%) enlisted men were less likely to report in 2002, than in 1995, that all of the behaviors occurred on a military installation.

Frequency and Duration of Incidents Concerning Sexual Harassment

- Twenty-six percent of women describing behaviors in the one situation indicated they occurred almost every day/more than once a day and 28% indicated the behaviors occurred for more than 6 months.
- Women were less likely than men to report the situation had only happened once (22% vs. 32%) and that the situation lasted for less than a month (45% vs. 60%).
  - Junior enlisted women were more likely than women in the other paygrades to report that the incidents of unprofessional, gender-related behavior in the situation they were describing occurred almost every day or more than once a day (9% vs. 1-5%).

Reporting Behaviors for the One Situation

- Overall, 30% of women and 17% of men reported the situation to an installation/Service/ DoD individual or organization responsible for follow-up, to include their supervisor or the supervisor of the offender.
  - In 2002, fewer women reported behaviors than in 1995 (38% vs. 30%).

To Whom Behaviors in the One Situation Are Reported

- Female and male Service members were more likely to report to members in their chain of command, such as their immediate supervisor (Females 21%; Males 12%), or to the supervisor of the offender (Females 16%; Males 10%), than to either a special military office (Females 7%; Males 3%) or another installation/Service/DoD official (Females 4%; Males 2%).
- For women, enlisted members were more likely than officers to report unprofessional, gender-related behavior to someone in their chain of command (15-17% vs. both 10%) or to a special military office responsible for these types of behaviors (7-8% vs. both 3%).

Reasons for Not Reporting Behaviors in One Situation

- Women (67%) and men (78%) most often indicated that they did not report their situation because they felt it was not important enough to report.
- Men were more likely than women to report either none (81% vs. 71%) or only some (59% vs. 50%) of their situation because they believed the behaviors were not important enough to report.
- Junior enlisted women were more likely than women in other paygrades to indicate they did not report behaviors because they:
  - felt uncomfortable (48% vs. 30-36%)
  - thought they would not be believed (22% vs. 11-16%)
  - thought coworkers would be angry (31% vs. 16-20%)
  - did not want to hurt the person (34% vs. 16-26%), or
  - were afraid of retaliation from the offender (28% vs. 18-19%).
- Women were more likely than men to identify retaliatory behaviors as reasons not to report any of the behaviors:
  - being labeled a troublemaker (29% vs. 19%),
  - fear of retaliation from the offender (18% vs. 10%),
  - fear of retaliation from friends of the offender (13% vs. 8%), and
  - fear of retaliation from their supervisor (12% vs. 8%).

Satisfaction With Reporting Process

- Women and men were equally satisfied with all aspects of the reporting process.
- Of all the aspects of the reporting process, women (44%) were most satisfied with the availability of information about how to file a complaint.
- Fewer junior enlisted women reported satisfaction with the availability of information about how to file a complaint than women in the other paygrades (38% vs. 50-56%).

Satisfaction With Complaint Outcome

- One third of women and men were satisfied with the outcome of their complaint.
- Service members were most likely to be satisfied with the outcome of their complaint when:
  - the situation was corrected (Females 92%; Males 91%)
  - the outcome of complaint was explained to them (Females 69%; Males 70%)
  - some action was taken against the offender (Females 55%; Males 66%).
  - Women and men (both 48%) were most likely to be dissatisfied with the outcome of their complaint when nothing was done about it.

Problems at Work

- Overall, 29% of women and 23% men reported experiencing some type of problem at work because of unprofessional, gender-related behavior.
- Women and men most often reported being gossiped about by people in an unkind way (15% and 20%).
- Women were more likely than men to report experiences of being ignored or shunned by others at work (10% vs. 6%), blamed for the situation (9% vs. 6%), or mistreated in some other way (10% vs. 6%).
- Excluding Coast Guard women, Air Force women were less likely than women in the other Services to report experiencing any type of problem at work (23% vs. 31-38%), specifically being given less favorable job duties (5% vs. 9-10%) or an unfair performance evaluation (3% vs. 7-10%).
- Both junior enlisted women (33%) and men (31%) were more likely to report experiencing at least some kind of problem at work than women and men in the other paygrades.
- Compared to women and men in other paygrades, junior enlisted women (25% vs. 9-18%) and men (21% vs. 5-11%) were the most likely to report being gossiped about in an unkind way.

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Chapter 5

Perceptions of Sex Discrimination

In 1996, the Secretary of the Army commissioned a "Senior Review on Sexual Harassment" to assess the Army's human relations environment. The results of the Senior Review were released in July 1997. One of four major findings of the Senior Review (Secretary of the Army, 1997) was that, although sexual harassment was an Army-wide problem, sex discrimination was an even greater one. In developing the *2002 WGR*, DMDC researchers addressed this issue by adding a new question to the survey. Question 54 consists of 12 items modeled on DMDC's effort to measure race/ethnic discrimination on its *1996 Equal Opportunity Survey*.

The behavioral items used in Question 54 are intended to be indicative of three distinct categories of discrimination seen in the workplace:

- **Evaluation** - Service members' perceptions that they did not receive ratings or awards they deserved (Q54*a-d*),
- **Assignment** - Service members' perceptions that they do not get assignments they want or ones that utilize their skills or facilitate career advancement (Q54*e, f, g, l, m*), and
- **Career** - Service members' perceptions of having access to resources and mentoring that aid in career development (Q54*h-k*).

The 12 items were measured using a three-level response scale designed to allow Service members to indicate if their gender was a motivating factor. Response options for items Question 54*a-l*[6] of were:

- yes, and your gender was a factor,
- yes, but your gender was NOT a factor, and
- no, or does not apply.

The 12 items were scored dichotomously. Incidents were only counted as occurring if the Service member marked *"Yes, and your gender was a factor."* All other responses were considered *"No"* responses. For example, if survey participants indicated, *"Yes, but your gender was NOT a factor,"* then they did not believe their experiences were gender-motivated and were coded as *"No."* For the purpose of this analysis, a Service member was considered to have had a gender-motivated experience for item l only if they indicated *"Yes, and your gender was a factor"* and the assignment was legally open to women. For complete details on the development of measures, refer to Ormerod et al. (2003).

Perceptions of Sex Discrimination

This section provides an overview of how Service members responded to the 12 items used to probe for sex discrimination. Service members were not asked if they thought the behaviors constituted sex discrimination—they were only asked if they experienced them and if gender was a motivating factor. The three incident rate categories (e.g., Evaluation, Assignment, and Career) are presented by gender and Service in Table 5.1, and by gender and pay-grade group, in Table 5.2.

Overall Rate

The majority of women (82%) and men (93%) reported they did not experience any of the 12 behaviors because of their gender. Figure 5.1 shows the percentage of Service members who experienced and did not experience these behaviors.

Data for the three categories of adverse behaviors, Evaluation, Assignment, and Career, are presented in Table 5.1 for women and men, by Service. The

[6]Q54*m* was a follow-on to Q54*l* and had "Yes" and "No" response options to indicate whether the job assignment (in Q54*l*) they were reporting was legally open to women. If the job assignment was not open to women, the Service member's exclusion from the assignment was not considered to be motivated by gender.

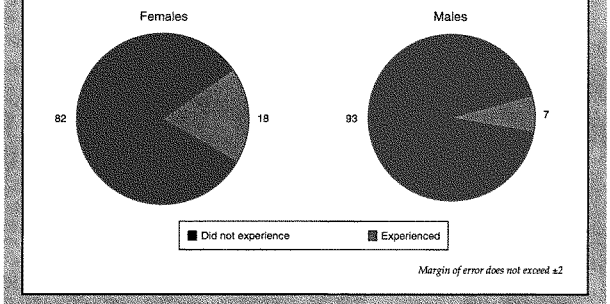

Figure 5.1
Percentage of Females and Males Experiencing Any Behaviors

rate of adverse Evaluation behaviors was higher for women than for men (11% vs. 5%). Compared to women in the other Services, excluding the Coast Guard, Marine Corps women (17%) reported experiencing the highest rate and Air Force women (8%) reported experiencing the lowest rate of adverse Evaluation behaviors. For men, there were no significant Service differences in Evaluation incident rates.

Women reported experiencing a higher rate of adverse Assignment behaviors than men (8% vs. 2%). Air Force women reported experiencing a lower Assignment incident rate than women in the other Services (5% vs. 9-12%). In contrast, for men, there were no significant Service differences in the incident rate of adverse Assignment behaviors. Women also reported experiencing higher rates of adverse Career behaviors (9% vs. 2%) than men. Excluding the Coast Guard, Air Force (6%) and Navy (8%) women reported experiencing lower rates of adverse Career behaviors than women in the other Services (11-13%). For men, there were no significant Service differences in adverse Career behaviors.

Regardless of paygrade, women reported higher rates of adverse Evaluation, Assignment and Career behaviors than men (see Table 5.2). There were no significant paygrade differences in the Evaluation incident rates for women. Compared to men in the other paygrades, junior enlisted members' reported the highest rates of adverse Evaluation behaviors (7% vs. 3-4%). For adverse Assignment behaviors, there

	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Evaluation	11	5	12	6	12	5	17	3	8	4	12	5
Assignment	8	2	9	3	9	3	12	2	5	2	10	2*
Career	9	2	11	2	8	2	13	2	6	2	12	1*
Margin of Error	*±1*	*±1*	*±2*	*±2*	*±2*	*±2*	*±3*	*±2*	*±2*	*±1*	*±4*	*±2*

** Low precision and/or unweighted denominator size between 30 and 59.*

Table 5.1
Percentage of Females and Males Experiencing Adverse Behaviors, by Service

were no significant differences rates among paygrade groups for either women or men. For adverse Career behaviors, however, female senior officers had a higher rate than women in the other paygrades (13% vs. 7-9%). There were no significant differences by paygrade for men in Career rates (see Table 5.2).

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Evaluation	10	7	12	4	12	4	12	3
Assignment	8	3	8	2	6	1	9	2
Career	9	3	9	2	7	2	13	2
Margin of Error	*±2*	*±2*	*±2*	*±1*	*±2*	*±2*	*±2*	*±2*

Table 5.2
Percentage of Females and Males Experiencing Adverse Behaviors, by Paygrade

Summary

DMDC added a new question to the *2002 WGR* containing items that probed for sex discrimination in the military workplace. Chapter 5 presents findings for Service members' perceptions of gender-motivated Evaluation, Assignment, and Career behaviors in the workplace. The results of this chapter indicate that sex discrimination occurs at much lower rates than sexual harassment and other unprofessional, gender-related behaviors in the military.

- Eighteen percent of women and 7% of men indicated they experienced 1 or more of the 12 behaviors where gender was a motivating factor.
- Across all paygrades, women reported higher rates than men for the three categories of adverse behaviors: Evaluation (11% vs. 5%), Assignment (8% vs. 2%), and Career (9% vs. 2%).

Evaluation

- Excluding the Coast Guard, women in the Marine Corps reported the highest incident rate of adverse Evaluation behaviors (17% vs. 8-12%), whereas Air Force women reported the lowest rate (8% vs. 12-17%).
- Junior enlisted men had a higher rate of adverse Evaluation behaviors than men in the other paygrades (7% vs. 3-4%).

Assignment

- Air Force women reported a lower rate of adverse Assignment behaviors than women in the other Services (5% vs. 9-12%).

Career

- Air Force women reported a lower rate of adverse Career behaviors than women in the other Services (6% vs. 8-13%).
- Female senior officers reported a higher rate of adverse Career behaviors than women in the other paygrades (13% vs. 7-9%).

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Chapter 6

Personnel Policies, Practices, and Training Related to Gender Relations

Recent research on sexual harassment in the workplace (Fitzgerald, Hulin, and Drasgow, 1995) has identified the importance of organizational factors—particularly tolerance of harassment by its leaders and managers—as antecedents or precursors of sexual harassment. A new measure of organizational climate (Hulin et al., 1996) was included on the *2002 WGR* and this chapter provides the first findings on organizational tolerance for sexual harassment for the military. Chapter 6 also provides results for Service members' views of sexual harassment policies and practices, the amount and effectiveness of their sexual harassment training, and their perceptions of military leaders' attempts to stop sexual harassment.

In the first section of this chapter, the member's overall perception of the sexual harassment climate in their duty station is examined. In subsequent sections, members' views of sexual harassment policies and practices, the amount and effectiveness of their sexual harassment training, and their leaders' attempts to stop sexual harassment are examined.

Sexual Harassment Climate

The behavior of leaders and coworkers plays a significant role in discouraging sexual harassment and encouraging members to feel free to report sexual harassment complaints. Also, how those who report are treated and how their complaints are processed shape and determine organizational climate.

The survey provided several hypothetical situations representing examples of Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion. Response options allowed Service members to indicate how they believed leaders and

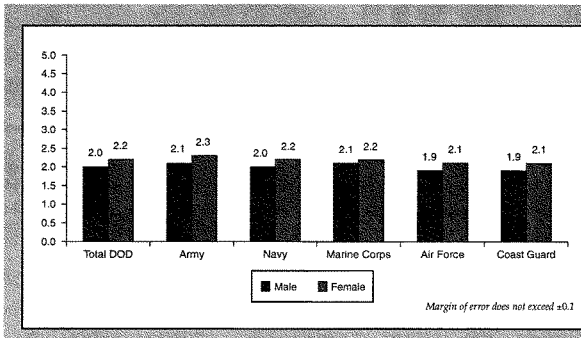

Figure 6.1
Average Assessment of Sexual Harassment Climate, by Service and Gender

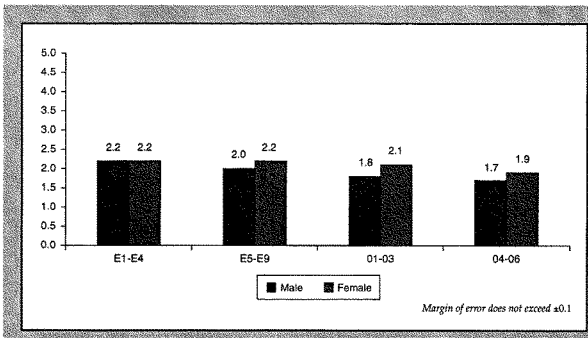

Figure 6.2
Average Assessment of Sexual Harassment Climate, by Paygrade and Gender

coworkers would respond to these hypothetical scenarios and whether they felt complaints about such types of behavior would be taken seriously. This section of the survey assessed Service members' perceptions of the sexual harassment climate within their work groups and, consequently, provided an overall measure of the military's organizational climate. For a complete tabulation of results from survey Questions 76-78, see Tables 76a.1-78i.4 in Greenlees et al. (2003b).

The Sexual Harassment Climate scale is a psychometrically valid measure used in both civilian and military research. The mean of the responses to items that comprise the scale (Q76-78*e,f,g*) is reported. For more details on scale interpretation, see Chapter 2; for more information on the history of the Sexual Harassment Climate scale, refer to Ormerod et al. (2003). In this chapter's analysis, a lower scale score is indicative of a better climate.

Women's Sexual Harassment Climate score was higher than men's, indicating that women perceived a less positive climate than men (2.2 vs. 2.0) (see Figure 6.1). Air Force women's Sexual Harassment Climate scale score was slightly lower than women in the other Services, excluding the Coast Guard (2.1 vs. 2.2-2.3). Similarly, for men, Air Force and Coast Guard members' Sexual Harassment Climate scale was slightly lower than the scores of men in the other Services, indicating a more positive sexual harassment climate for those organizations (both 1.9 vs. 2.0-2.1).

Mean scores for enlisted women were slightly higher than those for female officers (both 2.2 vs. 1.9-2.1). Mean scores for female and male junior enlisted members were the same (both 2.2). For men, the Sexual Harassment Climate scale score declined as paygrade increased (ranging from 2.2 to 1.7), indicating that men in higher paygrades perceived a more positive climate (see Figure 6.2).

Proactive Leadership

Service members were asked to assess whether leaders made honest and reasonable efforts to stop sexual harassment. They provided feedback for three leadership levels—senior Service, senior installation, and their immediate supervisor. These identical leadership items were on both the 2002 and 1995 surveys.

In 2002, roughly 75% of Service members agreed that their immediate leaders, their installation/ship leaders, and their Service leadership were making honest and reasonable efforts to stop sexual harassment (see Figure 6.3). However, for every level of leadership, women were at least 7 percentage points less positive in their assessment than men (see Table 6.1).

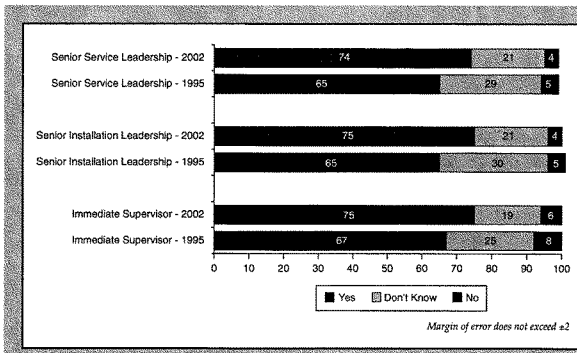

Figure 6.3
Percentage of Service Members Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002

Figure 6.3 shows that the majority of Service members indicated their leaders were making efforts to stop sexual harassment and the percent who agreed increased between 1995 and 2002. More members indicated in 2002, than in 1995, that their immediate supervisor (75% vs. 67%), their installation/ship leaders (75% vs. 65%), and their Service leaders (74% vs. 65%) were making honest and reasonable efforts to stop sexual harassment. Fewer members indicated in 2002 than in 1995 that they did not know whether their immediate supervisor (19% vs. 25%), their installation/ship leaders (21% vs. 30%), or Service leaders (21% vs. 29%) were making honest efforts to stop sexual harassment in 2002 than in 1995.

Table 6.1 shows that in 2002 men were more likely than women to indicate their leaders were making efforts to stop sexual harassment. With regard to women's perceptions, Army women were less likely than women in the other Services to agree that their senior Service leadership (62% vs. 68-72%) and their installation/ship leadership (62% vs. 69-75%) were trying to stop sexual harassment. Air Force women were less likely than women in the other Services to indicate that their senior Service leadership (3% vs. 6-8%), their installation/ship leadership (4% vs. 7-8%), and their immediate leadership (7% vs. 10-12%) were not making reasonable efforts to stop sexual harassment.

Table 6.1 indicates that, with regard to men's perceptions of their leaders in 2002, Coast Guard men were more likely than men in the other Services to agree their installation/ship leadership was making honest and reasonable efforts to stop sexual harassment (84% vs. 74-78%). Across the Services, men consistently rated all three levels of their leadership high in trying to stop sexual harassment.

Comparing responses in 2002 to 1995, more women and men in each of the Services agreed that all categories of leadership were making reasonable efforts to stop sexual harassment. As Table 6.1 shows, of all the Services, the smallest increases in agreement occurred for women (increased 6 to 8 percentage points) and men (increased 5 to 6 percentage points) in the Navy.

With the exception of the Navy, the percentage of women in each of the Services who agreed that their installation/ship leadership was making

honest efforts to stop sexual harassment increased by over 10 percentage points between 1995 and 2002. In 1995, Army women were less likely than women in the other Services to agree that their installation/ship leaders (45% vs. 50-62%) were trying to stop sexual harassment. In contrast, in 2002, the percent of Army women who agreed with this statement had risen to 62%, which is similar to women in the other Services (69-75%).

Across all paygrades except junior enlisted, men were more likely than women to indicate their leaders were making efforts to stop sexual harassment (see Table 6.2). Overall, female and male junior enlisted members also were less likely than women and men in the other paygrades to agree that their Service leadership (Females 62% vs. 69-74%; Males 68% vs. 79-84%), their installation/ship leadership (Females 62% vs. 70-76%; Males 67% vs.

		DoD											
		Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
		95	02	95	02	95	02	95	02	95	02	95	02
Females													
Immediate Supervisor	No	15	10	17	11	14	11	17	12	12	7	16	10
	Yes	59	69	54	66	63	69	60	67	61	73	64	72
	Don't Know	26	21	29	23	23	20	23	21	27	21	21	18
Installation/ Ship Supervisor	No	10	6	11	7	10	8	11	8	8	4	14	8
	Yes	52	67	45	62	62	70	50	69	51	70	62	75
	Don't Know	39	26	45	31	28	22	39	23	41	26	25	18
Service Leadership	No	9	6	12	8	8	6	11	8	8	3	12	7
	Yes	52	67	47	62	61	68	55	72	50	69	61	70
	Don't Know	38	27	41	29	30	25	33	20	42	27	27	24
Margin of Error		*±2*	*±2*	*±2*	*±3*	*±3*	*±3*	*±5*	*±5*	*±2*	*±2*	*±4*	*±6*
Males													
Immediate Supervisor	No	7	5	7	6	8	6	6	6	7	4	7	5
	Yes	68	76	66	75	70	76	67	75	69	78	70	81
	Don't Know	25	19	27	19	22	18	27	20	24	18	23	15
Installation/ Ship Supervisor	No	4	4	5	4	4	4	5	4	3	3	4	3
	Yes	66	77	62	74	73	78	64	76	66	78	72	84
	Don't Know	29	20	33	22	23	17	32	20	30	19	23	13
Service Leadership	No	5	4	5	5	6	4	3	4	4	2	4	2
	Yes	67	76	64	73	70	76	70	77	67	78	72	81
	Don't Know	28	21	31	22	24	20	27	19	30	20	24	17
Margin of Error		*±2*	*±2*	*±3*	*±3*	*±3*	*±3*	*±5*	*±3*	*±3*	*±2*	*±5*	*±4*

Table 6.1
Percentage of Females and Males Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002, by Service

80-89%), and their immediate leadership (Females 64% vs. 72-78%; Males 66% vs. 81-90%) were making honest efforts to stop sexual harassment. This lower level of agreement can be partially accounted for by the higher levels of junior enlisted members who reported that they did not know whether honest efforts were being made to stop harassment at each level of leadership.

Table 6.2 provides information on how Service members' perceptions of their leaders changed between 1995 and 2002. For women across all paygrades, there was at least a 6 percentage-point increase between 1995 and 2002 regarding positive perceptions of leadership efforts to stop sexual harassment. Junior and senior enlisted men were more likely to agree in 2002 than in 1995 that their

		Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
		95	02	95	02	95	02	95	02
Females									
Immediate Supervisor	No	8	6	11	7	9	5	12	5
	Yes	47	62	56	69	61	72	62	74
	Don't Know	45	31	33	24	31	23	26	21
Installation/Ship Supervisor	No	10	7	10	6	8	5	10	5
	Yes	46	62	56	70	62	72	60	76
	Don't Know	45	31	34	24	30	22	31	19
Service Leadership	No	17	11	14	9	10	8	10	6
	Yes	54	64	62	72	67	73	71	78
	Don't Know	29	25	24	18	23	19	19	16
Margin of Error		*±2*	*±3*	*±2*	*±2*	*±2*	*±3*	*±5*	*±3*
Males									
Immediate Supervisor	No	4	5	5	3	4	2	3	2
	Yes	56	68	71	79	79	82	86	84
	Don't Know	39	27	24	17	17	15	11	13
Installation/Ship Supervisor	No	5	5	4	3	2	2	2	2
	Yes	55	67	70	80	81	86	88	89
	Don't Know	40	28	26	16	17	12	10	10
Service Leadership	No	9	8	7	4	3	2	4	1
	Yes	55	66	74	81	80	83	87	90
	Don't Know	36	26	20	15	17	15	10	9
Margin of Error		*±3*	*±3*	*±3*	*±2*	*±4*	*±3*	*±4*	*±3*

Table 6.2
Percentage of Females and Males Indicating Whether Leaders Made Honest and Reasonable Efforts to Stop Sexual Harassment in 1995 and 2002, by Paygrade

Service leadership, installation/ship leadership, and immediate supervisors were making honest efforts to stop sexual harassment. For male officers, whose ratings of their leaders are exceptionally high, there were no changes between the 1995 and 2002 surveys in their perceptions of their leaders efforts to stop sexual harassment (see Table 6.2).

Leadership Objectives

Leadership commitment to preventing sexual harassment must be visible and unequivocal, since leaders set the standard for acceptable behavior. Proactive leadership behaviors create a positive climate include modeling respectful behavior to both male and female personnel. Question 83 asked Service members to assess whether or not leaders consistently model respectful behavior and if leaders handle situations involving female members appropriately (Q83*f, g, n*).

Modeling respectful behavior. Table 6.3 shows that compared to women and men in the other Services, excluding the Coast Guard, Air Force members were more likely to rate their leaders higher on modeling respectful behavior to both male and female personnel in the unit/work group (Females 62% vs. 49-54%; Males 69% vs. 60-63%), or on their installation/ship (Females 62% vs. 47-55%; Males 70% vs. 59-64%). More Marine Corps men than men in the other Services reported that their leaders did not consistently model respectful behavior to both male and female personnel on their installation/ship (8% vs. 3-5%). For complete details on these findings, refer to Tables 83f.3 and 83n.3 in Greenlees et al. (2003b).

Regardless of gender, junior enlisted members were the most likely to report that in their unit/work groups, or on their installation/ship, their leaders did not consistently model respectful behavior to both male and female personnel. Regardless of gender, officers were more likely than enlisted members to report that, to a large extent, their unit/work group and installation/ship leaders consistently modeled respectful behavior to both male and female personnel. For women, as paygrades increased, the percentage of women agreeing that, to a large extent, their unit/work group and installation/ship leaders modeled respectful behavior also increased. Tables 83f.4 and 83n.4 supporting the analysis reported here appear in Greenlees et al. (2003b).

"Dealing with" female subordinates. Only 19% of Service members reported that, to a large extent, in their unit/work group, male supervisors ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates, and 40% reported this does not happen at all (see Table 6.3). Air Force women were more likely than women in the other Services to agree that this does not happen at all (47% vs. 26-35%). There were no significant Service differences for men (see Table 83g.3 in Greenlees et al. (2003b)).

	Response Option	Total DoD	Total DoD Female	Total DoD Male
Leaders consistently modeling respectful behavior to both male and female personnel IN YOUR UNIT/WORK GROUP	Not at All	5	5	5
	Small/Moderate Extent	32	39	31
	Large/Very Large Extent	63	56	64
Leaders consistently modeling respectful behavior to both make and female personnel ON YOUR INSTALLATION/ SHIP	Not at All	5	5	5
	Small/Moderate Extent	32	39	31
	Large/Very Large Extent	63	56	64
Male supervisors asking female officers to "deal with" problems involving female subordinates IN YOUR UNIT/WORK GROUP	Not at All	40	37	40
	Small/Moderate Extent	41	44	41
	Large/Very Large Extent	19	19	19
Margin of Error		*±2*	*±2*	*±2*

Table 6.3
Percentage of Gender Perceptions of Leadership Behaviors in Units and on Installations

Regardless of gender, enlisted members were more likely than officers to report that, to a large extent, female officers or NCOs/petty officers from other work groups were asked to "deal with" problems involving female subordinates. Female senior officers (52% vs. 34-41%) were more likely than women in the other paygrades to report that, in their unit/work group, male supervisors did not ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates (see Table 83g.4 in Greenlees et al. (2003b)).

Sexual Harassment Policies and Practices

Other components of proactive leadership are ensuring information on sexual harassment policies are widely promulgated, program and practices are in place and executed, and that sexual harassment complaints are handled appropriately. Question 83 asked Service members to report the extent to which, at both the unit/work group and installation/ship levels, sexual harassment policies and complaint procedures were publicized and whether complaints were taken seriously (Q83*a, b, c, h, i, j*).

Policies publicized. At both the unit work group (93%) and installation/ship (93%) level, the majority of Service members indicated policies forbidding sexual harassment were publicized (see Table 6.4). Compared to women in the other Services, Army women were the most likely to report that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group (49% vs. 39-42%) and on their installation/ship (53% vs. 41-48%). For men, there were no significant Service differences at any level in policies forbidding the publication of sexual harassment findings. Tables 83a.3 and 83h.3 in Greenlees et al. (2003b) show complete details on these Service findings.

For women, there were no significant paygrade differences in reporting that policies forbidding sexual harassment were not publicized on their installation/ship. However, senior enlisted women were more likely than women in other paygrades to report that policies were publicized, to a large extent, in their unit/work group (49% vs. 39-43%). Almost twice as many junior enlisted men as men in other paygrades were unaware that policies forbidding sexual harassment were publicized in their unit/work group (9% vs. 4-5%) or on their installation/ship (10% vs. 3-4%). Tables 83a.4 and 83h.4 in Greenlees et al. (2003b) show complete details on the findings reported here.

Complaint procedures. The majority of Service members indicated that the complaint procedures related to sexual harassment were publicized, to some extent, in their unit/work group (89%) and installation/ship levels (92%) (see Table 6.4). Compared to women in the other Services, Army women were most likely to report that complaint procedures related to sexual harassment were publicized, to a large extent, in their unit/work group (42% vs. 25-35%) and installation/ship (48% vs. 31-41%). For men, there were no significant Service differences in perceptions of the extent to which complaint procedures related to sexual harassment policies were publicized at either the unit/work group or installation/ship levels. For complete details on these Service findings, refer to Tables 83b.3 and 83i.3 in Greenlees et al. (2003b).

Junior enlisted women were more likely than women in the other paygrades to report complaint procedures were not publicized in their unit/work group (16% vs. 11-12%) or on their installation/ship (13% vs. 7-9%). More junior enlisted men than men in the other paygrades indicated that complaint procedures were not publicized in their unit/work group (14% vs. 5-8%) or on their installation/ship (12% vs. 4-6%) (see Tables 83b.4 and 83i.4 in Greenlees et al. (2003b)).

Complaints taken seriously. The military has been successful in conveying to Service members that complaints about sexual harassment will be taken seriously, no matter who files them, as over 90% of women and men reported that this was true at the unit/work group and installation/ship levels (see Table 6.4). Over half of women in all Services reported that, to a large extent, complaints about sexual harassment, at the unit/work group or installation/ship levels, are taken seriously, no matter who files them. For men, there were no Service differences regarding whether complaints about sexual harassment, at the unit/work group or installation/ship levels, were taken seriously. Tables 83c.3 and 83j.3 in Greenlees et al. (2003b)

	Response Option	Total DoD	Total DoD Female	Total DoD Male
Policies forbidding sexual harassment publicized IN YOUR UNIT/WORK GROUP	Not at All	7	9	6
	Small/Moderate Extent	45	47	44
	Large/Very Large Extent	49	44	49
Policies forbidding sexual harassment publicized ON YOUR INSTALLATION/SHIP	Not at All	7	8	6
	Small/Moderate Extent	39	44	39
	Large/Very Large Extent	54	49	55
Complaint procedures related to sexual harassment publicized IN YOUR UNIT/WORK GROUP	Not at All	11	14	10
	Small/Moderate Extent	47	49	47
	Large/Very Large Extent	42	37	43
Complaint procedures related to sexual harassment publicized ON YOUR INSTALLATION/SHIP	Not at All	8	10	8
	Small/Moderate Extent	43	46	42
	Large/Very Large Extent	49	43	50
Complaints about sexual harassment taken seriously no matter who files them IN YOUR UNIT/WORK GROUP	Not at All	5	6	5
	Small/Moderate Extent	30	37	28
	Large/Very Large Extent	65	58	67
Complaints about sexual harassment taken seriously no matter who files them ON YOUR INSTALLATION/SHIP	Not at All	4	4	4
	Small/Moderate Extent	29	36	27
	Large/Very Large Extent	67	59	69
Margin of Error		*± 2*	*± 2*	*± 2*

Table 6.4
Percentage of Females and Males Indicating Policy and Practices are in Place in Units and Installations

show the complete Service findings reported here.

More junior enlisted women than women in other paygrades reported that in their unit/work groups, complaints about sexual harassment were not taken seriously (7% vs. 3-5%). At the installation/ship level, junior enlisted women were less likely than women in the other paygrades to agree that complaints were taken seriously, to a large extent, regardless of who filed the report (55% vs. 61-69%). Similarly, compared to men in the other paygrades, over twice as many junior enlisted men reported that in their unit/work group (8% vs. 2-3%), or on their installation/ship (7% vs. 1-3%) complaints about sexual harassment were not taken seriously, regardless of who filed them. For complete details on these findings, refer to Tables 83c.4 and 83j.4 in Greenlees et al. (2003b).

Sexual Harassment Support and Resources

Proactive leaders take steps to ensure those who experience unprofessional, gender-related behaviors can easily obtain the help and assistance they need. Question 83 asked Service members to report the extent to which their installation provides a specific office for investigating sexual harassment complaints and the availability of advice/hotlines from their Service (Q83*k*, *o*).

Complaint office. The majority (92%) of Service members reported there is a specific office with the authority to investigate sexual harassment complaints on their installation/ship (see Table 6.5). Regardless of gender, Army and Air Force members were more likely than women and men in the other Services to agree that, to a large extent, there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship. Women and men in the Navy, Marine Corps, and Coast Guard were more likely than women and men in the other Services to report that, on their installation/ship, there was not a specific office with the authority to investigate sexual harassment complaints. Table 83k.3 in Greenlees et al. (2003b) shows complete Service findings.

More junior enlisted women (10% vs. 6-7%) and men (11% vs. 3-7%) than women and men in the other paygrades reported that, on their installation/ship, there was not a specific office with the authority to investigate sexual harassment complaints. Regardless of gender, senior officers were the most likely to report that, to a large extent, there was a specific office for sexual harassment. Table 83k.4 in Greenlees et al. (2003b) supports this analysis.

Advice/hotline availability. Overall, 87% of Service members reported that their Service provided an advice/hotline available for reporting sexual harassment complaints (see Table 6.5). Women were more likely than men to report their Service did not provide a hotline (18% vs. 13%). For more information, see Table 83o.2 in Greenlees et al. (2003b). Excluding Coast Guard members, Marine Corps women (25% vs. 15-20%) and men (20% vs. 9-13%) were more likely than women and men in the other Services to report that their Service did not provide an advice/hotline available for reporting sexual harassment complaints. For complete Service findings, refer to Table 83o.3 in Greenlees et al. (2003b).

More junior enlisted women (23% vs. 11-17%) and men (18% vs. 5-11%) than women and men in the other paygrades reported that their Service did not have an advice/hotline available for reporting sexual harassment complaints than women and men in the other paygrades. Regardless of gender, senior officers were the most likely to report that, to a large extent, their Service provided an advice/hotline (see Table 83o.4 in Greenlees et al. (2003b)).

Extent of Sexual Harassment Training

Service members were asked whether or not they had sexual harassment training in the 12 months prior to filling out the survey. If they had completed the training, they were asked to indicate the number of times they received training. The responses for number of times trained ranged from 0 to 9 and are reported as an average. The percentage of women and men who had received training

	Response Option	Total DoD	Total DoD Female	Total DoD Male
There is a specific office with the authority to investigate sexual harassment complaints ON YOUR INSTALLATION/SHIP	Not at All	8	8	8
	Small/Moderate Extent	33	35	32
	Large/Very Large Extent	59	57	60
There is an advice/hotline available for reporting sexual harassment complaints IN YOUR SERVICE	Not at All	13	18	13
	Small/Moderate Extent	34	36	34
	Large/Very Large Extent	52	46	53
Margin of Error		±2	±2	±2

Table 6.5
Percentage of Females and Males Indicating Specific Office and Hotline Exist

and the average amount of training received are reported in Figures 6.4 and 6.5.

Training. Most Service members indicated they received training on topics related to sexual harassment at least once in the 12 months prior to filling out the survey. Women were slightly less likely to have had training related to sexual harassment than men (77% vs. 79%). Air Force members were less likely than women in the other Services to report having had training (65% vs. 79-85%). Excluding the Coast Guard, Army men (86%) were the most likely and Air Force men (66%) were the least likely to have received training.

Amount of training. On average, Service members received sexual harassment training approximately twice in the 12 months prior to filling out the survey. Women had, on average, slightly less sexual harassment training than men (1.9 vs. 2.1). Compared to women and men in the other Services, Air Force and Coast Guard members reported receiving less sexual harassment training (Females 1.2-1.3 vs. 2.1-2.5; Males 1.2-1.3 vs. 2.2-2.5).

Training. More enlisted women reported having had sexual harassment training in the 12 months prior to filling out the survey than female officers (both 78% vs. 69-73%). Senior enlisted men were more likely than men in the other paygrades to have completed training related to sexual harassment in the 12 months prior to filling out the survey (82% vs. 72-77%) (see Figure 6.5).

Amount of training. Junior enlisted women reported receiving more sexual harassment training than women in the other paygrades (2.2% vs. 1.2-1.8%). Similarly, junior enlisted men reported receiving more training than men in the other paygrades (2.3% vs. 1.3-2.1%). For both women and men, the average number of times a person reported being trained on topics related to sexual harassment decreased with paygrade (see Figure 6.5).

Extent of Training in 2002 Compared to 1995. Fewer women and men reported receiving sexual harassment training in 2002 than in 1995. The decline in training occurred mostly for men. The difference was smaller for women (77% vs. 79%) than for men (79% vs. 85%) (see Table 6.6).

Comparisons indicate fewer Navy and Coast Guard women received training in 2002 than in 1995. This decline occurred for women in each of the Services, except for Army women who reported more training in 2002 (85% vs. 80%) (see Table 6.6). Similarly, fewer men in each of the Services reported receiving training in 2002, than in 1995, with the exception of Army males, who reported more sexual harassment training in 2002 than in 1995 (86% vs. 82%).

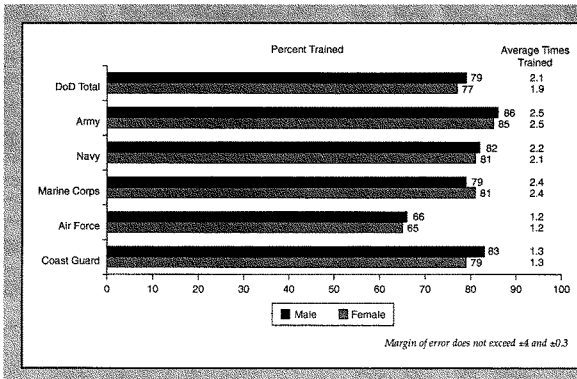

Figure 6.4
Percentage of Females and Males Who Received Sexual Harassment Training and Average Times Trained in 2002, by Service

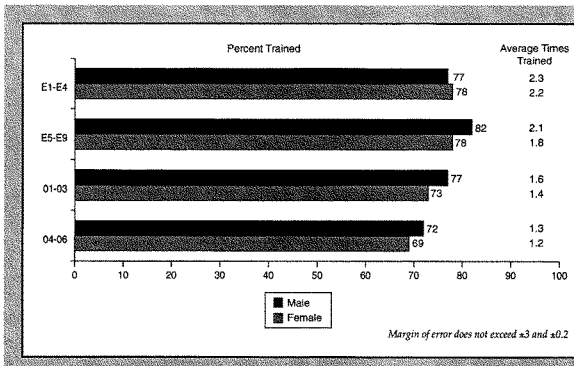

Figure 6.5
Percentage of Females and Males Who Received Sexual Harassment Training and Average Times Trained in 2002, by Paygrade

With regard to the 1995 and 2002 comparisons, across all paygrades, the largest decline in percentage points between 1995 and 2002 occurred for female junior officers (79% vs. 73%) (see Table 6.7). In 2002 (both 78% vs. 69-73%) and 1995 (both 80% vs. 73-79%), more enlisted women tended to report receiving training than officers.

Across all paygrades, fewer men reported receiving training related to sexual harassment in 2002 than in 1995 (see Table 6.7). The largest percentage decline between 1995 and 2002 occurred for male officers. The percentage of male senior officers reporting they received sexual harassment training declined from 86% in 1995 to 72% in 2002. Similarly, the percentage of male junior officers reporting they received training declined from 87% in 1995 to 77% in 2002.

Organizational Training Requirements

To assess whether the requirement to attend sexual harassment training is equally enforced for both enlisted members and officers at the work group and installation/ship levels, Question 83 asked the extent to which Service members agreed with statements that enlisted members and officers at each of these levels were required to attend such training (Q83*d, e, l, m*).

Enlisted training required. The majority of Service members agreed, to some extent, that enlisted members are required to attend training in their unit/work group or installation/ship (see Table 6.8). Excluding the Coast Guard, Army women were more likely than women in the other Services to report that, to a large extent, in their unit/work group (65% vs. 49-59%), and on their installation/ship (65% vs. 50-58%), enlisted members were required to attend formal sexual harassment training. In contrast, Marine Corps and Air Force women were less likely than women in the other Services to report that, to a large extent, in their unit/work group, and on their installation/ship, enlisted members were required to attend formal sexual harassment training. For men, fewer Marine Corps and Air Force members than men in the other Services reported that, to a large extent, enlisted members were required to attend formal sexual harassment training at either the unit/work group or installation/ship levels. Tables 83d.3 and 83l.3 in Greenlees et al. (2003b) support the analysis reported here.

	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
1995	79	85	80	82	93	96	84	89	67	73	86	89
2002	77	79	85	86	81	82	81	79	65	66	79	83
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±2*	*±3*	*±3*	*±3*	*±3*	*±4*	*±3*

Table 6.6
Percentage of Females and Males Who Received Sexual Harassment Training and Average Times Trained in 1995 and 2002, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E1-E4)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
1995	80	82	80	86	79	87	73	86
2002	78	77	78	82	73	77	69	72
Margin of Error	*±2*	*±3*	*±2*	*±2*	*±3*	*±3*	*±4*	*±4*

Table 6.7
Percentage of Females and Males Receiving Sexual Harassment Training in Military for 1995 and 2002, by Paygrade

Junior enlisted women (10% vs. all 6%) and men (10% vs. 3-5%) were the most likely to report that, on their installations/ship, enlisted members were not required to attend formal sexual harassment training. For women, there were no paygrade differences in the extent of training for enlisted members in their unit/work group. Junior enlisted men were more likely than men in the other paygrades to report that, in their unit/work group, enlisted members were not required to attend formal sexual harassment training (10% vs. 4-5%). Tables 83d.4 and 83l.4 in Greenlees et al. (2003b) support this analysis.

Officer training required. The majority of Service members agreed that, to some extent, officers were required to attend training in their unit/work group or installation/ship (see Table 6.8). Regardless of gender, Coast Guard members were the most likely to report that, to a large extent, at both the unit/work group and installation/ship levels, officers were required to attend formal sexual harassment training (see Tables 83e.3 and 83m.3 in Greenlees et al. (2003b)).

Junior enlisted women (44% vs. 53-58%) and men (44% vs. 56-64%) were least likely to report that, to a large extent, in their unit/work group, officers were required to attend formal sexual harassment training. Similarly, junior enlisted women (45% vs. 53-58%) and men (45% vs. 59-65%) were also least likely to report that, to a large extent, on their installation/ship, officers were required to attend formal sexual harassment training. In addition, junior enlisted members, regardless of gender, were most likely to report that, in their unit/work group, officers were not required to attend formal sexual harassment training. Junior enlisted men were more likely than men in the other paygrades to report that, on their installation/ship, officers were not required to attend formal sexual harassment training (11% vs. 4-6%). For complete details on paygrade findings, refer to Tables 83e.4 and 83m.4 in Greenlees et al. (2003b).

Effectiveness of Sexual Harassment Training

The remainder of this chapter discusses the effectiveness of sexual harassment training. Service members were asked the extent to which they agreed that their training had provided a foundation for understanding, reporting, and knowing the

	Response Option	Total DoD	Total DoD Female	Total DoD Male
Enlisted members required to attend formal sexual harassment training IN YOUR UNIT/WORK GROUP	Not at All	7	9	7
	Small/Moderate Extent	32	34	32
	Large/Very Large Extent	61	57	62
Enlisted members required to attend formal sexual harassment training ON YOUR INSTALLATION/SHIP	Not at All	6	8	6
	Small/Moderate Extent	33	35	33
	Large/Very Large Extent	61	57	61
Officers required to attend formal sexual harassment training IN YOUR UNIT/ WORK GROUP	Not at All	9	11	8
	Small/Moderate Extent	39	40	39
	Large/Very Large Extent	52	49	53
Officers required to attend formal sexual harassment training ON YOUR INSTALLATION/SHIP	Not at All	8	10	8
	Small/Moderate Extent	38	40	38
	Large/Very Large Extent	54	50	55
Margin of Error		*±2*	*±2*	*±2*

Table 6.8
Percentage of Females and Males Indicating Training Required for Enlisted and Officers in Units and Installations

consequences of sexual harassment. The results are reported by gender and paygrade. There were no significant Service differences. For details, see Tables 82a.1-82g.4 in Greenlees et al. (2003b).

Overall results by gender are reported in Table 6.9. These results are discussed for four broad categories of training objectives:

- **Intent of Training** – assesses knowledge of definitions of sexual harassment (82a, d),
- **Training and Military Effectiveness** – assesses knowledge of the consequences of sexual harassment on working conditions (82b, c),
- **Tools and Policies Necessary for Managing Sexual Harassment** – evaluates the training's focus on availability of tools and knowledge of policies (82e, g), and
- **Complaint Climate** – measures the extent to which one feels safe when raising a complaint (82f).

Intent of Training. If individuals are to avoid using offensive words or engaging in disrespectful behaviors, they must be aware of what is considered inappropriate by others and by their organization. Ninety percent of women and men agreed that their Service's sexual harassment training provided a good understanding of what words and actions are considered sexual harassment (see Table 6.9).

In addition to teaching Service members what words and actions are considered sexual harassment, sexual harassment training also reviews what behaviors are offensive to others. Ninety-two percent of women and men agreed that their Service training identified behaviors that are offensive to others and should not be tolerated (see Table 6.9).

Although fewer female and male junior enlisted members than women and men in the other paygrades reported they agree that their Service's sexual harassment training provided a good understanding of what words and actions are considered

sexual harassment, the variation across paygrades was only significant for women (88% vs. 92-94%) (see Figure 6.6). There were no significant paygrade differences in reporting that training identified behaviors that are offensive to others and should not be tolerated.

Training and Military Effectiveness. Approximately 90% of Service women and men agreed that their Service's training teaches that sexual harassment reduces the cohesion and effectiveness of their Service as a whole and makes it difficult for individual Service members to perform their duties (see Table 6.9).

Across all paygrades, the majority of women and men reported that their Service's training teaches that sexual harassment reduces the cohesion and effectiveness of their Service as a whole (see Figure 6.7). However, junior enlisted women (84% vs. 92-95%) and men (87% vs. 92-94%) were the least likely to agree that their Service's training conveyed that sexual harassment reduces the effectiveness of their Service as a whole.

Across paygrades, the majority of women and men agreed that their Service teaches that sexual harassment is detrimental to the performance of duties (see Figure 6.7). Junior enlisted women (87% vs. 92-96%) and men (88% vs. 92-94%) were the least likely to agree that their Service teaches that sexual harassment makes it difficult for individual Service members to perform their duties.

Tools and Policies Necessary for Managing Sexual Harassment. The majority of both women (83%) and men (84%) agreed that the training they received from their Service provided useful tools for dealing with sexual harassment (see Table 6.9). Ninety-one percent of women and men agreed that the training they received from their Service provided information about policies, procedures, and consequences of sexual harassment (see Table 6.11). There were no significant paygrade differences for either women or men regarding whether or not their Service's training provided useful tools for dealing with sexual harassment (see Figure 6.8). Paygrade comparisons showed that fewer junior enlisted women (87% vs. 93-96%) and men (88% vs. 92-95%) agreed that their Service provided information about policies regarding sexual harassment than women and men in the other paygrades (see Figure 6.8).

Aspect of Training	Total DoD	Total DoD Male	Total DoD Female
Provides a good understanding of what words and actions are considered sexual harassment	90	90	90
Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole	90	90	89
Teaches that sexual harassment makes it difficult for individual Service members to perform their duties	91	91	90
Identifies behaviors that are offensive to others and should not be tolerated	92	92	92
Gives useful tools for dealing with sexual harassment	84	84	83
Makes you feel it is safe to complain about unwanted, sex-related attention	82	83	76
Provides information about policies, procedures, and consequences of sexual harassment	91	91	91
Margin of Error	*±1*	*±2*	*±2*

Table 6.9
Percentage of Females and Males Who Agree That Aspects of Their Service Training are Effective

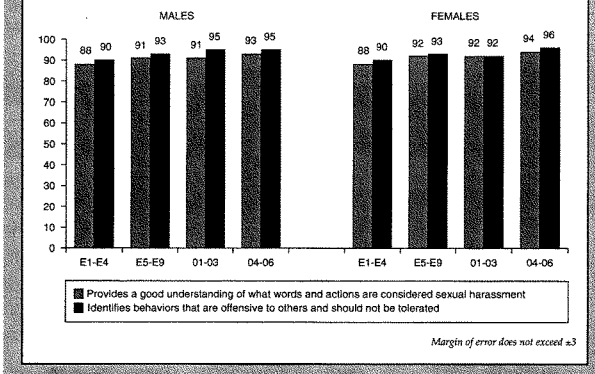

Figure 6.6
Percentage of Females and Males Who Agree That Sexual Harassment Training Provides a Good Understanding of Sexual Harassment, by Paygrade

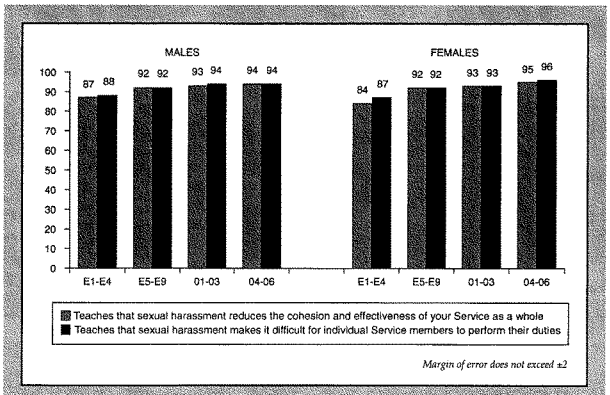

Figure 6.7
Percentage of Females and Males Who Agree That Sexual Harassment Training Explains the Effects of Sexual Harassment on Their Service, by Paygrade

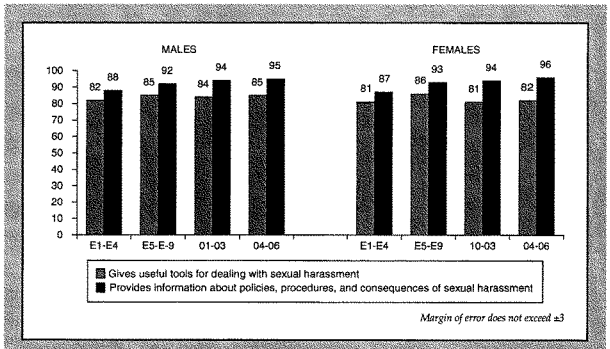

Figure 6.8
Percentage of Females and Males Who Agree That Sexual Harassment Training Provides the Tools and Policies Necessary for Managing Sexual Harassment, by Paygrade

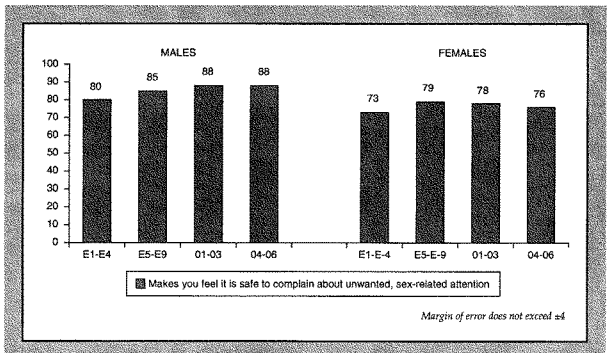

Figure 6.9
Percentage of Females and Males Who Agree That Sexual Harassment Training Creates a Safe Complaint Reporting Climate, by Paygrade

Safe Complaint Climate. Almost a quarter of women (24%) and 17% of men indicated their Service's training made them feel it is not safe to complain about unwanted, sex-related attention (see Table 6.9). Women are less likely than men to indicate their Service creates a safe environment in which to complain. There were no significant differences, by paygrade, for women. Compared to men in the other paygrades, fewer junior enlisted men reported that their Service's training made them feel it is safe to complain about unwanted, sex-related attention (80% vs. 85-88%) (see Figure 6.9).

Summary

Chapter 6 presents sexual harassment climate findings and results for members' views of sexual harassment policies and practices, the amount and effectiveness of sexual harassment training, and their perceptions of leaders' attempts to stop sexual harassment. It also provides an overview of Service members' evaluations of the behaviors they observe in their unit/work group, on their installation/ship, and in their Service.

Sexual Harassment Climate

- On a scale of 1 to 5, women reported a higher Sexual Harassment Climate score than men, which indicates that women perceive a less positive climate than men (2.2% vs. 2.0%).
  - Air Force women reported a slightly lower Sexual Harassment Climate scale score than women in the other Services, excluding the Coast Guard (2.1% vs. 2.2-2.3%).
  - Female and male junior enlisted members had the same perception of the sexual harassment climate in the military (both 2.2%).

Proactive Leadership

- When asked about their Service leaders, installation/
  ship leaders, and immediate supervisors, roughly 75% of women and men agreed that all three types of leaders were making honest and reasonable efforts to stop sexual harassment, although women were less likely than men to agree.
- More Service members indicated in 2002, than in 1995, that their immediate supervisor (75% vs. 67%), their installation/ship (75% vs. 65%), and their Service leaders (74% vs. 65%) were making honest and reasonable efforts to stop sexual harassment.
- Compared to women in the other Services, Army women were the least likely to agree that their Service leadership (62% vs. 68-72%) and their installation/ship leadership (62% vs. 67-75%) were trying to stop sexual harassment.
- Compared to women in the other paygrades, junior enlisted women were the least likely to agree that leaders at each level were trying to stop sexual harassment, but they were also the most likely to report not knowing if each level of leadership was making honest efforts to stop harassment.
- Similar to junior enlisted women, junior enlisted men (68% vs. 79-84%) were the least likely of men across the paygrades to agree that their Service leadership was trying to stop sexual harassment, and the most likely (27% vs. 13-17%) to indicate they did not know if their Service leadership was making honest efforts.

Leadership Objectives

- Over half of women and men agreed that, at the unit/work group, or installation/ship levels, their leaders consistently modeled respectful behavior.
  - Excluding Coast Guard members, Air Force women and men were more likely than women and men in the other Services to report that, to a large extent, their leaders consistently modeled respectful behavior at the unit/work group or installation/ship levels.
  - Marine Corps men were more likely than men in the other Services to report that their leaders did not consistently model respectful behavior on their installation/ship.
  - Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that, in their unit/work groups or on their installation/ship, their leaders did not consistently model respectful behavior to both male and female personnel.
  - Regardless of gender, officers were more likely than women and men in the other paygrades to report that, in their unit/work group or installation/ship, leaders consistently modeled respectful behavior to both male and female personnel.

- Forty percent of Service members reported that their male supervisors did not ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates.
  - For women, Air Force members were most likely to agree that male supervisors do not ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates.
  - Regardless of gender, enlisted members were more likely than officers to report, to a large extent, that female officers or NCOs/petty officers from other work groups were asked to "deal with" problems involving female subordinates.
  - Female senior officers were more likely than women in the other paygrades to report that, in their unit/work group, male supervisors did not ask female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates.

Sexual Harassment Policies and Practices

- At both the unit/work group and installation/ship level, over 90% of Service members indicated policies forbidding, and complaint procedures related to, sexual harassment were publicized, and that complaints about sexual harassment were taken seriously, no matter who files them.
  - Army women were more likely than women in the other Services to report that policies forbidding, and complaint procedures related to, sexual harassment were publicized, to a large extent, in their unit/work group and installation/ship.
  - Senior enlisted women (49% vs. 39-43%) were more likely than women in the other paygrades to report that policies forbidding sexual harassment were publicized, to a large extent, in their unit/work group.
  - Junior enlisted men were more likely than men in the other paygrades to indicate that complaint procedures related to sexual harassment were not publicized in their unit/work group (9% vs. 4-5%) or on their installation/ship (10% vs. 3-4%).
  - More junior enlisted women (7% vs. 3-5%) and men (8% vs. 2-3%) than women and men in the other paygrades reported that, in their unit/work group, complaints about sexual harassment were not taken seriously, regardless of who filed them.
  - On the installation/ship level, junior enlisted women were less likely than women in the other paygrades to agree that complaints were taken seriously, to a large extent, regardless of who filed the report (55% vs. 61-69%).

Sexual Harassment Support and Resources

- The majority of Service members reported that there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship and that their Service provided an advice/hotline available for reporting sexual harassment complaints.
  - Regardless of gender, Army and Air Force members were more likely than women and men in the other Services to report there was a specific office with the authority to investigate sexual harassment complaints on their installation/ship.
  - Excluding Coast Guard members, Marine Corps women (25% vs. 15-20%) and men (20% vs. 9-13%) were more likely than women and men in the other Services to report that their Service did not provide an advice/hotline available for reporting sexual harassment complaints.
  - Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that on their installation/ship there was not a specific office with the authority to investigate sexual harassment complaints.
- Regardless of gender, more junior enlisted members than women and men in the other paygrades reported that their Service did not have an advice/hotline available for reporting sexual harassment complaints.

Sexual Harassment Training

- Over 75% of Service members have received training related to sexual harassment—on average, training occurred roughly twice in the 12 months prior to filling out the survey.

- Women were slightly less likely than men to report having had training related to sexual harassment in the 12 months prior to filling out the survey (77% vs. 79%) and, on average, had received training fewer times (1.9 vs. 2.1).
- Fewer men received sexual harassment training in 2002 than in 1995 (79% vs. 85%).
- Excluding the Coast Guard, Air Force women (65% vs. 81-85%) and men (66% vs. 79-86%) were less likely than women and men in the other Services to report being trained and, on average, had received less training.
- Fewer men in each of the Services reported receiving training in 2002 than in 1995, with the exception of Army men who reported more sexual harassment training in 2002 than in 1995 (86% vs. 82%).
- Regardless of gender, across the paygrades, junior enlisted members reported receiving training most often (Females 2.2% vs. 1.2-1.8%; Males 2.3% vs. 1.3-2.1%).
- Senior enlisted men were more likely than men in the other paygrades to have completed training related to sexual harassment in the 12 months prior to filling out the survey (82% vs. 72-77%).

Across paygrades, the largest percentage-point decline for sexual harassment training between 2002 and 1995 occurred for senior officers (79% vs. 85%).

Organizational Training Requirements

- Over 50% of Service members reported that, to a large extent, both officers and enlisted members were required to attend formal sexual harassment training in their unit/work group and their installation/ship.
- Regardless of gender, fewer Marine Corps and Air Force members than women and men in the other Services reported that, to a large extent, enlisted members were required to attend formal sexual harassment training (Females 49-51% vs. 59-66%; Males 55-57% vs. 63-72%).
- Excluding the Coast Guard, Army women were more likely than women in the other Services to report that, to a large extent, in their unit/work group (65% vs. 49-59%), and on their installation/ship (65% vs. 50-58%), enlisted members were required to attend formal sexual harassment training.
- Junior enlisted women (10% vs. all 6%) and men (10% vs. 3-5%) were more likely than women and men in the other paygrades to report that, on their installations/ship, enlisted members were not required to attend formal sexual harassment training.
- Junior enlisted men were more likely than men in the other paygrades to report that, in their unit/work group, enlisted members were not required to attend formal sexual harassment training (10% vs. 4-5%).
- Regardless of gender, Coast Guard members were more likely than women and men in the other Services to report that, to a large/very large extent, officers were required to attend formal sexual harassment training in their unit/work group (Females 60% vs. 43-52%; Males 67% vs. 50-55%) or installation/ship (Females 61% vs. 43-52%; Males 66% vs. 50-56%).
- Regardless of gender, junior enlisted members were less likely than women and men in the other paygrades to report that, to a large extent, in their unit/work group (Females 44% vs. 53-58%; Males 44% vs. 57-64%), and on their installation/ship, officers were required to attend formal sexual harassment training (Females 45% vs. 53-58%; Males 45% vs. 59-65%).

Effectiveness of Sexual Harassment Training

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

- Regardless of gender, junior enlisted members were less likely than women and men in the other paygrades to report that they agree/strongly agree that their Service's training conveys the following:
  - sexual harassment reduces the cohesion and effectiveness of their Service as a whole (Females 84% vs. 92-95%; Males 87% vs. 92-94%)
  - sexual harassment makes it difficult for individual Service members to perform their duties (Females 87% vs. 92-96%; Males 88% vs. 92-94%)
  - information about polices regarding sexual harassment (Females 87% vs. 93-96%; Males 88% vs. 92-95%).
- Fewer female junior enlisted members than women in the other paygrades reported they agree that their Service's sexual harassment training provides a good understanding of what words and actions are considered sexual harassment (88% vs. 92-94%).
- Fewer junior enlisted men than men in the other paygrades reported they agree/strongly agree that their Service's training makes them feel it is safe to complain about unwanted, sex-related attention (80% vs. 85-88%).

Chapter 7

Assessment of Progress

In this chapter, Service members' perceptions of the prevalence of sexual harassment in the military and our nation in 2002 are reported and compared to findings from 1995. Service members were asked to judge the prevalence of sexual harassment in the military against three standards. First, members were asked if sexual harassment was more or less of a problem in the military in 2002 compared to a few years ago. Second, members were asked if sexual harassment was more or less of a problem in the nation today compared to a few years ago. Third, members were asked if sexual harassment was more of a problem in the military or outside of the military.

It is always desirable to have standards against which an organization can judge its performance and process. However, there are no norms or standards available from the private sector. The items in this section of the survey, despite their shortcomings (e.g., memory can be faulty, those who stay in organizations may have more favorable views than those who leave) provide valuable information on Service members' perception of sexual harassment in the military and our nation.

Prevalence of Sexual Harassment in the Military Over Time

Service members[8] were asked if sexual harassment occurs more often today than in the past and their responses were then compared to the 1995 survey results. Figure 7.1 shows the majority of Service members reported that sexual harassment occurs less often in the military today than a few years ago. Women were less likely than men to report that sexual harassment occurs less often in the military today (56% vs. 70%). It should be noted that more women reported that the frequency of

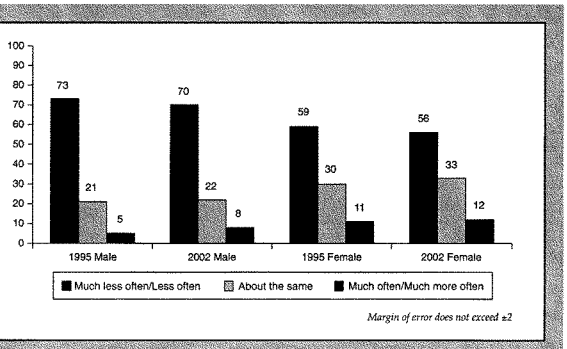

Figure 7.1
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago for 1995 and 2002

[8]Service members who responded to Question 86 and Question 87 with the response option *"Don't know, ... have been in the military less than 4 years"* are not included in the analyses.

sexual harassment was about the same today than a few years ago (33% vs. 22%).

Although Sexual Harassment rates declined significantly between 1995 and 2002 (see Figure 3.2), there was little change in Service members' perceptions of the prevalence of sexual harassment between 1995 and 2002. In both 2002 and 1995, over half of Service members indicated that sexual harassment happened less frequently than in previous years. In 2002 compared to 1995, slightly fewer women (56% vs. 59%) and men (70% vs. 73%) indicated that sexual harassment occurred less often than a few years ago. For men, slightly more Service members indicated in 2002 than in 1995 (8% vs. 5%) that sexual harassment occurred more often than in years past.

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002	1995	2002
Females												
Much less often/ Less often	59	55	50	49	69	59	53	52	62	60	66	63
About the same	30	33	34	34	24	30	38	36	31	33	29	30
Much more often/More often	11	12	16	17	8	11	10	12	7	7	5	7
Males												
Much less often/ Less often	73	70	67	65	79	71	69	70	77	75	80	75
About the same	21	22	26	25	17	21	24	22	19	21	17	22
Much more often/More often	5	8	7	9	5	9	6	9	4	4	3	3
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±4*	*±6*	*±5*	*±3*	*±3*	*±5*	*±5*

Table 7.1
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago for 1995 and 2002, by Service

Compared to women in the other Services, excluding the Coast Guard, Army women (17%) were the most likely, and Air Force women (7%) were the least likely, to report in 2002 that sexual harassment occurred more often (see Table 7.1). Fewer Air Force and Coast Guard men than men in the other Services reported that sexual harassment occurred more often in 2002 than in the past (3-4% vs. all 9%).

Consistent with the gender results, perceptions of female and male Service members in each of the Services of the prevalence of sexual harassment in the military in 2002 are similar to the perceptions reported in 1995. Comparisons of 2002 and 1995 indicate the largest percentage-point decline in reporting that sexual harassment took place less often occurred for Navy women (69% vs. 59%) and men (79% vs. 71%) (see Table 7.1).

For women, enlisted members were more likely than officers to report sexual harassment occurred more often in 2002 than in previous years (11-21% vs. 3-4%) (see Table 7.2). Female officers were more likely than women in the other paygrades to report that, in 2002, sexual harassment occurred less often (63-70% vs. 43-56%). For men, as paygrades increased, perceptions that sexual harassment occurs more often than before decreased (18%-1%). Only 1% of male senior officers in comparison to 18% of junior enlisted men reported that more sexual harassment occurred in 2002 than in years past.

Between the 1995 and 2002 surveys, overall perceptions of the prevalence of sexual harassment did not change; however, Service members in higher paygrades tended to be less positive about the prevalence of sexual harassment in 2002 than they were in 1995. When asked to reflect on the past four years, junior enlisted members (Females 21% vs.

16%; Males 18% vs. 9%) were more likely in 2002, than in 1995, to report that sexual harassment occurred more often than in previous years.

Sexual Harassment as a Problem in the Military

In addition to being asked if sexual harassment occurs more often today than in the past, Service members were asked to evaluate whether sexual harassment is more of a problem today than it had been previously. Figure 7.2 shows that over half of Service members thought that sexual harassment is less of a problem in the military today than it was four years ago. Slightly more women (14%) than men (11%) believed that sexual harassment is more of a problem than it was four years ago.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	1995	2002	1995	2002	1995	2002	1995	2002
Females								
Much less often/ Less often	47	43	64	56	70	63	76	70
About the same	37	36	27	32	26	33	22	27
Much more often/More often	16	21	9	11	4	4	2	3
Males								
Much less often/ Less often	62	54	77	71	84	75	86	83
About the same	29	28	19	22	14	23	12	16
Much more often/More often	9	18	4	7	1*	3	2*	1*
Margin of Error	*± 4*	*± 5*	*± 3*	*± 2*	*± 4*	*± 4*	*± 4*	*± 4*

** Low precision and/or unweighted denominator size between 30 and 59*

Table 7.2
Percentage of Females and Males Comparing Frequency of Sexual Harassment in the Military With a Few Years Ago, by Paygrade

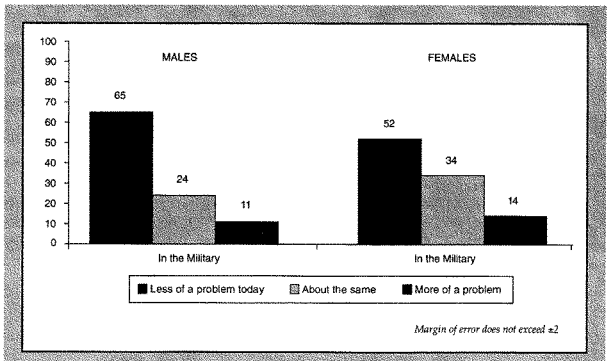

Figure 7.2
Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years

Although across the Services the percentage of women reporting less of a problem was consistent, fewer Air Force men reported less of a problem (71% vs. 61-68%) (see Table 7.3). Fewer women in the Air Force (9%) and the Coast Guard (7%) reported the level of sexual harassment was more of a problem in 2002 than women in the other Services (14%-19%). Roughly half as many Air Force and Coast Guard men (both 6%) as men in other Services reported that the level of sexual harassment in the military had become more of a problem (12-13%).

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem	52	65	46	61	55	65	47	64	56	71	59	68
About the same as four years ago	34	24	35	26	32	23	35	23	35	23	33	26
More of a problem today	14	11	19	13	14	12	17	13	9	6	7	6
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±4*	*±3*	*±5*	*±4*	*±3*	*±3*	*±5*	*±4*

Table 7.3
Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years, by Service

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem	36	51	54	66	60	73	66	80
About the same as four years ago	39	27	33	24	35	23	30	19
More of a problem today	24	22	13	10	5	4	4	2
Margin of Error	*±4*	*±4*	*±2*	*±2*	*±4*	*±4*	*±4*	*±3*

Table 7.4
Percentage of Females and Males Indicating Level of Sexual Harassment in the Military Over Last Four Years, by Paygrade

Table 7.4 shows that for women, more officers (60-66% vs. 36-54%) than enlisted members reported that the level of sexual harassment had become less of a problem over the past four years. Compared to women in the other paygrades, junior enlisted women were the most likely to report that sexual harassment is currently more of a problem (24% vs. 4-13%) and the least likely to report that it is less of a problem (36% vs. 54-66%). For men, as paygrades increased, the percentage reporting sexual harassment in the military had become more of a problem over the last four years decreased (22%-2%). For men, 22% of junior enlisted members indicated sexual harassment in the military today is more of a problem, whereas 80% of senior officers reported that it is less of a problem.

Sexual Harassment as a Problem in the Nation

Members were also asked to evaluate the extent to which sexual harassment has been a problem in the nation, as compared to four years ago. Figure 7.3 shows that 37% of women and 48% of men thought that sexual harassment is less of a problem in our nation today than it was four years ago. More women than men reported that the problem of sexual harassment was about the same as 4 years ago

(39% vs. 32%). Less than a quarter of women and men surveyed stated that it is more of a national problem than it was four years ago.

More Army women than women in the other Services reported that sexual harassment is more of a problem in our nation than it was four years ago (29% vs. 17-24%) (see Table 7.5). Fewer Air Force and Coast Guard men than men in the other Services reported that sexual harassment is more of a national problem today (13-15% vs. 21-22%).

As Table 7.6 shows, regardless of gender, more officers than enlisted members reported that sexual harassment was less of a problem in our nation today than it was four years ago (Females 47-48% vs. 31-40%; Males 59-60% vs. 41-50%). For women, more enlisted members than officers reported that it was currently more of a problem in our nation (22-31%vs. 10-12%).

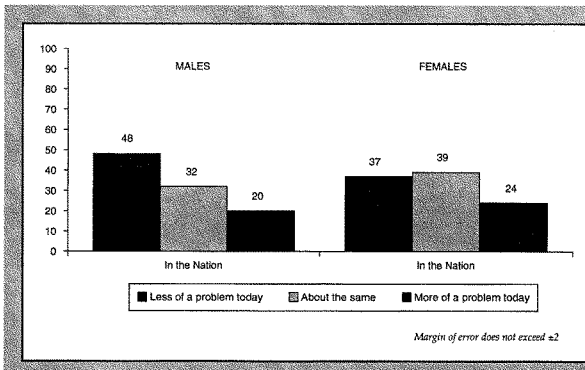

Figure 7.3
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years

Military/Civilian Comparisons

The military has a record of providing equal opportunity that often exceeds the progress in civilian society (Moskos and Butler, 1996). There are no private-sector or national benchmarks for the military to empirically compare itself to the civilian sector on sexual harassment issues. Therefore, in the survey, Service members were asked about their perceptions regarding sexual harassment in the mili-

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
Less of a problem today	37	48	33	44	39	50	35	47	40	53	47	55
About the same	39	32	38	34	37	30	43	30	40	32	36	32
More of a problem today	24	20	29	22	24	21	21	22	20	15	17	13
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±3*	*±5*	*±4*	*±3*	*±3*	*±6*	*±4*

Table 7.5
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Service

tary and in the nation. In this section, Service members assessed whether sexual harassment is more of a problem inside or outside the military.

Women are more likely than men to indicate there is no difference in the frequency of sexual harassment experiences between the military and the civilian sector (54% vs. 39%). Men are far more likely to think the military provides a better equal opportunity environment—52% indicate sexual harassment is more of a problem outside of the military compared to 28% of women.

Compared to men and women in the other Services, more Air Force women (39% vs. 22-30%) and men (63% vs. 46-48%) indicated they believe that sexual harassment is more of a problem outside the military (see Table 7.7). In contrast, more Army and Marine Corps women reported that sexual harassment is more of a problem inside the military than women in the other Services (23-28% vs. 10-18%).

Across all paygrades, the majority of members indicated that sexual harassment is either more of a problem outside the military or that there was no difference (see Table 7.8). The perception that sexual harassment is more of a problem outside the military increased with paygrade for women (22%-53%) and men (42%-74%).

Summary

Chapter 7 presents findings on perceptions of the prevalence of sexual harassment in the military compared to a few years ago, and comparisons of the prevalence of sexual harassment in the military and the nation.

Prevalence of Sexual Harassment in the Military Over Time

- The majority of Service members (68%) reported that sexual harassment occurs less often in the military today than a few years ago.
- Women were less likely than men to report that

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
Less of a problem today	31	41	40	50	47	60	48	59
About the same	38	33	38	31	40	29	42	34
More of a problem today	31	26	22	19	12	11	10	7
Margin of Error	*±3*	*±3*	*±2*	*±2*	*±4*	*±4*	*±4*	*±3*

Table 7.6
Percentage of Females and Males Indicating Level of Sexual Harassment in Nation Over Last Four Years, by Paygrade

	DoD											
	Total DoD		Army		Navy		Marine Corps		Air Force		Coast Guard	
	F	M	F	M	F	M	F	M	F	M	F	M
More of a problem outside military	28	52	22	47	24	46	22	52	39	63	30	48
Same/No difference	54	39	56	41	58	42	50	38	52	33	53	42
More of a problem inside military	17	10	23	12	18	11	28	10	10	5	17	10
Margin of Error	*±2*	*±2*	*±3*	*±3*	*±3*	*±3*	*±5*	*±4*	*±3*	*±3*	*±6*	*±4*

Table 7.7
Percentage of Females and Males Indicating Sexual Harassment More of a Problem Inside or Outside Military, by Service

sexual harassment occurs less often in the military today (55% vs. 70%).

- Slightly fewer women (55% vs. 59%) and men (70% vs. 73%) indicated in 2002, than in 1995, that sexual harassment occurred less often than a few years ago.

	Junior Enlisted (E1-E4)		Senior Enlisted (E5-E9)		Junior Officer (O1-O3)		Senior Officer (O4-O6)	
	F	M	F	M	F	M	F	M
More of a problem outside military	22	42	30	53	35	66	53	74
Same/No difference	56	44	56	39	52	29	42	24
More of a problem inside military	23	14	14	8	13	5	5	2
Margin of Error	*±3*	*±3*	*±2*	*±2*	*±4*	*±4*	*±4*	*±3*

Table 7.8
Percentage of Females and Males Indicating Sexual Harassment More of a Problem Inside or Outside Military, by Paygrade

- Excluding the Coast Guard, Army women (17%) were the most likely and Air Force women (7%) the least likely to report in 2002 that sexual harassment occurred more often.
- For men, fewer Air Force and Coast Guard members reported that sexual harassment occurs more often today than in the past (3-4% vs. 9%).
  - Comparisons of 2002 and 1995 indicate the largest percentage-point decline in reporting that sexual harassment occurred less often was for Navy women (69% vs. 59%) and men (79% vs. 71%).
- For women, enlisted members were more likely than officers to report sexual harassment occurred more often in 2002 than in previous years (11-21% vs. 3-4%).
- For men, as paygrades increased, perceptions that sexual harassment occurs more often today than before decreased (18%-1%).
  - Paygrade comparisons indicated that junior enlisted members (Females 21% vs. 16%; Males 18% vs. 9%) were more likely in 2002, than in 1995, to report that sexual harassment occurred more often than in previous years.

Sexual Harassment as a Problem in the Military

- The majority of Service women (52%) and men (65%) thought that sexual harassment was less of a problem in the military today than it was four years ago.
  - Slightly more women (14%) than men (11%) believed that sexual harassment is more of a problem today than it was four years ago.
- Compared to women and men in the other Services,
  fewer Air Force and Coast Guard women (7-9% vs. 14-19%) and men (both 6% vs. 12-13) reported the level of sexual harassment is more of a problem today.
- More junior enlisted women (24% vs. 4-13%) and men (22% vs. 2-10%) indicated the level of sexual harassment in the military is more of a problem today than members in the other paygrades.
  - For women, more officers than enlisted members reported that the level of sexual harassment has become less of a problem over the past four years (60-66% vs. 36-54%).
  - For men, as paygrades increased, the percentage reporting the level of sexual harassment in the military has become more of a problem today over the last four years decreased (22-2%).

Sexual Harassment as a Problem in the Nation

- Fewer women reported that sexual harassment is currently less of a problem in our nation than men (37% vs. 48%).
- Women in the Army were the most likely to report that sexual harassment is more of a problem in our nation today than it was four years ago (29% vs. 17-24%).

- For men, fewer Air Force and Coast Guard members indicated that sexual harassment is more of a problem in our nation today (13-15% vs. 21-22%).
- Regardless of gender, more officers than enlisted members reported that sexual harassment is less of a problem in our nation today than it was four years ago (26-7%).

Military/Civilian Comparisons

- Nearly half of Service members thought that sexual harassment is more of a problem outside the military than inside the military.
  - Fewer women than men reported that sexual harassment is more of a problem outside the military (28% vs. 52%).
- Compared to women and men in the other Services, more Air Force women (39% vs. 22-30%) and men (63% vs. 46-48%) reported that sexual harassment is more of a problem outside the military.
- More Army and Marine Corps women reported that sexual harassment is more of a problem inside the military than women in the other Services (23-28% vs. 10-18%).
- The perception that sexual harassment is more of a problem outside the military than inside the military increased with paygrade for women (22-53%) and men (42-74%).

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Appendix A

Status of the Armed Forces Surveys
Workplace and Gender Relations
(Form 2002GB)

RCS: DD-P&R(A) 1947
Exp. 12/21/03
DMDC Survey No. 02-0001

STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)

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

COMPLETION INSTRUCTIONS

- **This is not a test, so take your time.**
- **Select answers you believe are most appropriate.**
- **Use a blue or black pen.**
- **Please PRINT where applicable.**
- **Place an "X" in the appropriate box or boxes.**

RIGHT	WRONG
X	✓ O

- **To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.**

CORRECT ANSWER	INCORRECT ANSWER
X	■

- **Do not make any marks outside of the response and write-in boxes.**

MAILING INSTRUCTIONS

- **PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., PO Box 5720, Minnetonka, MN 55343).**
- **IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.**
- **FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.**

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136 and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine if you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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BACKGROUND

1. Are you . . . ?

- Male
- Female

2. What is the highest degree or level of school that you have completed? ***Mark the one answer that describes the highest grade or degree that you have completed.***

- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Less than 2 years of college credits, but no college degree
- 2-year college degree (AA/AS)
- More than 2 years of college credits, but no 4-year college degree
- 4-year college degree (BA/BS)
- Some graduate school, but no graduate degree
- Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

3. Are you Spanish/Hispanic/Latino? ***Mark "No" if not Spanish/Hispanic/Latino.***

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

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

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

Please print

5. What is your marital status?

- Never married
- Married
- Separated
- Divorced
- Widowed

6. In what Service are you?

- Army
- Navy
- Marine Corps
- Air Force
- Coast Guard

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

- E-1
- E-2
- E-3
- E-4
- E-5
- E-6
- E-7
- E-8
- E-9
- W-1
- W-2
- W-3
- W-4
- W-5
- O-1/O1E
- O-2/O2E
- O-3/O3E
- O-4
- O-5
- O-6 or above

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)? ***To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".***

YEARS

9. In which term of service are you serving now? ***Do not count extensions as separate terms of enlistment.***

- You are on indefinite status ✂ **IF INDEFINITE STATUS, GO TO QUESTION 11**
- You are an officer serving an obligation
- 1st enlistment
- 2nd or later enlistment

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

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

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

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

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- Does not apply, you already have 20 or more years of service
- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

13. When you leave active duty, how many total years of service do you expect to have completed? ***To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".***

YEARS

14. In general, has your life been better or worse than you expected when you first entered the military?

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse
- Don't remember

15. In general, has your work been better or worse than you expected when you first entered the military?

- Much better
- Somewhat better
- About what you expected
- Somewhat worse
- Much worse
- Don't remember

16. Indicate the extent to which you are satisfied with each of the following.

	Don't know or does not apply	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Basic Pay						
b. Special and incentive pays including bonuses						
c. Basic Allowance for Subsistence (BAS)						
d. Basic Allowance for Housing (BAH)						
e. Retirement pay you would get						
f. Cost of living adjustments (COLA) to retirement pay						
g. Availability of medical care for yourself						
h. Availability of medical care for your family						
i. Quality of medical care for yourself						
j. Quality of medical care for your family						
k. Out of pocket costs for medical care						
l. Availability of childcare						
m. Quality of childcare						
n. Affordability of childcare						
o. Family support services						
p. Quality of your current residence						
q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)						
r. Opportunities for civilian education						
s. Opportunities for professional development						
t. Level of care and concern shown by supervisors for subordinates						
u. Quality of leadership						
v. Your career, in general						

17. Indicate the extent to which you agree or disagree with the following statements about your Service.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Being a member of your Service inspires you to do the best job you can					
b. You are willing to make sacrifices to help your Service					
c. You are glad that you are part of your Service					
d. You are NOT willing to put yourself out to help your Service					

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Thought seriously about leaving the military		
b. Wondered what life might be like as a civilian		
c. Discussed leaving and/or civilian opportunities with family or friends		
d. Talked about leaving with your immediate supervisor		
e. Gathered information on education programs or colleges		
f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)		
g. Attended a program that helps people prepare for civilian employment		
h. Prepared a resume		
i. Applied for a job		
j. Interviewed for a job		

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

a. A male friend	b. A female friend
Yes	Yes
No	No

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

Yes ✂**IF YES, CONTINUE WITH QUESTION 21**
No ✂**IF NO, GO TO QUESTION 23**

21. When you talk with your children about their future, do you encourage them to consider the military?

Yes
No

22. When you talk with your children about their possible career choices, how positive or negative are you about . . .

	Very positive	Positive	Neither positive nor negative	Negative	Very negative
a. The military, in general?					
b. Career opportunities in the military?					
c. Serving in the military, but not as a career?					
d. Part-time (National Guard/Reserve) opportunities in the military?					
e. Career opportunities as a civilian federal government employee?					
f. Career opportunities in the civilian sector?					
g. Seeking a college education?					

23. During the last 12 months, where have you served most of your active-duty time?

In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
Please print the two-letter postal abbreviation - for example "AK" for Alaska
Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
East Asia and Pacific (e.g., Australia, Japan, Korea)
North Africa, Near East, or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
Sub-Saharan Africa (e.g., Kenya, South Africa)
Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

Aboard ship
Barracks/dorm (including BEQ or BOQ)
Military family housing, on base
Military family housing, off base
Civilian housing you own or pay mortgage on
Military or civilian housing you rent, off base
Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

Yes ✂**IF YES, CONTINUE WITH QUESTION 26**
No ✂**IF NO, GO TO QUESTION 29**

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

- 1 - 2 times
- 3 - 4 times
- 5 - 6 times
- 7 - 8 times
- 9 - 10 times
- 11 - 12 times
- 13 - 24 times
- 25 times or more

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? ***Assign each of your nights away to only one type of military duty.***

	10 to 12 months	7 months to less than 10 months	5 months to less than 7 months	3 months to less than 5 months	1 month to less than 3 months	Less than 1 month	None
a. Operation Enduring Freedom							
b. Peacekeeping or other contingency operation							
c. Foreign humanitarian assistance mission							
d. Unit training at combat training center							
e. Counter drug operations							
f. Domestic disaster or civil emergency							
g. Time at sea for scheduled deployments (other than for the above)							
h. Other time at sea (other than for the above)							
i. Joint training/field exercises/ alerts (other than for the above)							
j. Military education (other than for the above)							
k. Other TDYs/TADs							

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? ***Add up all nights away from your permanent duty station.***

- Less than 1 month
- 1 month to less than 3 months
- 3 months to less than 5 months
- 5 months to less than 7 months
- 7 months to less than 10 months
- 10 to 12 months

YOUR WORKPLACE

- **If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.**
- **Otherwise, answer the questions for the last duty location where you were located for at least a month.**

29. How many months have you completed at your duty location/ship during your current tour? ***To indicate ninety-nine or more, enter "99".***

MONTHS

30. Is this location your permanent duty location/ship?

- Yes
- No, you are TDY/TAD attending training
- No, you are TDY/TAD for reasons other than training

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

	Yes	No
a. A student in a military course?		
b. Serving aboard a ship at sea?		
c. In the shore part of a ship/shore rotation?		
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?		
e. In a work environment where members of your gender are uncommon?		
f. On a deployment that will keep you away from home for at least 30 consecutive days?		

32. What is the gender of your immediate supervisor?

- Male
- Female

33. What is the paygrade of your immediate supervisor?

- E-4 or below
- E-5
- E-6
- E-7
- E-8
- E-9
- W-1
- W-2
- W-3
- W-4
- W-5
- O-1/O1E
- O-2/O2E
- O-3/O3E
- O-4
- O-5
- O-6 or above

- Civilian GS-1 to GS-6 (or equivalent)
- Civilian GS-7 to GS-11 (or equivalent)
- Civilian GS-12 or above (or equivalent)

34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

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

35. To what extent do you agree or disagree with the following statements about your workplace?

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

36. Please indicate whether you agree or disagree with the following statements.

	Agree	Tend to agree	?	Tend to disagree	Disagree
a. My chain of command keeps me informed about important issues	☐	☐	☐	☐	☐
b. If I make a request through channels in my work group, I know somebody will listen	☐	☐	☐	☐	☐
c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal	☐	☐	☐	☐	☐
d. I find it very difficult to balance my work and personal responsibilities	☐	☐	☐	☐	☐
e. Priorities or work objectives are changed so frequently, I have trouble getting my work done	☐	☐	☐	☐	☐
f. My supervisor encourages people to learn from mistakes	☐	☐	☐	☐	☐
g. My supervisor has sufficient authority	☐	☐	☐	☐	☐
h. I believe my Service's core values are clear	☐	☐	☐	☐	☐
i. Leadership generally understands the problems we face on our jobs	☐	☐	☐	☐	☐

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? ***The term "work group" refers to the people with whom you work on a day-to-day basis.***

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. **Handling the technical-skills part of the job** (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)	☐	☐	☐	☐	☐	☐
b. **Handling the people-skills part of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)	☐	☐	☐	☐	☐	☐
c. **Handling the conceptual-skills part of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)	☐	☐	☐	☐	☐	☐

37. Continued

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
d. **Communicating** (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)						
e. **Decision making** (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)						
f. **Motivating** (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)						
g. **Developing** (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)						
h. **Building** (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)						
i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)						
j. **Planning and organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)						
k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)						
l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)						

38. To what extent do you agree or disagree with the following statements about your work group?

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The leaders in your work group set high standards for Service members in terms of good behavior and discipline						
b. The leaders in your work group are more interested in looking good than being good						
c. You are impressed with the quality of leadership in your work group						
d. You would go for help with a personal problem to people in your chain of command						
e. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done						
f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members						
g. Leaders in your work group treat Service members with respect						
h. Leaders most often get willing and whole-hearted cooperation from the Service members in your work group						
i. The NCOs/petty officers in your chain of command are a good source of support for Service members						

39. To what extent do you agree or disagree with the following statements about . . .

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
THE PEOPLE YOU WORK WITH					
a. There is very little conflict among your coworkers					
b. You like your coworkers					
c. Your coworkers put in the effort required for their jobs					
d. You are satisfied with the relationships you have with your coworkers					
e. The people in your work group tend to get along					
f. The people in your work group are willing to help each other					

39. Continued

THE WORK YOU DO	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
g. Your work provides you with a sense of pride					
h. Your work makes good use of your skills					
i. Your present assignment is good for your military career					
j. You like the kind of work you do					
k. Your job gives you the chance to acquire valuable skills					
l. You are satisfied with your job as a whole					

40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?

	Very often	Often	Sometimes	Once or twice	Never
a. Using an angry tone of voice					
b. Avoiding you					
c. Making you look bad					
d. Yelling or raising one's voice					
e. Withholding information from you					
f. Swearing directed at you					
g. Talking about you behind your back					
h. Insulting, criticizing you (including sarcasm)					
i. Saying offensive or crude things about you					
j. Flaunting status or power over you					

MENTORING

41. In your opinion, have you ever had a mentor while in the military?

- ☐ Yes, you have one now. ✂**IF YES, CONTINUE WITH QUESTION 42**
- ☐ Yes, you had one, but you don't have one now. ✂**IF YES, CONTINUE WITH QUESTION 42**
- ☐ No, but you would have liked one. ✂**IF NO, GO TO QUESTION 45**
- ☐ No, and you never wanted one. ✂**IF NO, GO TO QUESTION 45**
- ☐ No, you do not know what a mentor is. ✂**IF NO, GO TO QUESTION 45**

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? ***Mark one.***

- ☐ A commissioned officer
- ☐ A warrant officer
- ☐ An NCO/petty officer
- ☐ A junior enlisted Service member
- ☐ A DoD civilian
- ☐ Other *(Please specify below.)*

Please print.

43. Is your current mentor (or was your most recent mentor) . . . ? ***Mark one.***

- ☐ Your rater
- ☐ Your senior rater
- ☐ A person who is/was higher in rank than you, but not your rater or your senior rater
- ☐ A person who is/was at your same rank
- ☐ A person who is/was lower in rank than you
- ☐ A person who is not or was not in the military at the time the mentoring was provided

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? ***Please mark one answer for each statement.***

	Extremely helpful	Very helpful	Moderately helpful	Slightly helpful	Not at all helpful	Not provided
a. Teaches job skills						
b. Gives feedback on your job performance						
c. Assigns challenging tasks						
d. Helps develop your skills/ competencies for future assignments						
e. Provides support and encouragement						
f. Provides personal and social guidance						
g. Provides career guidance						
h. Demonstrates trust						
i. Acts as a role model						
j. Protects you						
k. Invites you to observe activities at his/her level						
l. Instills Service core values						
m. Provides moral/ethical guidance						
n. Teaches/advises on organizational politics						
o. Provides sponsorship/contacts to advance your career						
p. Assists in obtaining future assignments						

READINESS, HEALTH, AND WELL-BEING

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

46. How well prepared are you physically to perform your wartime job?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

- ☐ 0
- ☐ 1 - 5 days
- ☐ 6 - 10 days
- ☐ 11 - 15 days
- ☐ 16 - 20 days
- ☐ 21 or more days

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

- ☐ 0
- ☐ 1 - 5 days
- ☐ 6 - 10 days
- ☐ 11 - 15 days
- ☐ 16 - 20 days
- ☐ 21 or more days

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

- ☐ 0
- ☐ 1 - 5 days
- ☐ 6 - 10 days
- ☐ 11 - 15 days
- ☐ 16 - 20 days
- ☐ 21 or more days

50. How true or false is each of the following statements for you? ***Please mark one answer for each statement.***

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know				
b. I seem to get sick a little easier than other people				
c. I expect my health to get worse				
d. My health is excellent				

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? ***Please mark one answer for each statement.***

	All or most of the time	A good bit of the time	Some of the time	Little or none of the time
a. Cut down on the amount of time you spent on work or other activities				
b. Accomplished less than you would like.				
c. Were limited in the kind of work or other activities you do				
d. Had difficulty performing the work or other activities you do (for example, it took extra effort)				

52. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? ***Please mark one answer for each statement.***

	All or most of the time	A good bit of the time	Some of the time	Little or none of the time
a. Cut down on the amount of time you spent on work or other activities				
b. Accomplished less than you would like.				
c. Didn't do work or other activities as carefully as usual				

53. How much of the time during the past 4 weeks have you . . . ***Please mark one answer for each statement.***

	All or most of the time	A good bit of the time	Some of the time	Little or none of the time
a. Felt calm and peaceful?				
b. Been a very nervous person?				
c. Felt so down in the dumps that nothing could cheer you up?				
d. Felt downhearted and blue?				
e. Been a happy person?				

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

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

	Yes, and your gender was a factor	Yes, but your gender was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last evaluation			
b. Your last evaluation contained unjustified negative comments			
c. You were held to a higher performance standard than others			
d. You did not get an award or decoration given to others in similar circumstances			
e. Your current assignment has not made use of your job skills			
f. Your current assignment is not good for your career if you continue in the military			
g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement			
h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement			
i. You did not learn-until it was too late-of opportunities that would have helped your career			
j. You were unable to get straight answers about your promotion possibilities			
k. You were excluded from social events important to career development and being kept informed			
l. You did not get a job assignment that you wanted and for which you were qualified			
m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women? ☐ No ☐ Yes			
n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.)			

Please print

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- ***Military Personnel***
  - **on- or off-duty**
  - **on- or off-installation or ship; and/or**
- ***Civilian Employees* and/or *Contractors***
  - **in your workplace or on your installation/ship**

where one or more of these individuals (of either gender) . . .

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

55. Continued

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable?					
n. Made unwanted attempts to stroke, fondle, or kiss you?					
o. Treated you badly for refusing to have sex?					
p. Implied faster promotions or better treatment if you were sexually cooperative?					
q. Attempted to have sex with you without your consent or against your will, but was not successful?					
r. Had sex with you without your consent or against your will?					
s. Other unwanted gender-related behavior? *(Unless you mark "Never," please describe below.)*					

Please print.

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- ☐ None were sexual harassment ✂**CONTINUE WITH QUESTION 57**
- ☐ Some were sexual harassment; some were not sexual harassment ✂**CONTINUE WITH QUESTION 57**
- ☐ All were sexual harassment ✂**CONTINUE WITH QUESTION 57**
- ☐ Does not apply–I marked "Never" to every item in Question 55 ✂**GO TO QUESTION 76**

One Situation with the Greatest Effect

57. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

57. Continued ♦

What did the person(s) do during this situation?
Mark one answer for each behavior.

	Did this	Did not do this
a. Repeatedly told sexual stories or jokes that were offensive to you		
b. Referred to people of your gender in insulting or offensive terms		
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)		
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)		
e. Made offensive remarks about your appearance, body, or sexual activities		
f. Made gestures or used body language of a sexual nature that embarrassed or offended you		
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)		
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it		
i. Put you down or was condescending to you because of your gender		
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"		
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior		
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)		
m. Touched you in a way that made you feel uncomfortable		
n. Made unwanted attempts to stroke, fondle, or kiss you		
o. Treated you badly for refusing to have sex		
p. Implied faster promotions or better treatment if you were sexually cooperative		
q. Attempted to have sex with you without your consent or against your will, but was not successful		
r. Had sex with you without your consent or against your will		
s. Other unwanted gender-related behavior *(If you mark "Did this," please describe below.)*		

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 57.

58. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying?	☐	☐	☐	☐	☐
b. Offensive?	☐	☐	☐	☐	☐
c. Disturbing?	☐	☐	☐	☐	☐
d. Threatening?	☐	☐	☐	☐	☐
e. Embarrassing?	☐	☐	☐	☐	☐
f. Frightening?	☐	☐	☐	☐	☐

59. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation	☐	☐	☐	☐
b. At work (the place where you perform your military duties)	☐	☐	☐	☐
c. During duty hours	☐	☐	☐	☐
d. In the local community around an installation	☐	☐	☐	☐

60. What was the gender of the person(s) involved?

- ☐ Male
- ☐ Female
- ☐ Both males and females were involved
- ☐ Gender unknown

61. Was the person(s) involved . . . *Mark "Yes" or "No" for each.*

	Yes	No
a. Your immediate military supervisor?	☐	☐
b. Your immediate civilian supervisor?	☐	☐
c. Your unit commander?	☐	☐
d. Other military person(s) of higher rank/grade than you?	☐	☐
e. Other civilian employee(s) of higher rank/grade than you?	☐	☐
f. Your military coworker(s)?	☐	☐
g. Your civilian coworker(s)?	☐	☐
h. Your military subordinate(s)?	☐	☐
i. Your civilian subordinate(s)?	☐	☐
j. Your military training instructor?	☐	☐
k. Your civilian training instructor?	☐	☐
l. Other military person(s)?	☐	☐
m. Other civilian person(s)?	☐	☐
n. Other or unknown person(s)?	☐	☐

62. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
- ☐ Occasionally
- ☐ Frequently
- ☐ Almost every day
- ☐ More than once a day

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

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months to less than 9 months
- ☐ 9 months to less than 12 months
- ☐ 12 months or more

64. Is the situation still going on?

- ☐ Yes
- ☐ No

65. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you?	☐	☐	☐	☐	☐
b. Try to forget it?	☐	☐	☐	☐	☐
c. Tell the person(s) you didn't like what he or she was doing?	☐	☐	☐	☐	☐
d. Stay out of the person's or persons' way?	☐	☐	☐	☐	☐
e. Tell yourself it was not really important?	☐	☐	☐	☐	☐
f. Talk to some of your family about the situation?	☐	☐	☐	☐	☐
g. Talk to some of your coworkers about the situation?	☐	☐	☐	☐	☐
h. Talk to some of your friends about the situation?	☐	☐	☐	☐	☐
i. Talk to a chaplain or counselor about the situation?	☐	☐	☐	☐	☐
j. Try to avoid being alone with the person(s)?	☐	☐	☐	☐	☐
k. Tell the person(s) to stop?	☐	☐	☐	☐	☐
l. Just put up with it?	☐	☐	☐	☐	☐
m. Ask the person(s) to leave you alone?	☐	☐	☐	☐	☐
n. Blame yourself for what happened?	☐	☐	☐	☐	☐
o. Assume the person(s) meant well?	☐	☐	☐	☐	☐
p. Pray about it?	☐	☐	☐	☐	☐
q. Pretend not to notice, hoping the person(s) would leave you alone?	☐	☐	☐	☐	☐
r. Do something else in response to the situation?	☐	☐	☐	☐	☐

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? ***Mark "Yes" or "No" for each.***

	Yes	No
a. Your immediate supervisor	☐	☐
b. Someone else in your chain-of-command (including your commanding officer)	☐	☐
c. Supervisor(s) of the person(s) who did it	☐	☐
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	☐	☐
e. Other installation/Service/DoD person or office with responsibility for follow-up	☐	☐

67. Did you answer "Yes" to at least one item in Question 66?

☐ Yes ✂ **IF YES, CONTINUE WITH QUESTION 68**
☐ No ✂ **IF NO, GO TO QUESTION 74**

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

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	☐	☐	☐
b. Your complaint was/is being investigated	☐	☐	☐
c. You were encouraged to drop the complaint	☐	☐	☐
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.)	☐	☐	☐
e. No action was taken	☐	☐	☐

69. How satisfied are you with the following aspects of the reporting process?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	☐	☐	☐	☐	☐
b. Treatment by personnel handling your complaint	☐	☐	☐	☐	☐
c. Amount of time it took/is taking to resolve your complaint	☐	☐	☐	☐	☐
d. How well you are/were kept informed about the progress of your complaint	☐	☐	☐	☐	☐
e. Degree to which your privacy is/was being protected	☐	☐	☐	☐	☐

70. Is the action still being processed?

☐ Yes ✂ **IF YES, GO TO QUESTION 73**
☐ No ✂ **IF NO, GO TO QUESTION 71**

71. What was the outcome of your complaint? ***Mark "Yes," "No," or "Don't know" for each.***

	Yes	No	Don't know
a. They found your complaint to be true	☐	☐	☐
b. They found your complaint to be untrue	☐	☐	☐
c. They were unable to determine whether your complaint was true or not	☐	☐	☐
d. The outcome of your complaint was explained to you	☐	☐	☐
e. The situation was corrected	☐	☐	☐
f. Some action was taken against the person(s) who bothered you	☐	☐	☐
g. Nothing was done about the complaint	☐	☐	☐
h. Action was taken against you	☐	☐	☐

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

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

Please print

73. Did you report all of the behaviors you marked in Question 57 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

☐ Yes ✂ **IF YES, GO TO QUESTION 75**
☐ No ✂ **IF NO, CONTINUE WITH QUESTION 74**

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? ***Mark "Yes" or "No" for each.***

	Yes	No
a. Was not important enough to report	☐	☐
b. You did not know how to report	☐	☐
c. You felt uncomfortable making a report	☐	☐
d. You took care of the problem yourself	☐	☐
e. You talked to someone informally in your chain-of-command	☐	☐
f. You did not think anything would be done if you reported	☐	☐
g. You thought you would not be believed if you reported	☐	☐
h. You thought your coworkers would be angry if you reported	☐	☐
i. You wanted to fit in	☐	☐

74. Continued

	Yes	No
j. You thought reporting would take too much time and effort	☐	☐
k. You thought you would be labeled a troublemaker if you reported	☐	☐
l. A peer talked you out of making a formal complaint	☐	☐
m. A supervisor talked you out of making a formal complaint	☐	☐
n. You did not want to hurt the person's or persons' feelings, family, or career	☐	☐
o. You thought your performance evaluation or chance for promotion would suffer if you reported	☐	☐
p. You were afraid of retaliation from the person(s) who did it	☐	☐
q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it	☐	☐
r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command	☐	☐
s. Some other reason	☐	☐

75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? ***Mark "Yes," "No," or "Don't know" for each.***

	Yes	No	Don't know
a. You were ignored by others at work	☐	☐	☐
b. You were blamed for the situation	☐	☐	☐
c. People gossiped about you in an unkind or negative way	☐	☐	☐
d. You lost perks/privileges that you had before	☐	☐	☐
e. You were given less favorable job duties	☐	☐	☐
f. You were denied an opportunity for training	☐	☐	☐
g. You were given an unfair performance evaluation	☐	☐	☐
h. You were unfairly disciplined	☐	☐	☐
i. You were denied a promotion	☐	☐	☐
j. You were transferred to a less desirable job	☐	☐	☐
k. You were unfairly demoted	☐	☐	☐
l. You were mistreated in some other way	☐	☐	☐

OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. ***Mark if you "agree" or "disagree" with each of the following statements.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
If a coworker at your duty station were to do this . . .					
a. Others in the unit would not care	☐	☐	☐	☐	☐
b. The coworker would get in trouble with his or her supervisor	☐	☐	☐	☐	☐
c. Others in the unit would tell the coworker to stop	☐	☐	☐	☐	☐
d. Leadership would ignore it	☐	☐	☐	☐	☐
If another coworker were to complain about this . . .					
e. The complaint would be taken seriously	☐	☐	☐	☐	☐
f. It would be risky for the person making the complaint	☐	☐	☐	☐	☐
g. Some corrective action would be taken	☐	☐	☐	☐	☐
h. Other coworkers would treat the person who made the complaint badly	☐	☐	☐	☐	☐
i. The complaint would be ignored	☐	☐	☐	☐	☐

77. Suppose that a coworker at your duty station were to keep asking others for dates even after they have made it clear that they were not interested. ***Mark if you "agree" or "disagree" with each of the following statements.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
If a coworker at your duty station were to do this . . .					
a. Others in the unit would not care	☐	☐	☐	☐	☐
b. The coworker would get in trouble with his or her supervisor	☐	☐	☐	☐	☐
c. Others in the unit would tell the coworker to stop	☐	☐	☐	☐	☐
d. Leadership would ignore it	☐	☐	☐	☐	☐
If another coworker were to complain about this . . .					
e. The complaint would be taken seriously	☐	☐	☐	☐	☐
f. It would be risky for the person making the complaint	☐	☐	☐	☐	☐
g. Some corrective action would be taken	☐	☐	☐	☐	☐
h. Other coworkers would treat the person who made the complaint badly	☐	☐	☐	☐	☐
i. The complaint would be ignored	☐	☐	☐	☐	☐

78. Suppose that a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. ***Mark if you "agree" or "disagree" with each of the following statements.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
If a supervisor at your duty station were to do this . . .					
a. Others in the unit would not care . . .					
b. The supervisor would get in trouble with his or her supervisor					
c. Others in the unit would tell the supervisor to stop					
d. Leadership would ignore it					
If a coworker were to complain about this . . .					
e. The complaint would be taken seriously					
f. It would be risky for the person making the complaint					
g. Some corrective action would be taken					
h. Other coworkers would treat the person who made the complaint badly					
i. The complaint would be ignored					

PERSONNEL POLICY AND PRACTICES

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

	Don't know	No	Yes
a. Senior leadership of my Service			
b. Senior leadership of my installation/ship . .			
c. My immediate supervisor			

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

☐ Yes ✂ **IF YES, CONTINUE WITH QUESTION 81**
☐ No ✂ **IF NO, GO TO QUESTION 83**

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

☐ TIMES

82. My Service's training . . . ***Mark if you "agree" or "disagree" with each of the following statements.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered sexual harassment					
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole					
c. Teaches that sexual harassment makes it difficult for individual Service members to perform their duties					
d. Identifies behaviors that are offensive to others and should not be tolerated					
e. Gives useful tools for dealing with sexual harassment					
f. Makes you feel it is safe to complain about unwanted, sex-related attention					
g. Provides information about policies, procedures, and consequences of sexual harassment					

83. To what extent is/are . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
IN YOUR UNIT/WORK GROUP					
a. Policies forbidding sexual harassment publicized?					
b. Complaint procedures related to sexual harassment publicized?					
c. Complaints about sexual harassment taken seriously no matter who files them?					
d. Enlisted members required to attend formal sexual harassment training? .					
e. Officers required to attend formal sexual harassment training?					
f. Leaders consistently modeling respectful behavior to both male and female personnel?					
g. Male supervisors asking female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates?					

◆ **83. Continued**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
ON YOUR INSTALLATION/SHIP					
h. Policies forbidding sexual harassment publicized?					
i. Complaint procedures related to sexual harassment publicized?					
j. Complaints about sexual harassment taken seriously no matter who files them?					
k. There a specific office with the authority to investigate sexual harassment complaints?					
l. Enlisted members required to attend formal sexual harassment training?					
m. Officers required to attend formal sexual harassment training?					
n. Leaders consistently modeling respectful behavior to both male and female personnel?					
IN YOUR SERVICE					
o. An advice/hotline available for reporting sexual harassment complaints?					

84. Do you think sexual harassment is more of a problem inside the military or more of a problem outside the military?

- More of a problem inside the military
- More of a problem outside the military
- Same/no difference

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

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

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

- Don't know, you have been in the military less than 4 years
- Less of a problem today
- About the same as 4 years ago
- More of a problem today

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

- Don't know, you have been in the military less than 4 years
- Much less often
- Less often
- About the same
- More often
- Much more often

88. Would you like to know the results of this survey? ***If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.***

Please print

89. On what date did you complete this survey?

COMMENTS

90. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.

THANK YOU FOR YOUR TIME AND ASSISTANCE

Data Recognition Corp.-G2070-3029-54321

Appendix B

Standardized Survey Measure of Sexual Harassment

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

PERSONNEL AND READINESS

MAR 12 2002

MEMORANDUM FOR ASSISTANT SECRETARY OF ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF AIR FORCE (MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Standardized Survey Measure of Sexual Harassment

The need for a standardized approach for measuring sexual harassment became apparent in 1996 when we published the results from the DoD-wide 1995 Sexual Harassment Survey (SHS). At that time, there was confusion because the sexual harassment rates reported were different from the numbers obtained from Service-specific surveys. We learned that the difference primarily was due to variations in the survey methods used to measure sexual harassment. A paper summarizing the different survey methods is at Tab 1.

In 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) tasked the Services and Defense Manpower Data Center (DMDC) to develop a standardized approach that could be used on both DoD-wide and Service-specific surveys. A copy of the minutes from the first meeting, and a list of those who attended, are at Tab 2. For over two years, work on the project was reviewed by Service and DMDC representatives on the Joint-Service Inter-Service Survey Coordinating Committee (ISSCC). A list of ISSCC representatives is at Tab 3.

The new "standard measure" of sexual harassment is ready for fielding on DoD-wide and Service-specific surveys. I ask that you transmit this approach (at Tab 4) to those who manage your personnel survey programs. This method must be used in all DoD-wide and Service-wide surveys that include sexual harassment measurement. The use of this method in unit-specific assessments of sexual harassment is optional. If you have questions, please contact Dr. Anita R. Lancaster at (703) 696-5837.

David S. C. Chu

Attachments:
As stated

TAB 1

DEPARTMENT OF DEFENSE 1995 SEXUAL HARASSMENT SURVEY INFORMATION PAPER

WHY SEXUAL HARASSMENT RATES DIFFER

Background

In 1995, the Department of Defense (DoD) conducted a study to collect information on military members' attitudes, opinions, and experiences regarding sexual harassment. The overall purpose was to determine how sexual harassment and gender issues in DoD had changed since 1988, when the first DoD-wide survey was conducted. In addition to collecting data for 1988-1995 comparisons, DoD wished to obtain information to broaden its understanding of sexual harassment and gender issues in the 1995 military environment. Thus, many new items were included to provide information about members' perceptions of training effectiveness, the complaint system, retaliation, sexual harassment policies, and so on. During the period from mid-February to mid-September 1995, surveys were sent to over 90,000 active-duty military members in the Army, Navy, Marine Corps, Air Force, and Coast Guard.

Three surveys were used in the study. The first, Form A, replicated a 1988 DoD-wide survey that produced the first baseline data on sexual harassment in the active-duty military. The sole purpose of administering the Form A survey was to permit comparisons of sexual harassment incident rates between 1988 and 1995. No other results were calculated from this survey. About 30,000 people received Form A and about 13,600 completed it, for a response rate of 46 percent.

The second survey, Form B, differed from the first in three major characteristics. It provided (1) a considerably expanded list of potential harassment behaviors that respondents could report (25 different kinds of incidents versus the 10 used in Form A); (2) an opportunity to report on experiences that occurred outside normal duty hours, not at work, and off the base or installation; and (3) measures of service members' perceptions of related issues such as the complaint process and training. Thus, Form B provided a considerably expanded opportunity for service members to report on sexual harassment experiences and related topics. Because detailed analyses of Form B were planned, about 50,000 people received it and about 28,300 completed it, for a response rate of 58 percent.

The third survey, Form C, was administered to a small sample of active-duty members for research purposes, to aid in making the transition to only one form (Form B) in future research. No results were calculated from this survey. Form C was mailed to about 9,500 people and about 5,300 completed it, for a response rate of 56 percent. No individual received more than one survey.

During approximately the same time period as the 1995 DoD Sexual Harassment Survey, the Navy conducted the 1995-96 Naval Equal Opportunity/Sex Harassment (NEOSH) survey. The NEOSH survey asks respondents about a set of sexual harassment behaviors much like the list of behaviors used in Form A of the DoD survey. Both lists are modeled after a Merit Systems Protection Board survey. The NEOSH survey was administered to about 9,800 Naval personnel and about 3,900 people completed it, for a response rate of 40 percent.

Differing Rates

Based on responses to Form A of the 1995 DoD survey, 55 percent of military women experienced one or more incidents of unwanted sex-related attention while at work during the preceding 12 months. Based on responses to Form B, 78 percent of women experienced incidents of unwanted sex-related attention that might be considered as potentially sexual harassment. Because Form B presents a much longer list of behaviors that might be considered sexual harassment than the Form A list, as well as a broader set of circumstances (e.g., off-base, off-duty), the higher rate for Form B is not surprising.

However, in the 1995-96 NEOSH survey, only 27 percent of Navy women (29 percent of enlisted and 15 percent of officers) responded "Yes" to the question "During the past year, have you been sexually harassed (a) while on duty? or (b) on base or ship while off duty?" Therefore, the incident rate from the NEOSH survey is considerably lower than the DoD surveys. Most important, the NEOSH rate is lower than the DoD Form A rate, despite the fact that both surveys used similar lists of behaviors. This disparity cannot be attributed to differences between Navy women and women from other services since reported harassment across services is about the same for women. Fifty-three percent of Navy women who filled out the DoD Form A survey reported at least one incident of possible sexual harassment during the previous year.

The question that naturally arises is: Why are these rates so different? Considering that both the NEOSH and the DoD Form A surveys employ a similar list of sexual harassment behaviors, why is the NEOSH rate only 27 percent, while the DoD rate is 53 percent for Navy women?

The differences are largely explained by the survey methodologies in defining sexual harassment. The questionnaire designs produce different contexts for the questions being asked and the methods of asking tend to produce different estimates.

Survey Design and Query Methods

The measurement of sexual harassment can be performed with a variety of approaches that have appeared in the research literature. Two main approaches have been used that produce lower bound and upper bound estimates. The *direct-question* approach asks respondents if they have experienced sexual harassment during some specified time frame (e.g., 12 months) and tends to produce a lower bound estimate. A more common approach, called the *behavior-list* approach, presents respondents with a list of specific, sex-related behaviors and asks them if they have experienced these behaviors during the specified time frame. This approach tends to produce an upper bound estimate when used with an extensive list of behaviors.

Civilian research and DMDC field tests show that respondents often consider many factors (e.g., their relationship to the perpetrator, their perception of the perpetrator's intent, and their own ideas about the culture of the environment), in addition to the behavior, before labeling an experience as sexual harassment. Consequently, the set of behaviors which are reported as unwanted, inappropriate, and sex-related appears to be much larger than the set of behaviors which many respondents label as sexual harassment. Research on active-duty Navy personnel has shown

that the behavior-list method results in a considerably higher sexual harassment incidence rate than the direct-question approach.

DoD Definition

The 1995 DoD survey (both Form A and Form B) used the behavior-list approach to the question of sexual harassment. That is, respondents were not directly asked if they had experienced sexual harassment. Rather, they were presented with a list of behaviors that might be considered sexual harassment and asked to indicate which, if any, they had experienced. Respondents who reported any one of the behaviors were included in calculating the percentage who had experienced some form of sexual harassment.

The DoD approach of calculating an overall rate of sexual harassment as the percentage of respondents who experience one or more of the behaviors defines sexual harassment from a behavioral basis. This method thus includes the experiences of some respondents who might be unwilling to label certain behaviors as sexual harassment. The behavior lists in the DoD surveys include some less offensive behaviors (e.g., whistles) which respondents might not regard as sexual harassment. The lists also include actual and attempted rape and sexual assault, which respondents probably do not consider sexual harassment per se--indeed, those behaviors are far more egregious. Therefore, the DoD approach tends to produce an upper bound estimate that is limited only by the comprehensiveness of the behavior list.

NEOSH Definition

The NEOSH survey defined sexual harassment using the direct-question method. Respondents were asked directly whether they had been sexually harassed in the previous year. Only those respondents who indicated they had experienced sexual harassment went on to answer the questions about the specific behaviors involved. Those who did not indicate sexual harassment were skipped to a subsequent section of the questionnaire.

Therefore, those respondents who experienced unwanted sex-related behavior, but who did not conclude it was sexual harassment *before* answering what kind of behavior(s), were not included in the percentage calculated from the NEOSH responses. In the NEOSH approach, the respondents had to first make a decision about whether they had been harassed, not just whether they had experienced any of the behaviors.

In screening respondents this way, the NEOSH survey is quite different from the DoD survey. For one thing, the NEOSH probably excludes both mild forms of objectionable behavior (e.g., whistles) and severe forms (e.g., rape), thereby resulting in a lower estimate of occurrence than that found in the DoD survey which includes them. In fact, the NEOSH includes a separate question on rape later in the questionnaire. In addition, some respondents will be unclear on what constitutes sexual harassment. Therefore, some occurrences of probable sexual harassment will not be included because these respondents are unsure or reluctant to call their experience(s) sexual harassment.

The direct-question method of the NEOSH is therefore conservative. It excludes from the count those respondents who are uncertain or confused regarding the definition of sexual

harassment. Similarly, the NEOSH methodology for defining sexual harassment is likely to exclude extreme behaviors in the category of assault and rape. The latter may not be regarded by most respondents as harassment but as something far more serious and deserving of a better descriptor. For all of the above reasons, the NEOSH estimate of women experiencing sexual harassment will tend to be the lower bound estimate. This lower bound estimate does not have the problem of the behavior-list method from uncertainty in how comprehensive a behavior list is used. However, this method is subject to a problem that people's understanding of what is harassment changes over time and this method does not allow for such changes to be measured.

Summary and Conclusions

Although response rate differences and sampling error probably account for some of the disparity between the NEOSH and DoD rates, it is clear there is one main issue—the two surveys are quite dissimilar. While both are measuring levels of sexual harassment, they approach the problem with very different methodologies and questionnaire designs. The underlying definitions of sexual harassment are tied to the methodologies and designs.

The two surveys have very different approaches to eliciting the response that an individual has experienced sexual harassment, one filtering out respondents and one broadening the opportunities to report harassment. The NEOSH first asks whether the respondent has been sexually harassed. Those responding "Yes" are then asked to answer the behavior questions. The lead item, therefore, acts as a screening question for the behavior items. Only those respondents who reported sexual harassment are asked to define this harassment through a list of behaviors. The DoD questionnaire takes the opposite approach. Respondents are asked whether they experienced any of the types of unwanted sex-related attention in the list. This broadening of the definition prompts respondents to report behavior they might not otherwise regard as sexual harassment. By contrast, the NEOSH survey, without any prompting, screens out respondents at the beginning who say they have not experienced sexual harassment. The DoD questionnaire design thus estimates upper-bound rates of reporting sexual harassment, while the NEOSH questionnaire design estimates lower-bound rates.

The end result is that the DoD definition, by using a list of unwanted sex-related behaviors without labeling them "sexual harassment," is more inclusive than the NEOSH definition which requires the respondents to categorize themselves as sexually harassed before marking a list of behaviors. Differences of this type will invariably result in different estimates. It is not possible to make direct comparisons of the incidence rates between the NEOSH and the DoD surveys. Nor is it possible to recalculate either rate to make the numbers match. They are based on different definitions.

TAB 2

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22 FEB 1999

MEMORANDUM FOR RECORD

SUBJECT: Standardization of Sexual Harassment and Discrimination Survey Measures

The Standardization of Sexual Harassment and Discrimination Survey Measures meeting was held on 19-20 November 1998, at 1400 Key Blvd, Arlington, VA. Dr. Anita Lancaster, Defense Manpower Data Center (DMDC), welcomed attendees and Mr. William Leftwich, Deputy Assistant Secretary of Defense for Equal Opportunity, provided opening remarks. The list of attendees is at **Tab A**, the agenda is at **Tab B**, and meeting handouts provided by DMDC to each attendee are at **Tab C**.

Introductory Statements

Mr. Leftwich reviewed the purpose of the meeting – to identify a survey method for measuring sexual harassment that is acceptable to all Services and the Department of Defense (DoD). Mr. Leftwich indicated it was difficult to provide Congress and external agencies consistent data on sexual harassment rates because the Services and DoD use quite different survey methods to obtain those data. Since the survey methods vary significantly, inconsistent incidence rates are obtained. The reporting of these disparate numbers not only creates confusion, but also creates an appearance that the Services and DoD are not being truthful in their reporting of sexual harassment. Mr. Leftwich indicated it was time for the Services and DoD to adopt survey methods that would ensure that sexual harassment data are being collected in a uniform way.

COL Curtis Taylor, Director for Military Equal Opportunity, ODASD(EO), stressed the importance of resolving those differences that prevent the Services and DoD from constructing and implementing a standardized measure of sexual harassment. He indicated equal opportunity (EO) should not be treated as a minor concern. Rather, EO is an important issue in retaining quality people and building excellent military programs. COL Taylor pointed out that the recent worldwide EO conference addressed the importance of an integrated approach to these issues. He said the reason for meeting to develop a standard measure used by all of the Services was not to discard what had already been developed, but to identify the best practices for the measurement of sexual harassment. Noting that the Sexual Harassment and Unprofessional Relationships Process Action Team (SHURPAT) had recommended the use of common survey measurement methods, COL Taylor indicated the Services now must determine how to implement operationally that recommendation.

Mr. James Love, Deputy Director, Military Equal Opportunity, noted that there are many EO surveys being fielded and that there should be coordination of the Service-specific and DoD-wide EO surveys. He encouraged the Services and DoD to develop a schedule so that overlap

among surveys could be identified. He also indicated that DoD needs timely information on the effectiveness of training and actions taken to prevent/respond to EO complaints.

Survey Methods

Dr. Lancaster indicated that several survey methodological issues inhibit common measurement of sexual harassment. She outlined several issues requiring discussion and/or resolution: use of the direct question approach versus a behavioral list, use of shorter versus longer behavioral lists, how to count those who had experienced sexual harassment, and research on the labeling of experiences as sexual harassment.

(a) Use of a direct question approach (one item) versus a behavioral list approach (multiple items) – Some instruments use one item to assess harassment (e.g., "Have you been sexually harassed") while others assess this with lists of behavioral items (e.g., "... individuals ... repeatedly told sexual stories or jokes that were offensive to you").

(b) Shorter versus longer behavioral lists – It its 1995 Gender Issues Survey—Form B (hereinafter referred to as the DMDC survey), DMDC used a 25-item behavioral list (question 71) to indicate sexual harassment. This behavioral list is longer than that used by the Services (except the Army, which recently adopted DMDC's list). There needs to be consensus on how long that list should be, since the length of the list can influence incidence rates (generally, the longer the list of behavioral items, the higher the rates). The behavioral list used by the Merit System Protection Board (MSPB) in the 1980s (and used by DMDC in 1988 and by some of the Services in their surveys) did not include items reflecting "quid pro quo" or sexist behaviors. Dr. Lancaster indicated that we need a list of behaviors that reliably reflects the spectrum of sexual harassment behaviors. It should not be a potpourri of items consolidated from different behavioral lists; rather, the list and its length can be empirically determined from preexisting research.

(c) Counting – Dr. Lancaster indicated that senior DoD officials always will want to know to what extent sexual harassment is occurring and whether or not it continues to be a problem over time. Thus, how we calculate or "add up" the sexual harassment counts is important and must be resolved for Service-specific and DMDC surveys to be consistent in reporting results.

(d) Labeling – Whether a respondent labels a particular experience sexual harassment varies from individual to individual. Dr. Lancaster indicated there is evidence that, when some respondents see a survey section labeled "Sexual Harassment," or are asked one question, "Have you experienced sexual harassment," they react to the label of "sexual harassment" and may skip out of the entire section. Research on the "self-labeling" of sexual harassment suggests that in most populations surveyed, only half of those who check items off a behavioral list may indicate the behaviors constituted sexual harassment. However, new research examining outcomes (such as health, psychological well-being, and job satisfaction) indicates that women experiencing comparable amounts of sexual harassment behavior report negative outcomes regardless of whether or not they label what occurred as sexual harassment.

ARMY. Dr. Morris Peterson from the Army Research Institute for the Behavioral and Social Sciences presented information on the Army's approach to tracking sexual harassment and racial/ethnic harassment and discrimination. His handouts are at **Tab D**. Dr. Peterson briefly recounted the history of the Sample Survey of Military Personnel (SSMP) from its first administration in 1943 to current biannual surveys. Dr. Peterson noted that findings from recent administrations indicate that the incidence of sexual harassment is decreasing, and that strong leadership is related to a lower incidence of sexual and racial/ethnic harassment and discrimination. These trend data have been derived from use of the direct question approach, although the behavioral list approach is now included in the SSMP.

In the Spring 1998 SSMP, the Army included a section entitled "Gender-Related Experiences" which included items from question 71 on the DMDC survey. Later in that questionnaire, respondents were asked "During the last 12 months, have YOU been sexually harassed by someone where you work (in the Army)? MARK ONE." There were five response categories: "No"; "Yes, 1 time"; "Yes, 2 times"; "Yes, 3 times"; and "Yes, 4 or more times." Respondents who marked any of the "Yes..." choices were considered sexually harassed. Using this direct question approach resulted in 24% of Army females indicating they had been sexually harassed. As explained earlier, this direct question approach produced a "lower bound" percentage compared to the results obtained from the DMDC survey which employed the behavioral list approach.

Dr. Peterson indicated that the Army: (a) supports the use of a short set of core items for obtaining data to calculate official sexual harassment incidence rates and (b) supports the Services retaining the option to include additional items which examine other issues related to sexual harassment. The Army does not support requiring small surveys (e.g., unit climate surveys) to use the core items.

Other Army representatives also recommended reviewing the items in question 71 of the DMDC survey for redundancy and, where possible, eliminating overly negative wording (i.e., use a positive focus wherever feasible). Also, Army representatives recommended separating rape and attempted rape from the count of sexual harassment since these are considered (and litigated as) criminal offenses and not sexual harassment for active duty military personnel.

NAVY. Dr. Paul Rosenfeld from the Navy Personnel Research and Development Center presented the survey approach taken by the Navy and Marine Corps to assess sexual harassment. His handouts are at **Tab E**. In addition, Dr. Rosenfeld demonstrated the Command Assessment Team Survey System (CATSYS) used by the Navy since 1993 to assess EO and sexual harassment at the command level. The comparable tool for the Marine Corps, the Marine Corps Command Assessment Survey System (MCCAS), was developed in 1995 and has since been implemented throughout the USMC.

The Navy/Marine Corps presentation described five concerns about creating and implementing a standard measure of sexual harassment: the loss of historical data (the Navy has been tracking sexual harassment for a decade), comparison of Service-wide and unit survey results, timeliness of results, need for Service-specific questions, and potential impact on the Navy and Marine Corps. In later discussions, other issues were also raised. The Navy/Marine

Corps asserted that the current behavioral list in the DMDC survey is too long for incorporation into their surveys. A goal for the Navy and Marine Corps would be to minimize the number of items, to the extent possible, that must be added to their already comprehensive Navy Equal Opportunity Sexual Harassment Survey and Marine Corps Equal Opportunity Survey. These Services also support excluding items on rape and attempted rape from the sexual harassment incident rate. There is concern, however, about the placement of the direct question item ("Have you been sexually harassed?") which is item 52 on the Army's current SSMP and item 72 on the DMDC survey. The Navy/Marine Corps also noted that we must decide whether/how we will use question 84 from the DMDC survey (severity of the behavior ranging from annoying to threatening) in defining sexual harassment. The Navy is also concerned about how to keep a baseline against which to make comparisons over time. COL Phillip Torres (USMC) expressed reservations about development and use of a standardized measure by the USMC.

AIR FORCE. MAJ Brent Bailey and MSgt Mark Dallaire provided an overview of Air Force unit command assessments by discussing the Equal Opportunity and Treatment Unit Climate Assessment Survey and the policy guiding its implementation. Their handouts are at **Tab F**. Similar to the Coast Guard and Reserve Components, the Air Force does not collect Service-level data on EO and has relied primarily on DMDC surveys for these data.

The Air Force indicated it supports the use of core items from the DMDC survey, but is concerned about how counting issues will be resolved and that the standardized measure not be lengthy. Another concern is identifying what types of behaviors should be included in the core list, but not used in the count of those who had been sexually harassed. The Air Force supports keeping "sexist behaviors" in the standard measure but reminded attendees that we need a better, clearer definition of sexual harassment to guide how we decide to count people. For example, since rape and attempted rape are not considered sexual harassment for active duty military members, the Air Force supports including the criminal items (rape/attempted rape) on surveys, but not counting them as sexual harassment.

COAST GUARD. The Coast Guard reported it does not collect Service-level data on sexual harassment or racial/ethnic harassment and discrimination. It uses and plans to continue to use the DMDC surveys and findings as its source of data on EO. The Coast Guard supports the use of core questions.

RESERVE COMPONENTS. On Thursday, COL Steven Fisher (OASD-Reserve Affairs) represented the Reserves. Colonel Fisher indicated that the Reserve Components wish to be included in all Service surveys as a reflection of the total force concept. The Reserves supported the use of core questions from the DMDC survey with only minor modifications. DMDC personnel noted that the Office of the Assistant Secretary of Defense for Reserve Affairs has planned an omnibus survey of its service members and spouses for the year 2000. Whether or not the topic of sexual harassment will be covered on this survey is yet to be determined.

LTC James Calandro represented the National Guard Bureau and recommended that the National Guard also be included in Service-wide data collections. LTC Calandro also asked that researchers examine how survey items are used to determine the impact of sexual harassment on the target's career and to modify or improve them as necessary.

DOD FINDINGS AND PLANS. Dr. Anita Lancaster (DMDC) presented an overview of findings from the DMDC survey. Dr. Jacquelyn Scarville (DMDC) presented an overview of the development of the 1996 Equal Opportunity Survey and provided the factor structure used in the analyses. Copies of the surveys are at **Tab G**.

Summary of Concerns Regarding the Development and Implementation of a Standard Measure of Sexual Harassment

Overall, there were at least six concerns expressed regarding the development of a new measure of sexual harassment:

(a) Length – Some view the behavioral list (question 71) on the DMDC survey as too long for inclusion in the Services' survey instruments. The Services asked if a shorter version could be developed based on empirical analyses by the DMDC staff and its contractor.
(b) Rape and attempted rape – The Services indicated that items that represent criminal behavior (rape and attempted rape) should be used in questionnaires on sexual harassment but should be reported separately from behaviors that clearly constitute sexual harassment.
(c) Redundancy – The Services asked if items in the behavioral list (question 71) on the DMDC survey are redundant and if any can be eliminated.
(d) Phrasing – Army representatives asked if items in question 71 of the DMDC survey could be reexamined to ensure they are not unnecessarily negative.
(e) Transition – Currently, at least two Services (Navy and Marine Corps) use a shorter list of behaviors to measure sexual harassment. Transitioning to the newly developed measure will require planning and preparation.
(f) Counting – The Services and DMDC agree that we need to decide how to count/report those who experience sexual harassment. We need to decide whether to count incidents occurring only at work (currently done by Army) or incidents occurring on the installation/ship (Navy/Marine Corps). In addition, we need to decide whether to include incidents occurring off-base involving other military personnel (Air Force). Finally, we need to decide whether to count as sexually harassed those who check items on the behavioral list but then indicate that what they experienced did not constitute sexual harassment. This issue is tied to an examination of recent research on self-labeling. Lastly, if the method ultimately selected for counting differs from past Service or DoD-wide approaches, or if the list of behaviors used in the 1995 DMDC survey is altered, we need to determine whether we can recalculate any of the former incidence rates using the new method.
(g) Use of core questions – The Services and DMDC will need to agree on which surveys will use the core questions and whether the core questions will be used only when data are collected for external reporting and an official number is required (e.g., for the Office of the Secretary of Defense or Congress).

DMDC Proposal

On Friday, Drs. Elig and Lancaster proposed a method of measuring sexual harassment on surveys. A copy of the proposal is at **Tab H**. The proposal includes the following:

(a) DMDC will pursue development of core questions from items 71a-x on the DMDC survey. Every effort will be made to determine if the list can be shortened and whether redundancies and negative phrasing can be eliminated and reduced. Although the rape and attempted rape items will continue to be included on the behavioral list, they will not be included in the sexual harassment incidence rate. Researchers at the University of Illinois will examine the items to determine empirically (perhaps performing an Item Response Theory analysis) which items can be eliminated without affecting the reliability of the measure and its factor structure.
(b) DMDC will pursue development of a method for counting who is sexually harassed. One approach meeting attendees discussed was reporting incidence rates for 3 factors: crude/offensive behaviors (items 71a-d, f, g, l, m); unwanted sexual attention (items 71o, p, s-v), and sexual coercion (items 71o, p, s-v). The items reflecting sexist behavior (items 71e, h, i, k) and rape and attempted rape (items 71w, x) could be considered as "other gender-related incidents."
(c) The section of surveys containing the core questions will be labeled "Gender-Related Experiences." The label "sexual harassment" would not be used on any surveys designed to report sexual harassment incident rates until after a respondent had filled out the behavioral list. The Services could add additional items after the core questions. On command climate surveys, the Services would not be required to use the core questions.
(d) DMDC will examine whether the standard measure could be enhanced by including an indicator of severity (item 84 on the DMDC survey) or other items which describe the one situation with the greatest effect on the respondent.

Reactions to the Proposal

After the proposal was presented to meeting attendees, representatives from each Service met in small groups to formulate reactions.

(a) Air Force – The Air Force concurred with the proposal with one exception. It considers items in the "sexist behavior" factor as sexual harassment and believes these items should be used for counting purposes and included in the core measure of sexual harassment measure. Also, Air Force representatives asked that DMDC review its data on item 71h. Should it be considered part of the crude/offensive behavior subscale of sexual harassment since its factor loading is not entirely clear? The Air Force also indicated that keeping questions 73 (the situation with the greatest effect on the target) and 84 were critical. The Air Force supports including items on rape and attempted rape in surveys, but not including data from these items in the calculation of sexual harassment incidence rates.
(b) Army – The Army raised concerns about how to calculate the overall incident rate. There were concerns about the use of questions 73 and 84 from the DMDC survey

and whether these questions were to be used in the calculation of incident rates. The Army prefers that question 72 be used as a screener in conjunction with questions 73 and 84 to determine incidence rates. Army representatives emphasized that the Services must be involved in the construction of a sexual harassment measure for calculation of incident rates. In addition, Army representatives stressed the need to clarify instructions to respondents regarding the location of the incident (e.g., "where you work" "on/off duty"; "on/off base"). The Army indicated DMDC might consider breaking the behavioral list in question 71 into pieces (perhaps 3 pieces to correspond with each factor).

(c) Reserves – Instructions to respondents regarding the location of the incident ("where you work" "on/off duty"; "on/off base") may have somewhat different interpretation to Reservists and will need clarification. The wording must be tailored to indicate that respondents should consider events occurring in their military environment and in their military jobs.

(d) Navy – Navy/Marine Corps representatives noted that the number of items contained in the core measure is not a trivial issue and has cost implications. They also suggested that perhaps racial/ethnic discrimination and sexual harassment be examined in one survey. These representatives suggested that the sexist behavior items be omitted from the core measure and that the Services be allowed to omit these items from their surveys for internal use. Therefore, the core items would be those questions on the crude/offensive behavior, unwanted sexual attention, and sexual coercion factors. Another issue concerned the names of Navy/Marine Corps surveys. These Services felt it was important to retain the current names of their surveys (i.e., NEOSH—Navy Equal Opportunity and Sexual Harassment Survey). They also pointed out that gender-integrated training is an important, current issue and DMDC's use of the survey title "Gender Issues" may be confusing to some respondents. The Navy and Marine Corps will use their approach in their current administration of EO surveys. They agreed to implement the standardized measure after the next administration of the DMDC sexual harassment survey and after results from that survey have been released. This will establish the new methodology and also provide comparison information.

(e) Coast Guard – The Coast Guard supported retaining question 72 from the DMDC survey, and expressed a preference for use of the title "Gender-related Experiences" in the section where the core questions appeared. The Coast Guard also expressed support for the use of items from the 3 factors (named in the proposal) for counting those who experienced sexual harassment.

Attendees concluded the meeting with a review of the major points of the proposal and expressed the belief that considerable progress toward standardization of survey sexual harassment measurement and reporting had been made. In summary, the Air Force and Coast Guard indicated they would continue to rely on the DMDC survey as their measure of sexual harassment and asked that it be conducted on a regular basis so that Service-specific needs for the data could be met. The Army indicated it already had begun to include the behavioral list from the DMDC survey in its own biannual survey and would work with DMDC to ensure a smooth transition to a common approach. The Navy and Marine Corps, which had been using the direct question approach, agreed to use the standardized approach after completion of its next

wave of surveys and in concert with the next administration of the DMDC survey. Marine Corps representatives stressed the importance of DMDC adopting a regular schedule of survey administration and prompt release of survey results to the Services.

The meeting adjourned at 1200 on 20 November 1999.

Anita R. Lancaster
Assistant Director

Attachments
As stated

TAB 3

Inter-Service Survey Coordination Committee

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TAB 4

STANDARDIZED APPROACH TO SURVEY MEASUREMENT OF SEXUAL HARASSMENT

BACKGROUND

Historically, there have been dramatic differences in how the Department of Defense (DoD)-wide and Service-wide surveys of gender issues measure sexual harassment. For example, two major approaches that produce widely disparate results are: (1) the use of behavioral lists where respondents check specific behaviors they have experienced; and (2) the use of a direct question – Have you experienced sexual harassment (yes/no). The use of varying survey measures of sexual harassment led to the reporting of inconsistent incident rates for the DoD.

In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve Component representatives to review existing measures and make recommendations for a standardized method for use in both Service-wide and DoD-wide surveys. Based on this input and extensive analyses of existing survey data, the Defense Manpower Data Center (DMDC) developed a standardized measure that addresses the Service concerns while being technically sound and defensible. The resulting measure consists of two survey questions, based on 19 behavioral items. These two questions represent the "DoD Sexual Harassment Core Measure" for any future surveys that will be used to report individual Service, Reserve Component, or overall DoD sexual harassment incident rates.

The measure and implementation guidance are contained in the following sections.

MEASURE

Nineteen behaviorally based items make up the core of the measure (attached). These behaviors are intended to represent a continuum of unprofessional, gender-related behaviors--not just sexual harassment--along with an open item for write-in responses of "other gender-related behaviors." This continuum includes sexist behavior (b, d, g, and i), sexual harassment (a, c, e, f, h, j, k, l, m, n, o, and p) and sexual assault (q and r). The sexual harassment behaviors can be further categorized as crude/offensive behaviors (a, c, e, and f), unwanted sexual attention (h, j, m, and n), and sexual coercion (k, l, o, and p). The 12 sexual harassment behaviors are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

In Question 1, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from "Never" to "Very often." Question 1 has two stems – for use in surveys with Active-duty or Reservist Component personnel. These slight variations in stems are necessary to properly set the stage for the two unique populations (i.e., full-time versus part-time participation). This variation in stems is the sole difference in the measures for Active and Reserve Component members.

The second and final question in the DoD Core Measure of Sexual Harassment asks the respondents to indicate whether they considered behaviors to be sexual harassment (i.e., none, some, all). This question is used in calculating the incident rate for overall sexual harassment. Specific details on counting rates of incidents will follow in separate guidance.

IMPLEMENTATION

The core measure reported here will be used in all future Service-wide or DoD-wide surveys measuring sexual harassment. Additional stipulations for using the DoD Core Measure of Sexual Harassment include:

- The Core Measure will be presented in the same fashion as appears in the attachment to include "introductory boxes," response scales, etc. The applicable stem for Question 1 will be used to match the population to be sampled (i.e., Active or Reserve). The term "sexual harassment" will NOT appear anywhere prior to the Core Measure.
- Use of this measure does not preclude the individual Services or Reserve Component from asking additional questions on other issues related to sexual harassment after the Core Measure.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

Active Component Introduction

1. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

   How often during the past 12 months have you been in situations involving

   Military Personnel

   on- or off-duty

   on- or off-installation or ship; and/or

   Civilian Employees and/or *Contractors*

   In your workplace or on your installation/ship

   where one or more of these individuals (of either gender) . . .

Reserve Components Introduction

In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past *12 months, while in paid status,* have you been in situations involving *military personnel or civilians/contractors employed by the military* where one or more of these individuals (of either gender)...

	Very Often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or joke that were offensive to you?	X	X	X	X	X
b. Referred to people of your gender in insulting or offensive terms?	X	X	X	X	X
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	X	X	X	X	X
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?	X	X	X	X	X
e. Made offensive remarks about your appearance, body, or sexual activities?	X	X	X	X	X
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	X	X	X	X	X
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?	X	X	X	X	X
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	X	X	X	X	X
i. Put you down or was condescending to you because of your gender?	X	X	X	X	X
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	X	X	X	X	X
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	X	X	X	X	X
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	X	X	X	X	X
m. Touched you in a way that made you feel uncomfortable?	X	X	X	X	X
n. Made unwanted attempts to stroke, fondle, or kiss you?	X	X	X	X	X
o. Treated you badly for refusing to have sex?	X	X	X	X	X
p. Implied faster promotions or better treatment if you were sexually cooperative?	X	X	X	X	X
q. Attempted to have sex with you without your consent or against your will, but was not successful?	X	X	X	X	X
r. Had sex with you without your consent or against your will?	X	X	X	X	X
s. Other unwanted gender-related behavior? (*Unless you mark "Never," please describe below.*)	X	X	X	X	X

Please print.

2. **Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sexual harassment?**

   a. ☒ None were sexual harassment

   b. ☒ Some were sexual harassment; some were not sexual harassment

   c. ☒ All were sexual harassment

   d. ☒ Does not apply—I marked "Never" to every item in the previous question

Appendix C

Survey Method For Counting Incidents of Sexual Harassment

UNDER SECRETARY OF DEFENSE
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WASHINGTON, D.C. 20301-4000
APR 2 8 2002

PERSONNEL AND READINESS

MEMORANDUM FOR ASSISTANT SECRETARY OF ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF AIR FORCE (MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Survey Method for Counting Incidents of Sexual Harassment

For the past several years, the Department has been developing a standardized approach for measuring sexual harassment on personnel surveys. This has involved both developing a core set of items that would be used on all surveys and a method for counting incidents of these types of behaviors.

On March 12, 2002, I sent you guidance on the core set of items that will be used in all personnel surveys. We now have completed our work on the method for counting incidents and it is ready for implementation. To ensure this information and the earlier guidance are integrated, we combined them into one document (Tab 1). This document represents the culmination of efforts by Service and DoD representatives to develop a core measure that: a) separates behaviors indicative of sexual harassment from other unprofessional, gender-related behaviors, and b) includes a standardized approach to counting incidents.

I ask that you transmit this guidance to those who manage your personnel survey programs. This measurement approach must be used in all DoD-wide and Service-specific surveys that include sexual harassment measurement. The use of this method in unit-specific assessments of sexual harassment is optional. If you have questions, please contact Dr. Anita R. Lancaster at (703) 696-5837.

David S. C. Chu

Attachments:
As stated

STANDARDIZED APPROACH TO SURVEY MEASUREMENT OF SEXUAL HARASSMENT

BACKGROUND

Historically, there have been dramatic differences in how the Department of Defense (DoD)-wide and Service-wide surveys of gender issues measure sexual harassment. For example, two major approaches that produce widely disparate results were: (1) the use of behavioral lists where respondents check specific behaviors they have experienced; and (2) the use of a direct question – Have you experienced sexual harassment (yes/no). The use of varying survey measures of sexual harassment led to the reporting of inconsistent incident rates for the DoD.

In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve Component representatives to review existing measures and make recommendations for a standardized method for use in both Service-wide and DoD-wide surveys. Based on this input and extensive analyses of existing survey data, the Defense Manpower Data Center (DMDC) developed a standardized measure that addresses the Service concerns while being technically sound and defensible. The resulting measure consists of two survey questions, based on 19 behavioral items. These two questions represent the "DoD Sexual Harassment Core Measure" for any future surveys that will be used to report individual Service, Reserve Component, or overall DoD sexual harassment incident rates.

The measure, counting approach, and implementation guidance are contained in the following sections.

MEASURE

Nineteen behaviorally based items make up the core of the measure (attached). These behaviors are intended to represent a continuum of unprofessional, gender-related behaviors--not just sexual harassment--along with an open item for write-in responses of "other gender-related behaviors." This continuum includes sexist behavior (b, d, g, and i), sexual harassment (a, c, e, f, h, j, k, l, m, n, o, and p) and sexual assault (q and r). The sexual harassment behaviors can be further categorized as crude/offensive behaviors (a, c, e, and f), unwanted sexual attention (h, j, m, and n), and sexual coercion (k, l, o, and p). The 12 sexual harassment behaviors are consistent with what our legal system has defined as sexual harassment (i.e., behaviors that could lead to a hostile work environment and others that represent *quid pro quo* harassment).

In Question 1, respondents are asked to indicate how often they have been in situations involving these behaviors. The response scale is a five-point frequency scale ranging from "Never" to "Very often." Question 1 has two stems – for use in surveys with Active-duty or Reservist Component personnel. These slight variations in stems are necessary to properly set the stage for the two unique populations (i.e., full-time versus part-time participation). This variation in stems is the sole difference in the measures for Active and Reserve Component members.

The second and final question in the DoD Core Measure of Sexual Harassment asks the respondents to indicate whether they considered behaviors to be sexual harassment (i.e., none, some, all). This question is used in calculating the incident rate for overall sexual harassment. Specific details on counting rates of incidents follow.

COUNTING APPROACH

The counting algorithm for reporting incident rates for any of the individual categories of unprofessional, gender-related behaviors is a single step process. That is, did the individual indicate experiencing at least one of the behaviors indicative of a category at least once (response options "Once or twice" to "Very often) in the previous 12 months. The categories and corresponding items are as follows.

A. Sexist Behavior (1.b, 1.d, 1.g, or 1.i),
B. Crude/Offensive Behavior (1.a, 1.c, 1.e, or 1.f),
C. Unwanted Sexual Attention (1.h, 1.j, 1.m, or 1.n),
D. Sexual Coercion (1.k, 1.l, 1.o, or 1.p), and
E. Sexual Assault (1.q or 1.r).

The counting algorithm for the *Sexual Harassment Incident Rate* is a two-step process. This counting algorithm can be depicted as follows:

1. Respondent indicates experiencing any of 12 sexual harassment behaviors (1.a, 1.c, 1.e, 1.f, 1.h, 1.j, 1.k, 1.l, 1.m, 1.n, 1.o, or 1.p) at least once in past 12 months, and
2. Indicates at least some of the behaviors experienced were sexual harassment (2.b or 2.c)

Rates, to include sexual harassment, will be reported as percentages. These percentages will be calculated by dividing the number of respondents who match the criteria for the measure (e.g., indicated that a behavior occurred at least once) divided by the total number of respondents who completed surveys. To be counted as a complete survey the respondent must have provided (a) at least one response (Never, Once or twice, Sometimes, Often, Very often) in item 1 and (b) answered at least 50% of non-skippable items on the survey.

IMPLEMENTATION

The core measure and counting approach reported here will be used in all future Service-wide or DoD-wide surveys measuring sexual harassment. Additional stipulations for using the DoD Core Measure of Sexual Harassment include:

- The Core Measure will be presented in the same fashion as appears in the attachment to include "introductory boxes," response scales, etc. The applicable stem for Question 1 will be used to match the population to be sampled (i.e., Active or Reserve). The term "sexual harassment" will NOT appear anywhere prior to the Core Measure.
- Use of this measure does not preclude the individual Services or Reserve Component from asking additional questions on other issues related to sexual harassment after the Core Measure.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

Active Component Introduction

1. **In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.**

   How often during the past 12 months have you been in situations involving

   Military Personnel

   on- or off-duty

   on- or off-installation or ship; and/or

   Civilian Employees* and/or *Contractors

   in your workplace or on your installation/ship

   where one or more of these individuals (of either gender) . . .

Reserve Components Introduction

In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past *12 months, while in paid status*, have you been in situations involving *military personnel* or *civilians/contractors employed by the military* where one or more of these individuals (of either gender)...

	Very Often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or joke that were offensive to you?	☒	☒	☒	☒	☒
b. Referred to people of your gender in insulting or offensive terms?	☒	☒	☒	☒	☒
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	☒	☒	☒	☒	☒
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?	☒	☒	☒	☒	☒
e. Made offensive remarks about your appearance, body, or sexual activities?	☒	☒	☒	☒	☒
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	☒	☒	☒	☒	☒
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?	☒	☒	☒	☒	☒
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	☒	☒	☒	☒	☒
i. Put you down or was condescending to you because of your gender?	☒	☒	☒	☒	☒
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	☒	☒	☒	☒	☒
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	☒	☒	☒	☒	☒
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	☒	☒	☒	☒	☒
m. Touched you in a way that made you feel uncomfortable?	☒	☒	☒	☒	☒
n. Made unwanted attempts to stroke, fondle, or kiss you?	☒	☒	☒	☒	☒
o. Treated you badly for refusing to have sex?	☒	☒	☒	☒	☒
p. Implied faster promotions or better treatment if you were sexually cooperative?	☒	☒	☒	☒	☒
q. Attempted to have sex with you without your consent or against your will, but was not successful?	☒	☒	☒	☒	☒
r. Had sex with you without your consent or against your will?	☒	☒	☒	☒	☒
s. Other unwanted gender-related behavior? (*Unless you mark "Never," please describe below.*)	☒	☒	☒	☒	☒

Please print.

2. **Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sexual harassment?**

   a. ☒ None were sexual harassment

   b. ☒ Some were sexual harassment; some were not sexual harassment

   c. ☒ All were sexual harassment

   d. ☒ Does not apply—I marked "Never" to every item in the previous question

REPORT DOCUMENTATION PAGE

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14. ABSTRACT
This report provides the results for the 2002 Status of the Armed Forces Survey – Workplace and Gender Relations (2002 WGR). The overall purpose of the 2002 WGR is to document the extent to which Service members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events, and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Survey results are tabulated in this report as a DoD total by gender, and for the subgroups Service by gender, and paygrade group by gender.

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Dr. CHU. We recognize we're not immune from the ills of the civil population. I'll return to that point in just a second. We do, as Senator Warner indicated, set a higher standard in the military, and we aim to meet that standard. As Senator Allard indicates, that is a long-term challenge for our institution.

The survey does provide us one benchmark, however, and that is, how we did in an earlier period of time. A similar survey with very similar questions that permit methodologically sound comparisons was taken in 1995. Let me briefly summarize the key results and invite you and your staff to peruse the detailed data at your convenience.

First of all, the incidence of sexual assault in the military is down from 1995. It is approximately cut in half from the level that prevailed 7 years earlier. Second, our people believe that the training they have received in dealing with issues like sexual harassment and other inappropriate forms of sexual conduct is good, and at least the majority believe that they know what they should do, and how they can report such incidents if and when they occur. Third, the majority of our people believe that commanders are willing to take action on issues like sexual harassment and more serious forms of sexual misconduct.

Indeed, as you look at the results in this survey, what you see is that the misconduct is concentrated in the most junior ranks, or the people who have most recently joined the military. This comes back to our challenge, which is recruiting from the larger civil population. The challenge that we must meet is how to enforce a higher code of behavior.

We have improved over this period of time. Our performance is not perfect, as the specific incidents to which you've pointed attest; hence, the review the Secretary has ordered. We are committed to making the improvements that are necessary to get the next round of improvement to occur. Above all, we are committed to care for the victim properly, to have the sense of urgency that Senator Collins and others have identified, and to work to prevent such assaults from taking place in the first place.

With your permission, Mr. Chairman, I would turn to my colleagues for their summaries of the individual Service efforts in this regard.

[The prepared statement of Dr. Chu follows:]

PREPARED STATEMENT BY DR. DAVID S.C. CHU

PREVENTING AND RESPONDING TO SEXUAL ASSAULTS

Thank you, Mr. Chairman, for inviting me to appear before you today to discuss Department of Defense (DOD) policies and programs related to sexual assault. The Secretary of Defense has clearly stated that we will not tolerate sexual assaults in the Armed Forces of the United States. I shall address the policies and programs of the DOD, and the Vice Chiefs of Staff of the Services, who are prepared to testify with me, will address the policies and programs of their Services.

Sexual assault is criminal conduct and will not be tolerated in the DOD. Commanders at every level have a duty to take appropriate steps to prevent sexual assaults, protect victims, and ensure the best possible medical and support services are available to them, and hold those who commit offenses accountable. All the elements of these policies are essential to morale, good order and discipline within our Armed Forces. Regardless of whether our service members are deployed in combat environments in foreign lands or are serving in peacetime garrisons within the United States or elsewhere, they have a right to believe, and to expect that these policies will be fully enforced throughout the chain of command.

I will relate additional details of these policies throughout this statement, but let me reiterate at the outset that Secretary Rumsfeld has expressly stated to the Department his concern about recent reports of sexual assaults. Twenty days ago, Secretary Rumsfeld directed me to review how DOD handles treatment of and care for victims of sexual assault, with particular attention to any special issues that may arise from the circumstances of a combat theater. Secretary Rumsfeld's directive to me emphasized that we are responsible for ensuring that the victims of sexual assault are properly treated, their medical and psychological needs are properly met, our policies and programs are effective, and we are prompt in dealing with all issues. This review will address the reporting of sexual assaults, including the availability of private channels of reporting within combat theaters, and whether additional instruction may be needed for deploying and redeploying service members.

I have appointed Ms. Ellen Embrey, Deputy Assistant Secretary of Defense for Force Health Protection and Readiness, to lead a DOD Task Force on Care for Victims of Sexual Assaults. This task force has already begun its work. As I testify before you today she is in Central Command's (CENTCOM) areas of operations to begin the inquiry of her task force. The task force consists of 10 members who have been selected from the Services and the Joint Staff. They will draw upon experts from the medical, personnel, social services, legal, and criminal investigative communities. They will also engage with numerous military and civilian experts, including victim advocates, to address objectively the treatment and care of sexual assault victims.

Ms. Embrey's plan includes field review within the combat theater of operations. She has my full authority to engage, as necessary and appropriate, the military departments, the Joint Staff, the combatant commands, the Office of the Secretary of Defense (OSD), the Inspector General (IG) of the DOD, defense agencies, and DOD Field Activities to provide the information needed to complete the review. The findings and recommendations of this task force are due to me no later than April 30, 2004. I will make my report to Secretary Rumsfeld in May. Once he has made his decision I will be glad to brief this committee.

Let me assure you that we are not limiting our efforts to this individual task force. Last summer, a panel led by former Congresswoman Fowler, investigated allegations of sexual misconduct at the Air Force Academy (AFA). The panel made recommendations with a single priority in mind: the safety and well-being of the women at the AFA. The report contained 21 specific recommendations that the panel believed would put the AFA back on track, and would ensure the continued success of the institution as it trains future leaders of our Air Force. Senior leaders in the Air Force are implementing those recommendations now as Congress directed in the 2004 National Defense Authorization Act. As a separate and distinct effort, Secretary Rumsfeld is in the process of appointing the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies. This task force will conduct an extensive review of policies and programs relating to these issues at the Service Academies. They will have full authority to make recommendations concerning policies and the laws governing the Armed Forces.

Let me now turn to our fundamental policies. First, we must care properly for the victim.

Today there is, in the United States, a heightened concern about the rights of victims of all criminal offenses, and that concern is acute when the victim has suffered through a sexual assault. The DOD program for the protection of victims' rights is based on Federal law, and is expressed in DOD Directive 1030.1. The rights of a crime victim under this directive are:

1. The right to be treated with fairness and with respect for the victim's dignity and privacy.
2. The right to be reasonably protected from the accused offender.
3. The right to be notified of court proceedings.
4. The right to be present at all public court proceedings related to the offense, unless the court determines that testimony by the victim would be materially affected if the victim heard other testimony at trial.
5. The right to confer with (the) attorney for the Government in the case.
6. The right to restitution.
7. The right to information about the conviction, sentencing, imprisonment, and release of the offender.

For these rights to be exercised the victim must normally bring the offense to the attention of the command structure or law enforcement personnel. We are keenly aware that confidentiality is a major concern to victims. Our challenge is to sustain these rights in a way that is sensitive to confidentiality concerns. As our task forces

conduct their reviews, we shall address such concerns and attempt to determine whether victims' rights are being protected throughout the Armed Forces.

Health care support of victims is also a key element of our program as it is implemented in the field. To this end, the Services each provide health care support to victims. Health care and support services are available to service members in the current deployment theaters as well as in the United States and at overseas duty stations. In-theater response to sexual assault is provided both through the health care systems and law enforcement. Combat support hospitals are equipped with DOD sexual assault forensic kits to ensure appropriate evidence collection, and victim support is provided by behavioral health and chaplain resources. At the unit level, combat stress detachments, combat stress companies, and division level health assets are available to victims of sexual assault. To ensure support for victims of sexual assault in the combat theater, the Embrey Task Force will address the efficacy of their existing programs and propose improvements.

Even with resources, programs and policies, a key element in this process is that the victim must make the decision to seek medical assistance. At the medical facility, the victim may consent to a forensic examination for the purpose of obtaining potential evidence. This process is strictly voluntary. To protect the rights of the individuals, consent cannot be obtained through coercion or by a direct order. If performed, the forensic examination is conducted following standard chain of custody procedures.

Follow-on care for behavioral health support is available and highly encouraged. If the service member requires more extensive physical and emotional support, she or he can be medically evacuated to a medical facility in Europe or the United States.

Within the DOD, the most fundamental policy with respect to sexual assault has been clearly established by Congress. Congress, without specifically using the term "sexual assault," has described a broad spectrum of conduct as criminal. Accordingly, "sexual assault" is a generic term that we all use to describe a spectrum of criminal conduct. Every form of sexual assault is a felony that carries a maximum punishment that includes a substantial period of confinement as well as a punitive discharge.

The most serious form of sexual assault, the crime of rape, is a crime that is, in addition, potentially punishable by death under the Uniform Code of Military Justice (UCMJ).

The UCMJ also proscribes as felonies attempted rape, and forcible assault with intent to commit rape. Similar to a lesser form of the civilian offense of sexual battery, the military offense of indecent assault comprises any unwanted touching done with intent to gratify lust or sexual desire.

Because Congress did not specify indecent assault as a crime, it is prosecuted under article 134, the general article, but this fact does not change the felony character of the offense. As is the case with all general article offenses, including indecent acts, indecent exposure, indecent language, prostitution and pandering, the Government must establish that the conduct was prejudicial to good order and discipline or of a nature to bring discredit upon the Armed Forces. As you might expect, these are not difficult burdens to carry.

The military offense of cruelty or maltreatment of a subordinate is particularly effective in cases of sexual harassment or misuse of authority to obtain sexual favors. This is a serious offense under the UCMJ and does not require violence or physical mistreatment of a subordinate. This charge would clearly be appropriate where a subordinate consented to sexual relations with a military superior who used his authority to obtain an advantage in the relationship.

Conduct unbecoming an officer is also an offense under the UCMJ which may be used to deal with dishonorable or disgraceful conduct by the officer when the conduct involves a member of the opposite gender regardless of military or civilian status.

Where the offense and the surrounding circumstances are serious, court-martial with all its attendant rights and requirements is the appropriate disposition. Courts-martial require the services of professional judge advocates and, proof beyond a reasonable doubt.

Not all the offenses that arise, however, are appropriate for court-martial disposition. Where the offense is minor, and swift resolution is imperative, non-judicial punishment or administrative action may be appropriate. Article 15 of the UCMJ authorizes commanders to take summary actions for minor offense, including minor sexual offenses. Deciding the appropriate disposition of these offenses requires training, experience and professional judgment. The Department maintains a highly trained corps of professional judge advocates to advise and assist commanders with

these decisions. Today, these are matters where the views of the victim, as well as the need for discipline, are appropriate for consideration prior to decision.

While the UCMJ is the principal expression of DOD policy concerning sexual assault, policy concerning sexual harassment is expressed in DOD Directive 1350.2. This directive defines sexual harassment as:

(1) A form of sexual discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(a) Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career, or;

(b) Submission to or rejection of such conduct by a person is used as a basis for career or employment decision affecting that person, or;

(c) Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

(2) Any person in a supervisory or command position using or condoning implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military or civilian employee. Similarly, any military member or civilian employee making deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature.

Violations of this directive by military personnel may be treated as felonies and can be tried by court-martial. The maximum punishment could include a substantial period of confinement and a punitive discharge. Most often, the offense of sexual harassment is resolved administratively under the provisions of service regulations, but our policy is clear and it is also effective. Since 1991, the IGs of the military services and of the DOD have included sexual harassment prevention and education as special interest items in their inspections and base visits. We will continue this emphasis in order to ensure the Department's policies are being adequately implemented.

In summary, the DOD has, through the laws enacted by Congress, strong and effective policies for dealing with offender accountability. If any of the task forces I described earlier in my statement proposes changes in these policies or practices, we will bring such proposals to your attention without delay.

While these policies and resulting punishments can serve as valuable deterents to undesirable behavior, prevention is the pre-eminent objective. We know that training and active leadership involvement can produce an environment that is intolerant of such behaviors, and we are confident that creating such an environment will reduce the incidence of assault To this end, our policies require training at every level from the leader to the led. A principal means by which we assess the effectiveness of these policies is through surveys conducted by the Defense Manpower Data Center. Recent survey results indicate that such preventative measures are being taken seriously and are having positive results.

In 2002, the DOD conducted its third Joint-Service survey assessing gender issues in the military as required by law. We have just finished tabulating the results, and I am pleased to report on them today and provide you with the report, because despite its title, it covers all elements of inappropriate sexual behavior, including sexual assault.

The survey was fielded between December 2001 and April 2002. Service members had the option to complete the survey using either a paper-and-pencil version of the survey or they could complete it on the Web. Using a stratified random sampling approach, over 60,000 service members were selected to participate in the survey and almost 20,000 did for a response rate of 36 percent. Overall, the findings are encouraging. The 2002 survey results indicate that DOD officials and military leaders take the issue of sexual harassment seriously and significant improvements have occurred. The survey results indicate that in 2002 compared to 1995—the date of the previous survey, all forms of unprofessional gender-related behaviors are less likely to occur. When they do occur they are less likely to occur on an installation, at work, or during duty hours. Sexual assault is least likely to occur on an installation, at work, or during duty hours.

Between 1995 and 2002, reports of sexual assault on women declined from 6 percent to 3 percent, and reports of perceived sex discrimination, measured for the first time, were low. Most important, the survey results indicate service members are being trained, they understand sexual harassment policies and the behaviors that constitute sexual harassment, and their ratings of their leaders for making honest and reasonable efforts to stop sexual harassment are significantly higher in than in 1995. Seventy-four percent of members in 2002 (compared to 65 percent in 1995) indicated leaders at the service level were making honest efforts to stop sexual harassment. At the installation level, these figures were 75 percent in 2002 and 65 per-

cent in 1995; and similarly, at the local-level, these figures were 75 percent in 2002 compared to 67 percent in 1995—an overall improvement of over 10 percent at all levels.

While the military services, overall, have made real advances in combating sexual harassment, it is clear that there are some locations where it is still occurring. Finding those locations and taking corrective actions are logical follow-on actions to this survey effort.

In closing, let me state that the leaders of the DOD, from Secretary Rumsfeld to the commanders in the field, share your commitment to preserving the integrity of our Armed Forces, and to ensuring that every service member is treated with the utmost dignity and respect. Sexual assault will not be tolerated. Our reviews of the issues before us today will be thorough and complete, and we will give you a comprehensive report.

Senator CHAMBLISS. Thank you, Dr. Chu.

Senator CHAMBLISS. General Casey, we are glad to have you here, and we look forward to your testimony.

STATEMENT OF GEN. GEORGE W. CASEY, JR., USA, VICE CHIEF OF STAFF, UNITED STATES ARMY

General CASEY. Thank you, Mr. Chairman, Senator Nelson, members of the committee, and Chairman Warner, and I appreciate the opportunity to appear before you today to talk about and explain to you the Army's commitment for the care and support of the victims of sexual assault.

As we sit here today, we have almost 300,000 soldiers deployed in 47 countries around the globe. I want to assure you that the Army is committed to the care and support of every one of those soldiers. Respecting and protecting the dignity of all of our soldiers is a cornerstone of our institution.

Despite our commitment to that basic principle of leadership, recent allegations of sexual misconduct have caused us concern, and we do take them very seriously. They have prompted us to take a very focused and thorough review. Sexual assault is a criminal offense that has no business in the Army. Commanders and leaders at every level understand that they have a duty to take the appropriate steps to prevent sexual assault, and protect and support the victims, and to hold those who commit such offenses accountable. The Army is committed to dealing expeditiously with any complaint or allegation of sexual assault, to providing strong support to victims of all crimes, whether it's in a deployed environment or at home in their garrisons.

Mr. Chairman, this is about leadership, unit cohesion, and discipline. These are things we work very hard at in the Army. We teach our leaders at every level to build a command climate that fosters dignity and respect for every soldier, and we teach them to create cohesive units grounded on the trust of soldiers in the chain of command and in each other. We teach our soldiers Army values and how to deal with sexual harassment and sexual misconduct in basic training, and we reinforce it twice a year. Our goal is to prevent sexual misconduct and to ensure that any soldier who's a victim of a sexual crime understands how to deal with it and feels free to report it to the chain of command.

When sexual assaults are reported, the chain of command maintains a dual focus on support of the victim and ensuring proper and complete investigations. First of all, we have many programs to ensure that a victim's medical and psychological needs are properly

met. Army hospitals, both in garrison and deployed, provide medical care, collect evidence, and provide counseling. The Army also operates a comprehensive victim witness liaison program at every installation and in support of deployed forces to prevent re-victimization. Today there are such representatives down to division level in Iraq and Afghanistan providing support for our soldiers. Victim support is also available through our brigade equal-opportunity advisors and our battalion-level chaplains. I will tell you frankly here that our preliminary review of this area, in victim assistance, leads me to believe that we have some more work to do in this area.

Second, Army policy requires the prompt and thorough investigation of every reported incident of sexual harassment and sexual assault. Sexual assault is a crime, and our Criminal Investigation Command is the primary agent for investigating sexual assaults. Additionally, our Judge Advocate General (JAG) and our lawyers, through their offices at home and with deployed forces, provide legal advice to commanders for the prosecution of suspects when the evidence warrants.

That said, we continuously monitor our programs and policies to ensure that we are doing everything possible for the soldiers who are victims of sexual assault. The recent reports of more than 80 incidents of sexual assault in the CENTCOM area of operations has caused us to look hard at our processes and procedures for the reporting of sexual assaults and for the support of its victims.

In addition to participating in the effort that David Chu spoke of, the Acting Secretary of the Army has directed the establishment of a task force to conduct a detailed review of the effectiveness of the Army's policies on reporting and properly addressing the allegations of sexual assault. This effort is a total systems review of our policies, programs, procedures, and training in regard to how we both prevent and investigate sexual assault and how we provide the most effective support to its victims.

This task force will report out at the end of May, but if it identifies any actions to be taken sooner, we'll implement them. I will tell you, along the lines of what Senator Allard suggested, we have already implemented a quarterly review of all sexual assault cases, that we will undertake here in Washington. We simply will not tolerate sexual assault within our ranks.

Mr. Chairman, every American can be proud of the job that our young men and women are doing every day leading the defense of America. In closing, I'd just like to reinforce to you what General Schoomaker told you earlier this month when he appeared before you. First of all, we're addressing this issue very aggressively. It is a leadership issue, it is a command issue, and it is a discipline issue. Those are three areas that get to the heart of what the Army is all about. We have great confidence in our soldiers and leaders, and we will do what is right to ensure that every one of our soldiers is treated with dignity and respect.

Thank you very much for having me here, and I look forward to taking your questions.

[The prepared statement of General Casey follows:]

PREPARED STATEMENT BY GEN. GEORGE W. CASEY, JR., USA

Mr. Chairman and members of the committee, on behalf of the men and women of the United States Army, I appreciate the opportunity to appear before you today to provide an overview of the Army's commitment and to the care and support for victims of sexual assault. As I testify before you today, we have more than 297,000 soldiers deployed in more than 47 countries around the globe. Let me assure you the Army—and its leaders—are committed to taking care of every one of those soldiers. Sexual assault is a criminal offense that has no place in our Army. Such actions are incompatible with the values we demand of our soldiers and demand of our leaders. Additionally, these actions degrade mission readiness by undermining unit cohesion and our ability to work effectively as a team. Commanders and leaders at every level have a duty to take appropriate steps to prevent sexual assault, protect and support victims, and hold those who commit offenses accountable. The Army takes seriously every allegation of sexual misconduct and thoroughly investigates all such allegations.

Respecting and protecting the dignity of every soldier are cornerstones of this great institution. Throughout its 229 years of service to the Nation, the Army has stressed to our soldiers and leaders that demonstrating respect for one another is an integral part of leadership and of soldiering—in fact, it is the foundation of our ability to work as a team. Recently, despite our commitment to that basic principle of soldier relationships and leadership, allegations of sexual misconduct in the ranks have caused us concern and prompted us to take a very focused and thorough review of this matter. We take those reports seriously and are currently undergoing an extensive review of the issues related to those reports.

The discipline of our Army, especially our deployed Army, is the bedrock of today's superb fighting force. The Army has always been, and remains committed, to taking care of soldiers and dealing expeditiously with any complaint or allegation. It is incumbent on leaders at every level to ensure that a climate exists where a soldier who is a victim of a sexual assault or any other crime feels free to report that crime to their chain of command and that leaders understand their responsibilities to support the victims and investigate allegations. When a soldier reports a criminal act such as this, the Army is resolved to take immediate and proper action. We ensure that we focus on both support to the victim with medical attention, if appropriate, as well as verifying that there is chain of command knowledge of any alleged incident. This allows the leadership to maintain a dual focus on support to the victim and supervision of a proper and complete investigation of the possible criminal conduct.

The U.S. Army Criminal Investigation Command is actively investigating or has completed investigations in 86 sexual assault crimes reported in the Central Command (CENTCOM) area of operations. The Army takes a tough and aggressive stance on investigating and, when the evidence warrants, prosecuting sexual assault cases. The Army is committed to providing strong support to victims of all crimes whether in a deployed environment or in garrison. As with all criminal allegations, there is a presumption of innocence until a case is fully investigated and, if appropriate, tried in a court of law. As you are well aware, the Uniform Code of Military Justice (UCMJ) provides commanders with the necessary process to ensure good order and discipline in our force. By protecting the rights of the accused and victims alike, the UCMJ provides the tools necessary to ensure the integrity of our investigatory and military justice system. The Army is committed to ensuring that the victims of sexual assault are properly cared for and treated and that their medical and psychological needs are properly met. Victim support is a chain of command responsibility, and we have many great programs that focus on victims of sexual assault. Law protects the rights of victims, and the Army operates a comprehensive victim/witness assistance and liaison program, consistent with Federal law and Department of Defense (DOD) instruction, at every installation and in support of deployed forces. DOD and Army regulations require victim/witness services available in theater, normally at the division level, providing support to victims of crimes, including sexual assault. The Combat Support Hospital in Iraq is equipped with an emergency room to provide medical support to victims. In addition to the general medical support, the Combat Support Hospital is equipped with rape protocol kits and standard operating procedures on the proper collection of evidence. Finally, the Combat Support Hospital has protocols in place for victim assistance aside from medical treatment. Kuwait also has extensive medical facilities, including psychiatric support. We are reviewing our programs and policies to ensure they effectively meet the needs of our soldiers who are victims of sexual assault.

We are assessing the Army's policies and programs to determine whether they properly provide appropriate support services to victims both in garrison and in a

deployed environment. To ensure that our current policies and programs are effective, the Acting Secretary of the Army has directed the establishment of a task force to conduct a detailed review of the effectiveness of the Army's policies on reporting and properly addressing allegations of sexual assault. The task force will further review the processes in place to ensure a climate exists where victims feel free to report allegations and leaders at every level understand their responsibilities to support those victims. This task force will render its report by the end of May 2004. However, if the task force identifies problem areas sooner, the Army will implement new procedures as they are approved. The Acting Secretary of the Army communicated an Army-wide message on the work to be done by the task force and to ensure leaders at all levels are focused how we support victims of sexual assault. The specific charter of the task force is to:

- Conduct a systems review of the Army's policy on sexual assault and the processes currently in place.
- Review the processes currently in place to ensure a climate in which victims feel free to report allegations and ensure commands understand their responsibilities to support the victims and investigate the allegations.
- Recommend changes or additions to current policies, programs, and procedures to provide clear guidance for reporting and addressing sexual assault allegations and protocols for the support of victims.

This effort is a total systems review of policy, programs, procedures, and training with regard to how the Army both works towards the prevention of and the resolution of sexual assault once it occurs. Good leadership is critical to the creation and maintenance of a positive human relations environment where soldiers are willing to report any act of sexual misconduct, without fear of retribution, reprisal, or impact on their careers. The Army will simply not tolerate sexual misconduct within our ranks, and the key to correcting this problem is effective leadership.

I have unwavering confidence in the talent, integrity, and professionalism of the individuals who make up our Army. Every American can be proud of the job our soldiers do every day in leading the defense of America. In the past, the U.S. Army has faced and overcome daunting challenges in its human dimension. We have the people, the will, and the tradition to achieve and maintain an environment of mutual dignity and respect—for all our soldiers. The leadership of this great Army wants the very best for all of our soldiers. When the unthinkable happens to one of our soldiers, we are committed to provide them the very best in victim support and services.

Once again, thank you for allowing me to speak before you today and I look forward to answering your questions.

Senator CHAMBLISS. Thank you, General.

Admiral Mullen, thank you for being here.

STATEMENT OF ADM. MICHAEL G. MULLEN, USN, VICE CHIEF OF NAVAL OPERATIONS, UNITED STATES NAVY

Admiral MULLEN. Good morning, sir.

Senator Chambliss, Senator Nelson, distinguished members of the subcommittee, Chairman Warner, Senator Allard, and Senator Clinton, I greatly appreciate this opportunity to appear before you to discuss this critical issue of sexual assault.

Let me state up front, sexual assault of any kind is intolerable and corrosive to the good order and discipline of our Navy. I want to be clear on this topic. This is not just in my Navy. It is a crime, and it is unacceptable.

I do believe the Navy has a strong, comprehensive program, and our current statistics are trending in the right direction. However, we're not at zero. Words like "sense of urgency," "outrage" and "zero" are appropriate.

The Navy is committed to providing a coordinated multifaceted program to prevent and respond to sexual assault. Our guiding principles in formulating our policies and programs in this area are prevention, active victim intervention and support, leadership responsibility and accountability, full and complete investigation,

timely and accountable prosecution, sound training and education, rapid reporting, with active, accurate data collection, and continuous improvement.

When considering an effective approach, we've looked at the problem through the lens of readiness to do the country's bidding while adhering to these principles. As a result, prevention leads the list.

Command responsibility and accountability are the centerpiece of program implementation. In cases where an assault occurs, protecting the victim becomes the top priority as we thoroughly investigate each case to hold the accused accountable. We do this through the Navy's SAVI program. Our head of Policy and Prevention in our Counseling and Advocacy and Prevention Branch in the Navy is Dr. Terri Rau, and she will be with you in the second panel today. She is a true expert in the field, and has contributed significantly over the past decade. Much of our success of successful programs has been born from her diligent efforts.

The SAVI program was established as an outgrowth of the 1990 Navy Women's Studies Group to ensure that victims of sexual assault are treated with fairness and respect. The program's stated mission is "to provide a comprehensive, standardized Navy-wide advocacy system to prevent and respond to sexual assault."

SAVI's aim is to prevent and to respond to sexual assault throughout the Navy, with reporting and data collection as required elements. It is important to note that the Navy was striving to get its personnel policy programs right at the time, particularly with respect to gender issues as a result of both integrating women at sea, which started in 1978, and Tailhook. Consequently, this effort was very deliberate and received considerable review.

The SAVI program has served the Navy, its service members and their families well. A number of different reviews show evidence of steady declines in the frequency of sexual assaults over time. The draft 2002 Armed Forces Sexual Harassment Survey, to which Dr. Chu referred, has us trending in the right direction, with a 50 percent reduction between 1995 and 2002.

Our criminal investigative service has done a detailed case-by-case review of sexual assaults from 2000 to 2002, and that also indicates a decreasing trend of about 10 percent a year for 2001, 2002, and 2003.

The program is strengthened by Navy leadership and is engaged in preventing and responding to sexual assault. We have SAVI training integrated into our leadership continuum of schools, with time dedicated to the training of carefully screened unit leaders, commanding officers, executive officers, command master chiefs, selected senior enlisted petty officers, and designated SAVI representatives.

I rely heavily on our commanding officers, who typically have about 17 to 18 years of experience in our Navy. He or she is, in turn, directly assisted by an executive officer with about 13 years of experience, and a senior command master chief with between 15 to 20 years experience. My point here is that this leadership core is both experienced and fully devoted to creating a positive command climate. More importantly, training of these unit leaders is not a one-time affair. It is provided multiple times throughout a ca-

reer. This includes training in handling the issue of prevention and action associated with sexual assault. Sexual assault training is also required for all hands annually.

In those unfortunate cases where prevention fails and a sexual assault is reported within the Navy family, we follow established procedures that include immediate support for the victim, including a dedicated representative to prevent re-victimization, immediate protection, medical treatment, counseling support and guidance, initiation of a full investigation, prosecution where appropriate, detailed formal incident reporting, notification of law enforcement authorities, command representatives, and commanding officers.

The SAVI program has, I believe, met the needs of our service members, whose perspective, I think, is important. A survey of SAVI program users 2 years ago reflected that 100 percent of those receiving advocacy services said that the Services helped them cope with the sexual assault. Ninety-six percent indicated that the program showed concern for sailors and families.

That said, I recognize there is a need to do more. We are doing more. In particular, the SAVI program has been recently bolstered by incorporating information from national survey findings in both our educational material and, due to the incidence of alcohol influence in the majority of these type of crimes, into all of our Navy drug and alcohol program initiatives. This is clearly an area where we need to stay focused. About one-half of the reported incidents of sexual assault involved the use or abuse of alcohol.

Last year, we also developed and recently distributed a sexual assault public-awareness campaign to our fleet and family service support centers highlighting the Navy SAVI program. We are also formulating a new general military training program and improving our Web access.

There's still plenty of room to move ahead and make more progress. Specifically, I want to get a better handle on our many systems of reporting and tracking statistics and resolving them. I'd also like to increase their frequency and expand the sampling populations of formal surveys. Where our data shows an increase in education and training will continue to improve awareness and improve trends through prevention, I will add more resources, tying the findings of sexual assaults into a frequent root catalyst of the crime.

Mr. Chairman and members of the subcommittee, we're committed to fostering a culture that protects victims of sexual assault and holds those who commit sexual assault accountable for their actions. We're investing more than ever in our individual sailors and our officer corps to support a strong Navy that is ready to respond, as it has in the last several years, to events throughout the world. Sexual assault has no place in it. Zero tolerance is the only acceptable standard.

This hearing has provided another valuable opportunity to reevaluate where we are and to take additional steps to ensure our programs are the very best in the world to support the best Navy in the world.

Thank you for your continued support of our Navy and my other joint partners who are here with me today. We are making

progress. The trend is in the right direction, but we still have work to do. I look forward to your questions.

[The prepared statement of Admiral Mullen follows:]

PREPARED STATEMENT BY ADM. MICHAEL G. MULLEN, USN

Mr. Chairman and subcommittee members, I greatly appreciate the opportunity to discuss the important issue of sexual assault in the Navy. The Department of the Navy policy is very clear on this matter: there is no place for sexual assault in the Navy, period. In those cases where a sexual assault allegation does occur, the victim is immediately treated with fairness and respect, and every effort is made to hold the accused accountable. Our program has elements of both prevention and response; and in the response phase, it is victim-oriented to minimize revictimization and to provide the best support possible to a service member, a shipmate if you will, in need.

The Navy is committed to providing a coordinated, multi-faceted effort to prevent and respond to sexual assault. The Navy's efforts are based on several principles which guide us in formulating our policies and programs: prevention; active victim intervention and support; leadership responsibility and accountability; full and complete investigation; timely and accountable prosecution; sound training and education; and rapid reporting with active data collection. When considering an effective approach, we've looked at the problem through the lens of readiness while adhering to the principles articulated above. Prevention leads the list. Command responsibility and accountability are the hallmarks of our profession and thus, become the centerpiece of program implementation. The commander of each unit must create the right climate, sustain an awareness of the issues, conduct training for all hands, and properly report incidents when they occur. In cases where an assault occurs, protecting the victim becomes the top priority. To accomplish this, we thoroughly investigate each case and strive to ensure accurate data is retained, while constantly seeking to improve in every area where an ounce of prevention could avert an incident.

Our broad array of response services encompasses not only service members but their dependents as well, even in cases occurring off Navy installations. To be clear, regardless of the circumstances, we are committed to provide immediate assistance, with specially trained command representatives and victim advocates, regardless of whether an assault occurs onboard a ship, on a military installation, on liberty in a foreign port, or in an apartment out in town.

I thank you for your leadership on this issue. There are a number of ideas the Navy has incorporated into our program because of your past recommendations and the insights of members and staff. This is a very important time and opportunity for all of us to learn, take additional steps forward, and continuously improve.

BACKGROUND

In 1990, the Chief of Naval Operations (CNO) formed the Navy Women's Study Group. They issued a comprehensive report on the progress of women in the Navy that highlighted problems with sexual assault. Their recommendations included establishment of a Navy-wide sexual assault victim assistance program, all-hands training in sexual assault awareness and prevention, and development of a database to maintain records and attend to any developing trends. Navy leadership, at both the Secretary and CNO level, supported the recommendations and, as a result, the Sexual Assault Victims Intervention (SAVI) program was established. The program's stated mission is: "to provide a comprehensive, standardized Navy-wide advocacy system to prevent and respond to sexual assault." The effort involved in creating this and other personnel policy programs was quite considerable as the Navy strove to get these programs right the first time. The program was expanded to include the entire fleet and, in 1994, to provide for SAVI points of contact at all commands Navy-wide. The goal of the SAVI program is to provide a comprehensive, standardized, gender-neutral, victim-sensitive system to first, prevent, and second, respond, to sexual assault throughout the Navy.

Current SAVI requirements place heavy emphasis on creating awareness and providing prevention education. The program also ensures victim advocacy and intervention while providing for long-term data collection. Compliance with SAVI requirements is integrated with command responsibility at the commanding officer level, the accountable officer for properly executing all facets of this program instruction, with program execution and compliance assured through our 67 Fleet and Family Support Centers (FFSCs) worldwide. These centers provide training and support of command SAVI points of contact and assist with periodic assessment of

SAVI requirements by the Navy Inspector General (IG), component commanders, unit senior commanders, and commanding officers.

PROGRAM AND PROCESS

There is a steady-strain focus within the Navy on sexual assault awareness and prevention education. Leadership is engaged. Training on SAVI and general sexual assault awareness specifically occurs at every initial accession point for both officers and enlisted personnel, and through our leadership continuum of schools that are required for each increase in responsibility. Of note, dedicated time is spent on training carefully screened unit leaders: commanding officers, executive officers, command master chiefs, select senior enlisted, petty officers, and designated SAVI representatives. I rely heavily on our commanding officers, who typically have about 17–18 years of experience. He or she is, in turn, directly assisted by an executive officer with about 13 years of experience and a command master chief with 15 to 20 years of experience. My point is that this leadership core is experienced and fully devoted to creating a positive command climate. More importantly, training of these unit leaders is not a one-time affair; it is provided multiple times throughout a career. Sexual assault training is also required for all hands annually and is taught during General Military Training (GMT). Materials are provided to all commands Navy-wide, as they have been since 1996.

SAVI, in partnership with Naval Education and Training Command, has developed and distributed thousands of copies of three sexual assault prevention and education videos for additional all-hands awareness and training. At every Navy command, SAVI command coordinators/points of contact are designated by the commanding officer to serve as the command SAVI expert. They are responsible for implementing command training requirements and providing victim resource information. Over 1,250 SAVI command points of contact were trained on sexual assault and SAVI requirements during this past fiscal year alone. Further, this entire effort has been integrated with the Navy's Right Spirit alcohol deglamorization program due to the high correlation of sexual assaults and alcohol use/abuse. This is certainly one area where increased emphasis could result in improvement. Our efforts to prevent sexual assault continue as we attack the issue through multiple, complementary avenues with SAVI as the primary conduit, and I hold our commanders and commanding officers responsible and accountable for its execution.

When a sexual assault involving Navy personnel is reported—and there are multiple avenues for reporting an incident—the Navy follows a mandatory process designed to provide immediate support to the victim:

- offer immediate advocacy services, including protection, counseling, rights and medical treatment as warranted,
- notify law enforcement officials, command representatives, and commanding officers,
- collect and preserve evidence,
- provide victim safety,
- inform victims of their rights,
- submit an immediate situation report (SITREP) that informs the chain of command including Navy headquarters,
- follow through on legal investigation and prosecution, and
- provide victims continuing support and access to services even after official resolution.

A real strength of the SAVI program is in providing multiple avenues for victims to report, seek appropriate criminal investigation, and receive support, advocacy, and intervention services. This, coupled with the assignment of a dedicated representative, encourages victims to participate in investigations while truly minimizing the potential for revictimization.

While SAVI facilitates education, law enforcement, and legal response, we consider victim support as the most important element of the program. Commanders are required to, and do, designate command representatives who serve as the liaison with an individual victim. The representative prevents revictimization by limiting the number of command officials with whom the victim is required to interact and provides a direct line of communication to the commanding officer. It greatly increases the opportunity for the victim to voice safety concerns, express preferences and receive information on the command's response to the assault. I believe that the victim's perspective on how Navy commands are doing is vitally important; we get our most important report card from them. In a 2002 survey of SAVI program users, 100 percent of those receiving advocacy services indicated that the services helped them cope with the sexual assault and 96 percent indicated that the program showed concern for sailors and families. These are positive indicators.

All Navy commands, ashore and afloat, provide 24/7 advocacy for sexual assault victims, either through use of trained military volunteers or community sexual assault advocates. While the SAVI representative provides that single line of communication within a command, the advocate provides guidance throughout the whole process, links to services, as well as emotional support. Almost 1,700 additional military volunteers were trained and certified as sexual assault victim advocates in fiscal year 2003 alone. This year, over 300 deploying/afloat commands had trained SAVI victim advocates assigned aboard their ships and squadrons to respond without delay if sexual assault occurred in a foreign port or while underway. We take our SAVI services with us. Judicious handling of sexual assaults at sea are critical to preserving unit cohesion, good order and discipline, and mission accomplishment. Navy units, as vessels of diplomacy, emphasize good behavior ashore and, while the Navy does not have a perfect track record, fleet commanders and commanding officers are fully engaged. This aids in minimizing improper conduct of all kinds while deployed, including sexual assault. When appropriate, professional intervention services for victims are available within FFSCs, Navy Medical Treatment Facilities, major units afloat or through referral to available civilian resources. The provision of clinical counseling services within the FFSCs is unique to the Department of the Navy.

Individual commands play a key role in the success of the SAVI program. In addition to annual mandatory training for all-hands, every command is required to publicize a means by which individuals can report situations or circumstances where they perceive they may be at risk of sexual assault. Commands are required to report any alleged sexual assault involving Navy personnel to the Naval Criminal Investigative Service (NCIS) and forward a unit SITREP for all alleged sexual assaults involving active duty or family members, or occurring on Navy property. Command data collection coordinators are responsible for collecting required information from involved third parties, minimizing revictimization, and forwarding information in initial and monthly continuation reports until a final disposition of the incident is reported. Data is then extracted from SITREPs and entered into the SAVI Rape and Sexual Assault System (RASAS) database at Navy Personnel Command headquarters.

Analysis and Initiatives

The recent call by the Secretary of Defense and the Fowler Report highlight the seriousness of sexual assault in the military. The Navy is committed to improving our efforts in preventing this crime. In doing so, we rely on inputs from subject matter experts like Dr. Terri Rau, who is our SAVI expert and who you will hear from in the next panel, from commanders and commanding officers, from fleet units, shore commands, and a review of data on sexual assaults to improve our program. The data is not as robust as we would like; the most reliable data we have is often historical in nature. We know from surveys inside and outside the Navy that a significant number of sexual assaults are not reported. Knowing that, we can still move forward by drawing trends from the data we do have.

With respect to the frequency of actual incidence, the draft 2002 Armed Forces Sexual Harassment Survey results, conducted by Defense Manpower Data Center (DMDC) for the Department of Defense, indicated that the number of Navy females reporting they had experienced sexual assault in the prior year declined 50 percent when compared to 1995 data. This is corroborated by our NCIS data indicating a steady decline of about 10 percent each year from 2001 to 2003 based on a recently completed, case-by-case review.

As these surveys and case reviews indicate, we are trending in the right direction based on caseload. But we are not out of the woods nor will this issue ever disappear, especially as we bring in thousands of new personnel every year, many of them in our most vulnerable age group. While sexual assault is not confined to the junior ranks, in comparing Navy and civilian data, both suggest that there is increased risk for sexual assault among younger members, between acquaintances, and in association with substance abuse, particularly alcohol. Alcohol is a contributing factor in at least 50 percent of sexual assault incidents. Also troubling, about 75 percent of sexual assaults are what we call "Blue on Blue", that is, assault by Navy against Navy personnel. These issues are of great concern. Sexual assault prevention information has been included in all of our Navy Drug and Alcohol Program initiatives. In light of our demographics and the seriousness of sexual assault, constant vigilance is required. That is one reason for our proactive measures to ensure elements of SAVI are embedded in other programs.

To add to our understanding and awareness at Navy headquarters in the near term, we have also instituted an internal monthly review of sexual assault data to identify trends and address corrective action early. The Chief of Naval Personnel

will conduct this review and any significant trends will be directly reported to the CNO and me. For instance, we know that there were 12 Navy cases of alleged sexual assault in Central Command (CENTCOM) in fiscal year 2003-fiscal year 2004, with 5 currently still active. We recognize that improved data collection and tracking case disposition will come as a result of Navy implementation of the Consolidated Law Enforcement Operations Center (CLEOC). CLEOC is a coordinated effort by the Navy and Marine Corps to provide the means to capture and report data to the Defense Incident Base Reporting System (DIBRS). Navy security forces and NCIS began reporting to CLEOC in January 2004. From this database, we hope to draw additional insights which are statistically significant and credible in order to better focus our preventive efforts in the future.

The recently published Fowler Report, following the incidents of sexual assault at the United States Air Force Academy, was mostly complimentary with regards to programs and policies they found at the United States Naval Academy. There are, however, areas that require improvement at the Naval Academy. The Navy is putting in place an Executive Steering Group composed of myself, senior Marine Corps officers and Department of the Navy civilians for broad oversight of issues at the Naval Academy, including sexual assault. This Executive Steering Group will advise the CNO and the Secretary of the Navy.

Continuing our efforts in prevention education, a new public awareness campaign and updated general military training were developed in 2003. The prevention of sexual assault public awareness initiative forwarded to FFSCs this month highlights the Navy SAVI Program. The campaign, "Take a Stand! Speak Up! Stop Sexual Assault!," includes a public service announcement, example press release, posters, and informational brochures on SAVI, victim assistance and avoiding risk. Installations may further adapt the materials by providing locally specific contact numbers and information. GMT materials, already under development, consider recent trends and refocus on specific areas of concern. Specifically, the new annual materials will address:

- effective sexual assault responses,
- roles of leadership at all levels,
- what constitutes consent versus sexual assault,
- decreasing high-risk behavior, and
- basic self-protective strategies.

We are also working to improve Web access to SAVI information and expect to have a SAVI program Web site in place by the end of this fiscal year. The Web site will provide information and resources to those executing the SAVI program as well as victims reaching out for information. Considering the nature of this crime, we expect that the anonymity of the Internet will help encourage victims to educate themselves on our program and then, hopefully, to report the crime. In the future, it may also serve as a vehicle for anonymous surveys and other initiatives requiring survey-type data.

There is still plenty of room to move ahead and make more progress. Specifically, I want to get a better handle on our many systems of reporting and tracking statistics, including case close-out, to enhance my systemic indicators at the highest level. I'd also like to increase the frequency and expand the sampling populations of surveys, institute periodic data reviews with follow-up action, improve the quality of preventive training and tie-ins with casual factors like alcohol, and continue victim surveys. Where our data shows an increase in education and training will continue to improve awareness and improve trends through prevention, I want more resources applied. We must always ensure we stay focused strongly on prevention, on the victims' needs and holding responsible parties accountable.

SUMMARY AND CONCLUSION

Thank you for holding this hearing and for your continued support as we pursue the important challenge of responding effectively to complex personnel issues like sexual assault. We are committed to improvement. Our first goal is prevention, and our most important goal is to provide the best possible support to victims. Your Navy is committed to fostering the culture that protects victims of sexual assault, holds those who commit sexual assault accountable for their actions, and engenders trust in the chain of command. We are investing more than ever in our individual sailors and officers to support a strong Navy that is ready to respond to events throughout the world. Sexual assault has no place in the Navy. This hearing offers a valuable opportunity to evaluate where we are and to take additional steps to ensure our programs are the very best in the world to support the Navy operating around the world, around the clock.

Senator CHAMBLISS. Thank you, Admiral.

Welcome, General Nyland. We look forward to hearing from you.

STATEMENT OF GEN. WILLIAM L. NYLAND, USMC, ASSISTANT COMMANDANT, UNITED STATES MARINE CORPS

General NYLAND. Chairman Chambliss, Senator Nelson, distinguished members of the subcommittee, Senator Warner, Senator Allard, and Senator Clinton, thank you, also, for the opportunity to address the very important issue of preventing and responding to sexual assault.

Sexual assault, quite simply, has no place in the Marine Corps, and it will not be tolerated. The very act of sexual assault is counter to our ethos in that it robs the individual marine of one's respect, dignity, and values, and that is unacceptable.

To more definitively address this issue, the Marine Corps has recently undertaken its own internal review and is now implementing and developing new programs and capabilities while reinforcing those that we have already in place. Specifically, in addition to sexual harassment training already in place, all our future leaders will now receive training on sexual assault awareness and prevention at both Officer Candidate School and The Basic School. Beginning March 1 of this year, the marines will receive similar instruction at both at our recruit training depots. That training will also have a mandatory annual requirement for reinforcement. We have also taken steps to more closely integrate this training with the training provided to our prevention specialists and victim advocates. Our Mentors in Violence Prevention (MVP) program is currently taught at our staff non-commissioned officer (NCO) academy, our first-sergeant course, and in our career courses for our staff NCOs and NCOs. That will continue. When our IG visits commands, a significant portion of his in-brief now focuses on prevention of sexual assault and sexual harassment.

All these training programs are designed to better educate all of our leadership, both officer and enlisted, so that they can enhance and improve the climate that they will set at each installation and within each unit.

To give us visibility of incidents, from initiation to resolution, the Marine Corps has been developing the Consolidated Law Enforcement Operations Center for the past 18 months, and we anticipate having it fully online in June of next year. This system is, today, partially operational, and is both Navy Incident Based Reporting System (NIBRS) and Defense Incident Based Reporting System (DIBRS) compliant, and will remain so when fully fielded. We will continue to reinforce existing programs and develop new programs to address this critical issue.

As we work to rid our Corps of these vile acts, every victim is a wounded comrade, one who will be treated with respect and dignity, and one who will not be left behind.

I would simply state again that sexual assault and sexual harassment are completely inconsistent with our Corps values and ethos, and, therefore, unacceptable.

I look forward to your questions. Thank you.

[The prepared statement of General Nyland follows:]

PREPARED STATEMENT BY GEN. WILLIAM L. NYLAND, USMC

Chairman Chambliss, Senator Nelson, and members of the subcommittee: Thank you for the opportunity to appear before you today to discuss the important issue of sexual assault prevention on our installations and in combat theaters worldwide. I want to make it very clear from the outset that the Marine Corps is in complete agreement with the Office of the Secretary of Defense (OSD) and its decision to charter a Department of Defense (DOD) review of this issue. Rape and other sexual assaults are violent crimes that violate human dignity and the deeply held values of the Corps and the military as a whole. Sexual assault is unacceptable and will not be tolerated. You may be assured that the Marine Corps is fully engaged in the DOD's 90-day review of this situation.

The remainder of my statement will focus on our training and prevention programs, the process for reporting a sexual assault, the support provided to victims, and the guidance and tools provided to our commanders.

LEADERSHIP IS THE KEY TO PREVENTION

As recently as December 16, 2003, the Commandant of the Marine Corps, General Michael W. Hagee, issued guidance to all commanders reminding them that allegations of physical abuse of any kind require the commanders' immediate personal attention and action. The command role in prevention is to establish clear standards for personal behavior and to hold offenders accountable. In so doing, leaders at all levels continue to confront the ignorance and misguided beliefs that cause sexual assault.

We continue to improve the climate on our installations and throughout the Marine Corps, through prevention and training programs. All Marine officer candidates now receive training on sexual assault awareness and prevention at Officer Candidate School and The Basic School. Starting March 1, 2004, all enlisted marines will receive similar instruction at recruit training. The goal is to ensure that every marine knows the appropriate personal protection measures for themselves and for those in their charge. This initial training is to be meaningfully reinforced on an annual basis by commands.

Prevention specialists and victim advocates also provide training to commands to enhance awareness of issues surrounding rape and sexual assault. They teach marines, civilian marines, and their families about available support services and the steps to properly report an offense. Our Mentors in Violence Prevention (MVP) program is taught at the senior noncommissioned officers (NCOs) academies, the 1st sergeants' courses, the career courses (NCOs), and the advanced courses (staff NCOs), equipping leaders at all levels to conduct training in the units. The MVP program was adopted from a successful college model and is designed to encourage the participation of all male Marines in proactive efforts to prevent rape, battery, and sexual harassment. The MVP program is a "Marines helping their fellow Marines" program, which encourages marines to intervene when they see abusive situations. Since 1996, when the MVP program was implemented, over 400 marines have been schooled as trainers and taken the program back to their units.

Our Inspector General (IG) also focuses on the prevention of sexual assault at every installation inspection. Sexual harassment is completely unacceptable conduct that creates an environment in which sexual assaults can occur. The Marine Corps EO Inspection Checklist, which includes questions on sexual harassment, is a required area of inspection for all subordinate command inspection programs. During the "Commandant's Special Interest Brief," presented at every inspection, 14 percent of the brief covers the topic of sexual harassment, the consequences for committing sexual assault, and reporting procedures, including the confidential IG hotline. Finally, during an inspection, the IG team affords every marine and civilian marine on that specific installation the opportunity to report any improper conduct or an environment conducive to such misconduct.

The Marine Corps believes these prevention and training programs help improve the climate on an installation by making institutional expectations and the consequences of violation very clear. We are making progress; the most recent Armed Forces 2002 Sexual Harassment Survey, which looked at the 1995–2002 time period, showed that sexual harassment and sexual assault on female marines in fact has decreased. That said, aspects of the 2002 survey and recent media reports of incidents from Iraq and Kuwait deeply concern our chain of command. Secretary Rumsfeld's demand for a 90-day study on the care for victims of sexual assaults indicates that the DOD is taking this problem very seriously. I want to assure you the Marine Corps shares this concern.

Victim Advocacy

Despite our efforts, the best prevention and training courses may not always be able to prevent a sexual assault. Marines who are victims of sexual assault can report the incident to their command or to a local military police representative. In the event of a report, the Marine Corps leadership demands that every person be treated with dignity and respect. Our priorities are to support and assist the victim, investigate the incident fully and fairly, report and track the results of the incident, and continually evaluate and improve our processes. We have procedures in place to provide specialized assistance to victims, conduct full and fair investigations, and hold offenders accountable. Through our Victim and Witness Assistance Program, we ensure that marines and their family members who are victims of crimes, and in particular violent and sexual assault crimes, are fully informed of their rights from initial report through the completion of judicial and post-trial processes. Under the Victim and Witness Assistance Program, victims have the ability to interact with service providers, criminal investigators, commanders, prosecutors, and correctional facility personnel. Additionally, the Marine Corps is implementing the Consolidated Law Enforcement Operations Center, which, when fully operational, will serve as a Department of the Navy system capable of tracking reported Uniform Code of Military Justice (UCMJ) violations from the time they occur, through resolution. The system will also be the consolidated reporting tool into the Defense Incident Based Reporting System (DIBRS).

Once an incident is reported, a number of actions take place, but the first concern is the safety of the victim. Steps in the reporting process include:

- The Family Advocacy Program manager is notified and a Victim Advocate is made available to assist the victim as long as desired or necessary;
- The victim's command coordinates with the investigating officer and the Family Advocacy Program manager to assure the protection and welfare of the victim;
- The Marine Corps allows Provost Marshals, Victim Advocates, Commanders, and Family Advocacy Program managers to begin the process of addressing the alleged sexual misconduct and provide reports to Headquarters Marine Corps as appropriate, based on the severity of the case; and
- The command and the Victim Advocate work together until final resolution of the incident, and beyond if additional counseling is required.

As you can see from these steps, our Victim Advocates are an important resource for victims of sexual assault. The advocates are available 24 hours a day, 365 days a year to provide information, guidance, and support to marines and their family members who are victims of domestic violence and sexual assault. The Marine Corps has 27 federally employed or contracted victim advocates, and 125 trained volunteers available at our installations worldwide.

A Victim Advocate's responsibilities include:

- Intervening in response to reported incidents of domestic violence and sexual assault by providing crisis intervention and referrals to military and civilian resources;
- Assisting with safety planning and referral to military and civilian shelters, as well as providing information on available benefits including transitional compensation when the sponsor is separated for a dependent-abuse offense;
- Providing assistance in applying for civilian protection orders and command notification upon issuance;
- Accompaning the victim during medical exam and/or to court; and
- Developing working relationships with legal and medical personnel, commanders and local area domestic violence and sexual assault centers.

DEPLOYED SUPPORT

Similar to when they are on an installation in the United States; deployed commanders have investigative (e.g., Naval Criminal Investigative Service), medical, mental health, religious, and legal resources available to them in combat theaters. The standard operating procedures are the same as those used at local medical treatment facilities to address alleged sexual assault cases. For Operation Iraqi Freedom 2 (OIF 2), the Camp Pendleton Victim Advocate Training Program will be provided to deploying medical and chaplain personnel and selected individuals serving with surgical companies, to enable them to act as Victim Advocates. These Victim Advocates will be assigned as a victim arrives at the in theater medical facility, just as they are assigned in a local medical treatment facility when a victim comes to the emergency room. Mental health professionals and chaplains will also be avail-

able at the surgical companies for victim assistance. Chaplains are available at the individual units as well.

In addition to the above assets available in theater, the Operational Stress Control and Readiness (OSCAR) program is deploying with the 1st Marine Division for OIF 2. OSCAR provides psychiatrists, psychologists, chaplains, and specially-trained staff NCOs within a deployed division who can provide immediate, on-site counseling. One goal of OSCAR is to reduce resistance to seeking help, through trust and familiarity with fellow division members. An example of the positive effect OSCAR can have was Task Force Tarawa, which had no psychiatric medical evacuations during OIF 1. This remarkable record was attributable, at least in part, to the availability of front-line mental health assets. OSCAR is a 2-year pilot program, and we plan to evaluate the feasibility of expanding to other units within the force.

Operation Enduring Freedom (OEF)/OIF 1 Incidents

The Marine Corps deployed a total of 3,439 female marines in support of OEF/OIF 1 and we are aware of 6 allegations of sexual assault occurring in theater. Of these, two marines have been found guilty and received punishment, and the remaining four are awaiting the conclusion of investigations. We will continue to aggressively investigate all sexual assault allegations, ensure that victims are receiving the care and attention they deserve, and hold all offenders accountable for their actions.

CONCLUSION

The Marine Corps has made significant progress in our approach to the prevention of sexual harassment and sexual assault. However we will continue to improve. We stand ready to take all necessary steps to ensure that our progress continues. Sexual harassment and sexual assault are inconsistent with our core values: honor, courage, and commitment. A victim of sexual assault is a wounded comrade and one who will be treated with respect and dignity. Marines never leave a wounded comrade behind.

Subject to your questions, Mr. Chairman, this concludes my statement.

Senator CHAMBLISS. Thank you, General.

General Moseley, I think this is your first time before this subcommittee in your new position, and we publicly congratulate you. We're glad to have you here.

General MOSELEY. Thank you, Senator Chambliss.

Senator CHAMBLISS. We look forward to your testimony.

STATEMENT OF GEN. T. MICHAEL MOSELEY, USAF, VICE CHIEF OF STAFF, UNITED STATES AIR FORCE

General MOSELEY. Chairman Chambliss, Senator Nelson, distinguished members of the subcommittee, Chairman Warner, and Senator Clinton, thank you for the opportunity to come before you this morning to discuss such an important matter that affects the safety, well-being, and combat effectiveness of almost 700,000 Air Force airmen. That issue is sexual assault. Let me say, right up front, that for all of us sitting here today sexual assault is a threat to our troops. It is incompatible with the core values of the Air Force. It is a crime, and it will not be tolerated.

As all of you would agree, the outstanding men and women of the active duty, the Air National Guard, and the Reserve components, as well as civilians that make up the United States Air Force, have performed brilliantly over the past 3 years. They have adapted to a new steady state of accelerated operations and personnel tempo, they have faced new enemies across the globe and here at home, and have met every challenge that this great Nation has put before them.

Working with Congress, we have all worked diligently to supply our airmen with the necessary tools to accomplish these essential missions. We attempt to give them the most modern weapons and

the most technologically advanced joint training in an effort to ensure that these airmen are ready to accomplish their role in the security of our republic.

Providing for the security of these airmen can be no different. In Iraq and Afghanistan, we adopt aggressive force-protection measures to ensure the safety of our airmen from enemy attacks. Similarly, at home and abroad we continue to stress measures that create an environment safe from sexual assault, an environment just like that on the battlefield that enables commanders and individuals throughout the chain of command to rapidly identify and decisively act on threats to any of our airmen. For us, sexual assault is a threat to the airmen. It is incompatible with the core values of the Air Force, it is a crime, and, again, it will not be tolerated.

Having served as a commander at all levels, I can attest the Air Force policies and training on this issue are very clear. All commanders understand that rape and sexual assault are crimes and that, as Dr. Chu stated in his February 6 article in USA Today, violate the very ethos of the military, and threaten readiness.

Our commanders understand that each attack, each unreported incident, and each rumor begins to break down unit cohesion, individual dignity, and affects the overall accomplishments of their group on the battlefield and in the workplace. They understand that when airmen decide not to re-enlist because of their workplace environment, we are losing a well-educated, very valuable, highly trained asset. They understand that these crimes take valuable resources away from the accomplishment of the mission.

Prevention, victim reporting, and, most of all, victim care are all elements that challenge American society as a whole, and the Air Force is no different. For us, our commitment to a higher standard reinforces the importance of this issue and drives our desire to take care of America's best kids. Our core values of integrity first, service before self, and excellence in all we do aim to set these higher personal standards in the conduct of our activities. These are standards that our members aim to uphold, and standards to which our commanders are held accountable.

Distinguished members of the subcommittee, I cannot make it any more clear when I say that we have been devoting the resources, expertise, and energy to meet this challenge. In addition to all of our preventive programs and policies wherever we have discovered allegations in our periodic reviews, or we have been informed of allegations, we have aggressively determined the problem, rapidly used our experts to create a comprehensive solution, and decisively implemented a plan.

The Secretary and the Chief of Staff testified on assault and harassment at the AFA last fall. Secretary Roche and General Jumper learned of the allegations at the AFA, aggressively addressed the issue, and adopted many measures that addressed specific cadet concerns and Air Force concerns. Additionally, they directed multiple investigations, worked with the committee and Congress, and have taken many steps to make the AFA more transparent to oversight.

Some of that oversight comes in the form of a renewed and reinvigorated Board of Visitors, in which some of you are also involved. In their most recent meeting earlier this month, chairman of the

Board of Visitors and former Governor James Gilmore applauded the comprehensive efforts of Secretary Roche and General Jumper. It is also clear that at the top of these agendas lies command authority and command responsibilities.

In the Chief and the Secretary's testimony, they detailed their landmark agenda for change, which helps address this command responsibility and leadership challenge. This overhaul at the AFA was not mere rule-changing designed to preempt attacks. Instead, it is a template for cultural change.

Since the implementation of the Agenda for Change in March 2003, I'm pleased to report that there has been tremendous progress across multiple fronts at the AFA. The new senior leadership has aggressively focused on the areas of basic cadet training, officer development, and a restructure of the cadet discipline system.

In the area of prevention, the Secretary and Chief and the new leadership, under Lieutenant General J.R. Rosa, sought many outside experts to review training and assist in the training of faculty, staff, and cadet leadership. They have incorporated the Fowler recommendations to enhance training and implemented tough school policies. Most importantly, they have created an integrated support team for victims of sexual assault, called the Academy Response Team (ART). This team includes victim advocates, security forces, Office of Special Investigations, the Vice Commandant, legal representatives, the chaplain, Surgeon General, and, equally important, Family Support Center representatives.

At the AFA, as we learned of these allegations, we have continued to refine our approach. For instance, based on the Fowler panel's recommendations on victim confidentiality, we have attempted to strike a balance between the needs of the victim and the necessity of being able to fully investigate felony allegations.

We are currently working with the DOD IG to field our proposed enhancements in the area of confidentiality. On this matter, we sincerely believe it is in America's best interest that we reduce the chance for offenders to commit future crimes, and, therefore, America's Air Force will not commission felons.

Whether we look at the record numbers or increasing quality of female applicants for the academic year 2004 and 2005, our initial indications are very positive. As of today, the AFA admissions office has received 3,026 applications for women, which is an increase over last year of 35 percent and the largest number of female applicants in the history of the AFA. The increases in the average grade-point averages across all four classes, both male and female, seem to show that we're also instilling an improved climate for learning for all cadets.

A set of allegations in The Denver Post articles claim a wave of assaults at one of our premier training bases, Sheppard Air Force Base, in Wichita Falls, Texas. Just as we rapidly engaged at the AFA, the highest levels of attention have been focused on this challenge at the Air Education and Training Command. When these allegations surfaced, our Education and Training Command commander, General Don Cook, immediately directed a factfinding review to assess the climate and examine the effectiveness of all existing plans, programs, policies, and procedures in place to prevent

assaults, as well as to ensure that adequate victim reporting and victim care resources are available. He immediately sent a team to survey and interview the majority of the population at Sheppard and to get ground truth from the folks that were quoted in the various interviews. As part of this process, this team also met with the professionals, leadership and the legal teams in the community, to get a clearer picture of the situation. Additionally, as part of this overall effort, we fully reviewed previous reported assaults to determine if appropriate actions had been taken. I'll be happy to discuss, in later questions, the interim findings that we have from that review.

Please let me stop here to emphasize one point, though. In his new role as commander of Air Education and Training Command, General Cook began a major review based on policies and programs much before The Denver Post article. Within days of his assumption of command, he directed a review based on the Fowler Commission, and took these observations point by point to implement this across Air Education and Training Command, as did every Air Force major commander. They set and enforced policies and allocated resources because this issue is too important to us, in the profession of arms, to have this being conducted without specific details or the ability to correct problems as we find them.

When an assault occurs in our combat zones within one of our units, it impacts morale, good order, discipline, and, ultimately, readiness. It is especially egregious when such problems surface during actual combat deployments at a time when all of our folks should be focused on the mission and our fight in the global war on terrorism.

Over the past 3 years, the Air Force has deployed close to 200,000 airmen throughout the Middle East, and CENTCOM area of responsibility (AOR). Women have made up over 12 percent of that total deployed force. As the combined Air Force component commander during Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF), I had, at any one time, about 55,000 airmen deployed. Unfortunately, since September 11, 2001, we have had six cases of alleged assaults on Air Force women.

Senator CHAMBLISS. General, I hate to interrupt you in the middle of your opening statement, but we have about 10 minutes left on a vote. Let us go make that vote. I hope this is as good a time as any to stop you. We'll pick up there when we get back.

General MOSELEY. Mr. Chairman, it is a good time to stop. [Recess.]

Senator CHAMBLISS. All right. General Moseley, we interrupted you, and we want to get back to you and allow you to finish your statement.

General MOSELEY. Chairman Chambliss, thank you.

As the combined Air Force Air Component Commander during OIF and OEF, this time last year I had 55,000 airmen overseas with me that made up a part of that close to 200,000 total airmen that we've deployed. Unfortunately, since the September 11, 2001, we have had eight cases of alleged assaults involving Air Force women. In two of those cases, the host nation retained jurisdiction. In the six cases involving Air Force victims, the commanders have tried one by court-martial, three were handled through administra-

tive action, one was dismissed, and the allegation in the remaining case was determined to be unfounded, after a full investigation and an article 32 investigation.

Even though one is too many, and zero tolerance is our objective, 6 out of the 100 in close to 200,000 deployed are relatively few. Even though those numbers are small, Secretary Roche and the Chief established an integrated planning team (IPT) made up of experts throughout the Air Force, who are fully and aggressively assisting the DOD task force on care for victims of sexual assaults. We look forward to their findings and recommendations, and certainly plan to decisively implement that, both in the continental United States (CONUS) and in the AOR.

Just like at Sheppard Air Force Base and the AFA during the entire period, the Air Force has been rapidly assessing this issue and successfully using existing victim support, law enforcement, UCMJ, and medical channels to address these critical issues. Our goal is to ensure that our airmen operate in a climate focused on external threats to U.S. security, and I believe they are.

It should be clear that the Air Force takes this matter very seriously. Whether at home station, deployed, at the AFA, at Officer Training School, in our Reserve Officer Training Corps (ROTC), or ROTC detachments, it is also clear that one assault is too many.

While we have been encouraged by a recent gender and workplace survey completed by the Defense Manpower Data Center (DMDC) that shows decreases in all types of sexually harassing behavior, we must remain focused on this issue. In order to do that, the Air Force has set very clear goals. We are using them now to guide an assessment of existing policies and programs in all of our major commands. These goals include striving to eliminate sexual assault and any climate that would tolerate it, ensuring an environment where victims have confidence to report, conducting appropriate investigations and taking all appropriate action, including prosecution, and effectively addressing victims' health and well-being, and ensuring commanders in higher headquarters oversee the program effectiveness.

To accomplish the goals we have set, our commanders have multiple tools available. The tools can be characterized into education, training, prevention programs, and response programs.

The first, education, is provided at all levels of training. Some are more specific while some are provided as part of the larger subject of sexual harassment. Trainees in basic military training school receive instruction on assault prevention and awareness, and are instructed to report harassment or assault immediately. Within the first 24 hours of arriving on their first military base, trainees hear about sexual crime prevention, their commander's rules of engagement, and human relations. These messages are reiterated time and again throughout their first weeks.

At the AFA, once a basic cadet completes in-processing, she or he experiences 4 days of orientation, briefings, and discussions. Basic cadets are separated by gender during this period. On day two of the orientation, cadets receive their first briefings on sexual assault. Basic cadets receive additional sexual assault training during the final days of basic cadet training, just prior to integration with the remainder of the cadet wing. These small gender-sepa-

rated group sessions include topics on assault, gender roles, reporting, confidentiality, and the things critical for us to ensure that our kids are safe.

This matter is also handled with cadets at ROTC detachments and with officer trainees at Officer Training School. During their first week of training, these valuable commissioning sources cover equal opportunity, sexual harassment awareness, diversity, and the formal Air Force complaint system. These lessons are constantly reinforced at commanders school and through effective leadership training.

Similar to these service-entry programs, every level of professional military education (PME), from officer training to wing commander courses, from the Airman Leadership School to NCO and senior NCO courses, and each stress the importance of this issue, detail the challenges, and elaborate on the resources and tools at their disposal. Whether assault or the broader context of harassment, commanders understand their responsibility to the troops and to the victims and the individuals understand the accountability of their commanders.

Moving to our resource tools, we must primarily address victim care. As one of our stated goals, restoring the victim's health and well-being is certainly a top priority. Mr. Chairman, in this case, we have a ways to go and we have room for improvement in this area. This is a focus of Secretary Roche, the Chief, myself, and commanders at all levels. There are a number of Air Force organizations fully dedicated to this, but we can do better.

First and foremost in victim care are the services provided at our medical treatment facilities. We have a number of those. We also need to do better in being able to transfer victim care as a person changes bases, or assignments, and to ensure that we can follow up on this care.

We have our Life Skills Centers at bases, which provide psychological support and intervention. There are many military counseling options, primary care managers, social workers, chaplains, family support centers, and base legal offices. Civilian counseling options are also available in the form of hotlines, support groups, local assault crisis centers, and churches. This care is not unique to home stations, but is also available when deployed.

Senator CHAMBLISS. General, if this is the written statement that we have prepared by you, we're going to insert that in the record.

General MOSELEY. Please do, sir.

Senator CHAMBLISS. If you could quickly summarize, or if you would like to make any final points, we'd be appreciative.

General MOSELEY. Sir, I'm fine.

Senator CHAMBLISS. We are happy to hear them, but we need to move into questions.

General MOSELEY. I welcome your questions.

Senator CHAMBLISS. Thank you.

[The prepared statement of General Moseley follows:]

PREPARED STATEMENT BY GEN. T. MICHAEL MOSELEY, USAF

Mr. Chairman, Senator Nelson, and distinguished members of this subcommittee, thank you for the opportunity to come before you to discuss such an important matter that affects the safety, well being, and combat effectiveness of almost 700,000 Air Force airmen—that of sexual assault. The outstanding men and women of the

active duty, Guard, and Reserve components, as well as the civilians that make up of the United States Air Force, have performed brilliantly over the past 3 years. They have adapted to a new steady state of accelerated operations and personnel tempo, faced new enemies across the globe and here at home, and met every challenge that this great Nation has put before them. Working with Congress, we all have worked diligently to supply our airmen with the necessary tools to accomplish these essential missions. We attempt to give them the most modern weapons and the most technologically advanced joint training in an effort to ensure that these airmen are ready to accomplish their role in the security of this Nation. Providing for the security of these airmen can be no different. In Iraq and Afghanistan, we adopt aggressive force protection measures to ensure the safety of our airmen from enemy attacks. Similarly, at home and abroad, we continue to stress measures that create an environment safe from sexual assault—an environment that, just like on the battlefield, enables commanders and individuals throughout the chain of command to rapidly identify and decisively act on threats to any of our airmen. For us, sexual assault is a threat to airmen—it is incompatible with the core values of the Air Force—it is a crime—and it will not be tolerated!

Having served as a commander at many levels, I can attest that Air Force policies and training on this issue are clear. All commanders understand that rape and sexual assault are crimes that, as Dr. Chu stated in a February 6 article in USA Today, "violate the ethos of the military and threaten readiness." They understand that each attack, each unreported incident, each rumor, begins to break down unit cohesion, individual dignity, and affects the overall accomplishments of their group on the battlefield and in the workplace. They understand that when airmen decide not to re-enlist because of their workplace environment that we are losing a well-educated, highly-trained asset. They understand that these crimes take valuable resources away from the accomplishment of their mission.

This is but one side of the equation—the commander and mission accomplishment side of the story. We are continually looking at the victim side of this issue. Commanders at all levels understand that victim reporting and victim care are just as important as dealing with the perpetrator and establishing policies that attempt to prevent these types of attacks.

Commanders also understand the complexity of issues usually intertwined with sexual assault. According to the 2002 National Crime Victimization Survey done by the Department of Justice (DOJ), 53 percent of rape and assault victims sustained injuries while only 31 percent of those sought medical attention. It goes on to state, while there are over 135,000 sexual assaults in this country annually, only 26 percent are reported to the police. These facts illustrate the challenges in fully dealing with this issue that commanders deal with everyday. But it is the entire equation of pre-emptive policies—from victim reporting and care to perpetrator prosecution—that is, and has been, the focus of Air Force leadership at every level.

AIR FORCE ACADEMY (AFA)

The Secretary and the Chief of Staff of the Air Force testified on assault and harassment issues last fall. Secretary Roche and General Jumper learned of allegations at the AFA, aggressively attacked the issue, and adopted many measures that addressed cadet concerns and Air Force concerns. Additionally, they opened the Academy to multiple investigations and have taken many steps to make the AFA more transparent to oversight. Some of that oversight comes in the form of a renewed and reinvigorated Board of Visitors (BOV), with which some of you are involved. In their most recent meeting earlier this month, Chairman of the BOV, and former Governor, James Gilmore applauded the comprehensive efforts of Secretary Roche and General Jumper. These comments follow the praise of the Fowler Panel who were "impressed with the leadership of Secretary Roche and General Jumper" and commended the new leadership in Colorado Springs as being "quick to take action."

It is clear to everyone that this issue is, and has been at the top of their agendas as our Air Force senior leadership. In their testimonies last year, they detailed their landmark Agenda for Change. This overhaul was not mere rule changes designed to pre-empt attacks or focused on the punishment of the perpetrators. The Agenda for Change is a template for cultural change.

Since the implementation of the Agenda for Change in March 2003, and the Fowler Panel Report, I am pleased to report that there has been tremendous progress across multiple fronts. The AFA senior leadership is aggressively focused on the areas of basic cadet training, officer development, and a restructure of the cadet discipline system. In the area of prevention, the Secretary, the Chief of Staff, and the new leadership under Lieutenant General J.R. Rosa sought outside experts to review training and assist in training faculty, staff, and leadership. They have

incorporated Fowler recommendations to enhance training, implemented tough new alcohol policy, and most importantly, have created an integrated support team for victims of sexual assault—the Academy Response Team (ART). This team includes victim advocates, security forces, office of special investigations, the vice commandant, legal, chaplain, surgeon general, and the family support center.

At the AFA, we heard allegations—rapidly assessed the situation—created an overarching and enduring solution—and decisively implemented it. Even after initial implementation of our plan, we have continued to refine our approach. For instance, based on the Fowler Panel's recommendations on victim confidentiality, we have attempted to strike a balance between the needs of the victim and the necessity of investigating felony allegations. This is proving to be a very difficult concept to implement. On this matter we sincerely believe it is in America's best interest that we eliminate any chance for offenders to commit future crimes.

Whether we look at the record numbers or increasing quality of female applicants for the academic year 2004–2005, our initial indications are very positive. As of today, the AFA Admissions Office has received over 3,026 applications from women—an increase of over 35 percent—and the largest number of female applicants in the history of the Academy. The increases in the average grade point averages (GPAs) across all four classes of cadets, both male and female, seem to show that we are instilling an improved climate for learning for all cadets.

Last year, Secretary Roche and General Jumper pushed extremely hard to install their changes before the class of 2007 entered AFA. Their efforts seemed to have had a major impact. At the end of the fall semester, fourth class cadets (freshmen) had their highest GPA in the past 20 years with a record 48 percent with GPAs above 3.0. Comments like those from a current cadet, 19-year old Ashley Culp, reiterate that we are on the right track. In an article published in her hometown Des Moines, Iowa newspaper, she stated "If anything, I think they're focusing on it a little too much. . . We've had a countless number of briefings on sexual harassment, they talk about it in basic (training) and in all our classes. . . We've all pretty much become experts on what is sexual harassment, how to handle it and who to contact." Even Ashley's mother, who was worried at first when the sexual assault issues surfaced, gave her ultimate seal of approval when she said there couldn't be "a safer environment at any university in the country." We could not agree more with her words or the words the Honorable Tillie Fowler so eloquently stated in her testimony, that "it is and should always be an honor to call oneself a cadet at the United States Air Force Academy."

SHEPPARD AIR FORCE BASE

In another set of allegations, Denver Post articles claim "a wave" of assaults at one of our premier training bases—Sheppard Air Force Base. Just as we rapidly engaged at the AFA, the highest level of attention has been focused on this issue at an Air Education and Training Command (AETC) base. When these allegations surfaced in the media, AETC Commander, General Donald Cook, immediately directed a factfinding review to assess the climate and examine the effectiveness of all existing plans, programs, policies and procedures in place to prevent assaults as well as ensure that adequate victim reporting and victim care resources are available. As part of this overall effort, they are also fully reviewing previously reported assaults to determine if proper actions have been taken. General Cook's initial findings should be delivered shortly. The Chief of Staff, the Secretary of the Air Force, and I are fully engaged in this issue and will ensure the right solutions are in place to provide a safe environment for our airmen.

COMBAT ZONES

When an assault occurs within one of our units, it impacts morale, good order and discipline and, ultimately, readiness. It is especially egregious when such problems surface during actual combat deployments—at a time when all of our folks should be focused on the mission, our fight against the war on terrorism. Today, almost 2,500 of our 20,000 deployed forces are women. Over the past 3 years the Air Force has deployed 176,689 airmen to numerous locations throughout the Middle East in support of the global war on terror. Women deployed to many of those locations, and they comprised 12 percent of the total deployed airmen. As the Combined Force Air Component Commander during Operation Iraqi Freedom (OIF), I had over 55,000 airmen overseas with me at this time last year. Unfortunately, since September 11, 2001, the Air Force has had eight cases of alleged assaults reported involving Air Force women within the area of operations. Two of the cases involved assault by non-U.S. civilians. In those cases the host nation retained jurisdiction. Of the other six cases, the disposition is as follows: commanders tried one by courts-martial, two

cases were handled through administrative action; one was dismissed after the commander conducted an article 32 investigation, one investigation was just completed and is awaiting command action, and in the remaining case, after a full investigation the allegation was determined to be unfounded.

These few cases coupled with the fact that we have had no reports of sexual assaults on our airmen in Iraq or Afghanistan suggest that we may have this matter fully in hand, even under the most difficult circumstances. Nevertheless, Secretary Roche established an Integrated Planning Team (IPT) made up of experts from throughout the Air Force who are fully and aggressively assisting the DOD Task Force on Care for Victims of Sexual Assaults. We look forward to their findings and recommendations and plan to decisively implement the task force's improvements.

Just as with AFA and at Sheppard Air Force Base, after being made aware of the allegations in the combat zone the Air Force rapidly addressed the problem—used existing victim support, law enforcement, Uniform Code of Military Justice (UCMJ), and medical channels to address the issue—and has attempted to re-establish and reinforce a climate where our airmen can focus on external threats to U.S. security.

GOALS

It should be clear, that the Air Force takes this matter seriously. Whether at home station, deployed, at the AFA, at Officer Training School (OTS), and at our Reserve Officer Training Corps (ROTC) detachments, it is also clear that one assault is one too many. While we have been encouraged by a recent gender and workplace survey completed by the DMDC that shows decreases in all types of sexually harassing behavior, we will remain focused on this issue.

In order to do that the Air Force has set clear goals. We are using them to guide an assessment of existing policies and programs in all of major commands. Our goals include:

- Striving to eliminate sexual assault and any climate that might foster it;
- Ensuring an environment where victims have confidence to report;
- Conducting appropriate investigation and prosecution;
- Effectively addressing victims health and well-being; and
- Ensuring commanders and higher headquarters oversee program effectiveness.

Mr. Chairman, as I have attempted to make clear, the Secretary, Chief of Staff, and Commanders at every level are serious about the safety and well being of our force, regardless of gender. We have effective programs in place and will continue to enhance them to ensure we have a consistent overarching policy best serving the needs of our Air Force airmen and our Nation's wartime requirements.

WAY AHEAD

To accomplish the goals we have set, our commanders use multiple tools available to them. These tools can be characterized into education, training, and prevention programs and response programs. The first, education, is provided at all levels of training; some more specific, some as part of the larger subject of sexual harassment.

Trainees in Basic Military Training School receive instruction on assault prevention and awareness, and are instructed to report harassment or assault immediately. Within the first 24 hours of arriving on their first military base, trainees hear about sexual crime prevention, their commander's rules of engagement, and human relations. These messages are reiterated time and again throughout their first weeks.

At the AFA, once a basic cadet completes in-processing, he or she experiences 4 days of orientation briefings and discussions (basic cadets are separated by gender during this period). On day two of the orientation, cadets receive their first briefings on sexual assault. Basic cadets receive additional sexual assault training (to include facilitated small group discussions) during the final days of Basic Cadet Training (prior to integration with the remainder of the Cadet Wing). These small group (gender separated) sessions include topics on sexual assault and gender roles.

This matter is also handled with cadets at Air Force ROTC detachments, and officer trainees at OTS. During their first week of training, these valuable commissioning sources cover equal opportunity, sexual harassment and awareness, diversity, and the formal Air Force Complaint System. These lessons are constantly reinforced at commander's calls and through effective leadership training.

Similar to these service entry programs, every level of professional military education (PME) from officer training to wing commander's courses; from the airman leadership course to our senior noncommissioned officer courses; each stress the im-

portance of this issue, detail the challenges, and elaborate on the resources and tools at their disposal. Whether, assault or the broader context of sexual harassment, commanders understand their responsibilities to the troops, and individuals understand the accountability of their commanders.

An initial review of the Armed Forces 2002 Sexual Harassment Survey indicates that the investment of time and resources in this training is paying dividends. For the individual, when asked if they had received training on topics related to sexual harassment and if that training was effective, a full 90 percent agreed their training provided them a "good understanding" and roughly 84 percent said they had received "useful tools" for dealing with the issue. For the commanders, data reveals even more successes. The number of Air Force airmen that perceive their leadership, from supervisor to Air Force service leadership are making "honest and reasonable efforts to stop sexual harassment" have significantly increased between 1995 and 2002. These facts support our continued emphasis on education, training, and prevention programs.

Our response tools deal primarily with victim care. As one of our stated goals, restoring the victims' health and well-being, is certainly a top priority. There are a number of Air Force organizations fully dedicated and prepared for that task. First and foremost in victim care are the services provided at our Medical Treatment Facilities (MTFs). Air Force MTFs develop local protocols for the care of assault victims that are tailored to local capabilities and follow civilian community standards. Medical staffs ascertain immediate needs of the victim in terms of medical and psychological support. MTFs also have locally developed victim advocate programs that collaborate with civilian agencies. Frequently civilian expertise is used to provide both medical and victim support (sexual assault centers).

Another important tool, the Air Force Life Skills Center, provides psychological support and intervention to assault victims. There are military counseling options such as primary care managers (physicians), social workers, chaplains, family support centers and base legal offices. Civilian counseling options are also available in the form of hotlines, support groups, local assault crisis centers and churches. This care is not unique to home installations, but is also available at deployed locations.

As mentioned earlier, sexual assault and harassment in a combat zone is particularly egregious. It is our Air Force policy that consistent levels of care are available regardless of the setting. Care for victims in the area of responsibility (AOR) mirrors that of home station. Our deployed medical units provide diagnostic evaluations (to include the collection of forensic evidence) and medical/psychological treatment to assault victims. Mental health teams are included at Expeditionary Medical Support System (EMEDS) with bedded facilities. Assault victims at deployed locations have several healthcare support options. Typically, victims can be quickly evacuated to Level III facilities in theater where the facility is staffed and equipped to provide resuscitation, initial wound surgery, and post-operative treatment. Deployed mental health providers can be sent forward to assist a victim at almost any location. Long-term, intensive support is available at Level IV facilities. There, the Air Force provides the same surgical capabilities found in Level III care, as well as rehabilitative and recovery therapy for those who can return to duty within the theater evacuation policy. Post-deployment clinical practice guidelines query all members regarding medical/psychological issues. Because of its importance—I repeat—restoring the victims' health and well-being is our top priority.

Another source of counseling to the victim is the Air Force Chaplain. Recently, the Chaplain Service has focused on providing training for chaplains who would be in a position to receive counselees who are victims of assault. They have trained AFA chaplains with the assistance of civilian experts in the area of assessment and treatment of sexual victims and offenders. The Chaplain Service Resource Board is currently working to develop a training program that will be used first at our AETC bases in 2004.

A second form of response is reporting and investigation. The Air Force Office of Special Investigation (AF/OSI) investigates and reports sexual assault crimes. AF/OSI agents are specially trained to deal with victims of such crimes. Security forces are also often the first responders. Victims are highly encouraged to participate in the Victim and Witness Assistance Program and to cooperate with investigators so that their case can be resolved. The AFA now has ART, a multidisciplinary team designed to support command in their response to sexual assault allegations and ensure that victims receive all appropriate avenues of assistance. This may well become a model throughout the Air Force.

Senior leadership involvement remains critical. Beyond the attention and many hours devoted to this important issue by the Secretary and the Chief of Staff, every level of leadership is equally engaged. Commanders are given tools that provide them a vehicle to be proactive and tailor programs and resources to their specific

units and community needs. For example, each Air Force base, major command and the Air Staff sponsor a working group that deals specifically with community issues, with a focus on prevention and service delivery. These working groups, called Integrated Delivery Services (IDS) teams, are comprised of representatives from Family Advocacy, Health and Wellness clinic, Life Skills clinic, the Chaplain's office, the Family Support Center, and the Services office. The IDS team serves as the working group for the Community Action Information Board (CAIB), with responsibility for monitoring the health and well-being of their populations, and targeting prevention and intervention services. Through CAIB and IDS processes, issues such as sexual assault and others like alcohol abuse, tobacco use, family violence and suicide prevention are viewed as community issues requiring a coordinated multi-agency approach.

In closing, I want to again state that we are devoting the resources—the expertise—and the energy to addressing this challenge. Our leadership does not take this matter lightly.

From the Air Force Inspector General giving the review of sexual assault as a special interest item, to the re-deployment briefing and follow-up surveys; to the recent task that I gave to every major command to perform a comprehensive assessment of our assault response system to include, but not limited to, education, training and prevention, reporting procedures, response programs, and program oversight. From the Secretary-established headquarters team that leads the Air Force-wide assessment and reports to the Secretary, Chief, and major command commanders to our top-level interest in the study that is being released here today. I can assure you that this issue is on the front burner of our senior leadership.

Last year, it was my privilege to lead our airmen—the next of America's greatest generations—into combat in Iraq and, the year before—into combat in Afghanistan. Today, as the Vice Chief of Staff, I see their talents, their energy, and their dedication every day and could not be prouder of the way they perform. It is my commitment to them to see that their service is free from the threat of assault and completed with honor and dignity.

Thank you Mr Chairman for the opportunity to discuss this critical issue with you and the subcommittee.

Senator CHAMBLISS. General Moseley, I intend to visit with you and Secretary Roche and General Jumper. Senator Nelson and I agree when it comes to the AFA. We've already had a hearing on the AFA. We know there's been a change in command, and some believe it's not fair to get them back up here until they've had an opportunity to implement new procedures, some of which you have already referred to. We're going to be doing a followup hearing sometime afterwards, maybe before the new class comes in. Anyhow, there will be a point in time in which we take on that issue, but it will be entirely separate from what we're here to talk about today.

General MOSELEY. Sure.

Senator CHAMBLISS. We've been joined by Senator Pryor and also Senator Cornyn. Senator Clinton I know is coming back.

Senator Cornyn, if you want to make any quick remarks, we're happy to hear from you.

Senator CORNYN. Thank you, Mr. Chairman.

Thank you, Mr. Chairman. I want to commend you for holding this hearing today. I think it's clear to all of us that we have to do everything we can within our power to make sure our armed services are free from sexual harassment and sexual assault, and I believe that zero tolerance should be our guiding principle. In those cases when an unfortunate act does occur, we have to provide the very best resources and care for victims, and we must hold those responsible accountable.

I commend Secretary Rumsfeld for creating a task force to examine the issue which will report back to him in 90 days. However, I have to wonder how many studies and how many task forces we

need before we're going to solve this unacceptable problem. I'm concerned that we have not yet successfully implemented all the lessons learned from previous incidents of sexual assault. I think the DOD must do better in working with the Services to provide a uniform and standardized manner for the care and treatment of victims of sexual assault.

Of course, the best solution is to prevent sexual assault from occurring in the first place. This takes leadership at all levels, and constant training.

General Moseley, in your testimony, you mentioned the investigation at Sheppard Air Force Base. When it is my turn to ask questions, I'd like to ask for you to give us an interim report of that investigation. When I saw you recently, I told you I had talked to General Cooke, and I'll be meeting with him tomorrow afternoon. I look forward to getting the final results of the investigation, at Sheppard Air Force Base.

Obviously wherever it happens, whether it's in Texas on an Air Force base or on a Navy ship, this is serious business, and, as I said, I believe zero tolerance must be our guiding principle.

Thank you, Mr. Chairman.

Senator CHAMBLISS. Thank you, Senator Cornyn.

Dr. Chu, you mentioned, in your statement, that incidents are down, but I didn't get the date. Was that in this report?

Dr. CHU. Yes, sir, it is. The prior survey, demanded by Congress, was accomplished in 1995. The incidents of sexual assault in that year was 6 percent for women. This is a 1-year incidence rate. In the just completed 2002 survey, which we are reporting from here, the incidence rate was 3 percent. We have succeeded in cutting the incidence rate in half. It is still too high and has a long way to go, but it is down substantially from where we were several years ago.

Senator CHAMBLISS. I think we can take some gratification in that. However, as we all know, the number of incidents that are reported is about 16 percent nationwide, of the incidents that occur. While that number may be going down, the actual number of incidents probably is still high.

Dr. CHU. Senator, if I may, I believe that's the importance of this survey. You are absolutely correct, the criminal statistics tend to badly under-report the incidence of these kinds of crimes. As Congress directed, we have gone to a wide population survey. Sixty thousand people were surveyed for this purpose. We have a response rate of about 36 percent of our entire Active Force which is about 20,000 responses. This way they can anonymously tell us if they were the victim of sexual assault. It's those kinds of surveys that allow people to try to estimate what the underlying incidence is. It's our best shot at gauging where we truly are.

Senator CHAMBLISS. As we move into the next round of base closure, we're talking a lot about cross-Service arrangements etc. between our Services. As I've listened to each of these gentlemen speak about their particular program within their branch of the Service, it occurs to me that, if ever there was an area where some collaboration or continuity between the Services ought to exist, there should be some standard that all Services go by. I'm wondering if any thought has been given, within the Pentagon, to a standard sexual assault policy for each and every branch of the Service,

so that anybody who joins any branch of the Service knows exactly where to go in the event something like this happens to them.

Dr. CHU. We already have the basic structure for that standardization, sir. As far as the criminal offense is concerned, of course, we do have the UCMJ. If assault occurs, the UCMJ is our instrument for prosecuting and dealing with the perpetrators. We also have a standardized approach to how we deal with the healthcare aspects. We do it through our hospital system, which is essentially a uniform approach. We attempt to model the best practices in civil society.

Third, we have emphasized to the Services that training is crucial, as I think each one of these gentlemen has testified. That has been done a little differently in each Service, and I think one of the interesting issues you raise is whether or not we bring that into greater conformance. However the training systems of each Service are a little bit different, and the career paths are a little bit different.

I don't want to predict the task force's findings too much since it's just completed its work, but I think what is going to come out will show that a greater attention to how we treat the victims once an incident has occurred is needed. Second, we need to redouble our prevention efforts, which you've all correctly identified as the long-term solution, precluding these assaults from happening in the first place.

Senator CHAMBLISS. I certainly would agree with you that prevention is number one. I have to say, however, from the stories that we've heard and the victims that we've talked to, there appears to be some systemic problems in dealing with these individuals once it has occurred. I would hope that some standardized method of treatment is developed so that whether it happens at an Army base, Navy base, or wherever it may be, that there is some standardized way to give these people the type of professional help they need.

General Casey, how many incidences have been reported recently, since the conflict in Iraq began in theater?

General CASEY. Senator, over the last 14 months, since the soldiers started going into that theater of operations in large numbers, we have over 80 cases reported.

Senator CHAMBLISS. Eighty?

General CASEY. We have about 86, as I walked out of the office this morning.

Senator CHAMBLISS. Okay.

General CASEY. Senator Nelson said 88.

Eighty-six is the number that we're tracking.

Senator CHAMBLISS. Can you tell me how many arrests have been made out of those 86?

General CASEY. Of those 86, 14 have been through the court-martial process already. The rest of those are still being processed. Those 86 are allegations, so they are being investigated by the criminal investigation division. They have finished investigations in about half of those cases, and they're still investigating the other half.

Senator CHAMBLISS. Does the Army have a standard operating procedure (SOP) relative to an alleged victim who comes forward

and gives evidence, or reports that one of her superiors, whether it be enlisted or an officer sexually assaulted her? Does the Army have a SOP regarding how or whether or not that individual is removed from the command of that individual? Is there any kind of set policy for dealing with that issue?

General CASEY. Are you asking me if there is a policy in place that deals with victims who come forward and report to have been sexually assaulted by a senior officer?

Senator CHAMBLISS. Let me use an example to explain further. I had a young lady who told me that she came forward with a charge of sexual assault against an officer in the company that she was serving in. She said that after she received medical treatment, she was put back in that same company with that same officer still in place, and they were ultimately transferred to another location. It just doesn't make a whole lot of sense to me that that ought to happen, and I'm just wondering if there's any kind of SOP for dealing with this type of situation or was this an exception to the rule?

General CASEY. No, sir. In fact, I would tell you that we have no specific policy that dictates either the victim or the accused should be removed from that command. We don't dictate that. We leave that up to the commander on the scene to make an evaluation.

Senator CHAMBLISS. Well, I would have to say that that bothers me because of the nature of some of these incidences that have occurred. To put that person back under the command of somebody, whether it's direct command or not, that they have accused of committing a sexual attack is troubling. I really think you all ought to look at this. Dr. Chu, this may be something that the task force ought to look into.

Dr. CHU. It is, and I have charged them with that. Our policy in DOD has been to leave the decision to the senior commander on the scene. We may need to overrule that with a more directive set of guidelines as to what to do. There are tensions here. As General Casey indicated, these are allegations. Some fraction typically prove unfounded. There is tension between protecting the victim, who is usually a woman, ensuring that she is comfortable and feels safe and the rights of the accused. You have to be careful not to prejudge the outcome.

All that said, I think one of the most difficult issues we face, this question of separating the individual from her, or occasionally, his unit, should the person be someplace else? How should we deal with that? That's one of the things I have charged the task force with how should we proceed in a way that is consistent with all the objectives that we have for the Armed Forces?

General CASEY. We are also asking our task force to look at this. On the flip side of that, mandating that the victim must leave the unit, really puts the onus on the victim. Therefore, we are leaning more toward mandating no contact and possibly mandating removal of the accused, rather than the victim. As I said, the task force is still working that, and it's a tough issue, as David said.

Senator CHAMBLISS. Of the 74 remaining cases under investigation, in the Iraq theater, is there some kind of average time for the investigation to take place? Let me tell you what my concern is. I have one particular case in which the young lady alleges a sexual assault took place last November. Even though she went through

a horrible situation relative to the incident itself, as well as the treatment she allegedly got after that, the fact of the matter is, the alleged attacker has moved on, her unit has moved on, and people are coming and going. From a treatment standpoint, the individual that was treating her has been rotated back. The individual she talked to, relative to potential prosecution, has now rotated back. Everybody that comes in has to start over again. Meanwhile, this young lady is caught in a trap. She alleges she's been raped, she is suffering from mental distress, as well as physical distress, and she's caught there.

Is there any time limit on an investigation in one of these places, particularly in theater?

General CASEY. Senator, that's a great point, and it's one of the points that we've asked the task force to look into specifically. Everything is harder in-theater, and everything takes longer in theater than it does here. I must admit, as we look through these cases, the timeliness of some of the investigations is a concern to us. One of the things we've asked the task force to do is to determine a standard, or at least a goal, that these investigators can focus on to try to bring the investigations to closure as rapidly as possible. As you've indicated, stretching it out for that long is not appropriate and not something that we can accept.

Senator CHAMBLISS. I don't know how you deal with it, and that's certainly not something this committee or this subcommittee ought to dictate to any branch, but we're going to continue to follow up with this. This is not the last hearing we're going to have or the last time we're going to ask you all to come up and talk about this. We expect you to go back and review your policies, and implement new ones where they need to be. I've already had several particular situations that have been called to my attention, and every Member has heard the same thing. We have to deal with this somehow.

General CASEY. You're absolutely right.

Senator CHAMBLISS. One individual suffering that kind of distress is one too many, just like one victim is one too many.

Senator Nelson.

Senator BEN NELSON. Thank you, Mr. Chairman. Thank you for the presentations that we've had this morning.

I'm encouraged by what I think is a uniform belief that zero tolerance has to be the standard, by the statistics we've been shown that there has been some improvement, by a reduction of incidents and by the common theme that prevention and prevention programs are going to continue. We're going to continue to look at how we might expand and improve them over a period of time.

Even so, some of the press reports suggest that an outdated military justice system might leave too much discretion to commanders, and that that might be partly to blame. Dr. Chu, maybe you can help us. Will the 90-day review that is being conducted at Secretary Rumsfeld's direction evaluate the adequacy of the UCMJ and, at the same time, the appropriateness of the commanders' discretion to deal with allegations of sexual assault?

Dr. CHU. All our policies in the DOD on this issue are up for review as part of the task force's charter. Consistent with the comments you've made, and those of your colleagues, the emphasis is on improving our care to the victim. I think that's where we believe

we have the greatest distance to go. The kinds of incidents that Senator Chambliss and others have cited underscore that. That's where I would like to see the most rapid progress achieved, so that the victims feel secure, so that the kind of under-reporting that plagues us, just as it plagues civil society, can be substantially reduced. As you can appreciate, we can't prosecute an incident the victim is reluctant to come forward and acknowledge occurred. That's the heart of the long-term deterrence dilemma for us, as it is for civil authorities.

All policies and issues are on the table, but we are trying to give special attention to properly caring for the victim.

Senator BEN NELSON. I certainly concur with the chairman's recommendation about some standardization coming from the best practices of the branches to be able to get a standard that takes into account the experience of each of the Services. At the end of the day, we will have top-down, as well as grassroots, improvement in how the system works, not only for prevention, but also for dealing with those incidents that do occur.

You mentioned the decline from 6 percent to 3 percent as a result of that survey. Does that survey help us understand the frequency of sexual assaults in a deployed status, as opposed to a combination of deployed and non-deployed statistics?

Dr. CHU. It does, within sharp limits. Fortunately, the incidence is relatively low. We have approximately 20,000 responses, which is only a small set of actual incidents to look at. If I recollect correctly, about a quarter of those incidents were in a deployed status. We have a very modest understanding of that issue. One of the things we'll be looking at is whether or not, we need to review the deployed situation in greater depth, and whether there are aberrant behaviors that differ from the garrison situation that we should be focusing on especially when the task force renders its report that's one of the things, we'll come to a conclusion on.

Senator BEN NELSON. I think that answers my questions at the present time. Thank you very much. Thank you all.

Senator CHAMBLISS. Senator Collins.

Senator COLLINS. Thank you, Mr. Chairman.

Dr. Chu, I do not doubt, in any way, your personal commitment to addressing this problem. I know that you view it as deeply disturbing as I do.

Dr. CHU. Thank you, ma'am.

Senator COLLINS. There's a "however" coming. [Laughter.]

I am, however, concerned about the implications of some statements in an op-ed piece that you wrote earlier this month for USA Today. In it, you said, "Regrettably, sexual violence is a problem that challenges American society at large. We, in Defense, are not immune to the ills of the larger society."

I understand that statement, but I fundamentally disagree with the comparison between civilian society and a military environment. What we have learned is that the military environment can create additional obstacles for victims of sexual assaults, obstacles that they would not encounter in civilian society, and that's one of the reasons why I'm so concerned.

For example, we've heard from victims that there is a problem with the availability of immediate medical treatment, which is not

a problem in civilian society. We've learned from victims that there is a fear of retribution by superior officers if such assaults are reported. We learned that in the AFA cases, as well. That is unlikely to occur in civilian society. The Miles Foundation has a whole list of factors, ranging from the availability of rape kits to the ability to bring criminal proceedings quickly. General Casey has testified this morning that everything takes longer and is more difficult in theater than it would be in the United States. Women may also serve at remote outposts, where treatment, counseling, and criminal investigation are simply not immediately available.

I'm concerned about looking at this problem as if it were simply a subset of the problems in society at large. I think one reason this is such a difficult problem for the military to deal with is, it isn't like reporting a civilian rape in society at large. Could you address my concern about the additional barriers that a victim may face in a military environment?

Dr. CHU. I'd be delighted to, ma'am. I'd like to start by putting my original editorial remarks back into context. In saying we're not immune, I think we have to be honest in terms of formulating programs that work, especially in regard to prevention, in acknowledging we take in a segment of American society. We're a reflection of that larger society, and any behavioral issues that occur there, we're going to see reflected in our ranks.

That all said, actually, I would turn your concerns the other way around. I think we have an opportunity in the military to do better, and that is our goal. In their careers, these gentlemen have demonstrated that with drug usage, specifically. It does, however, take time, investment, and perseverance. We have to change the attitudes that people bring when they arrive, and that's reflected, I would argue, in the data, in terms of the higher incidence rate in the junior ranks, who are the most recent arrivals to our Service and whose outlook and behaviors we have to work hardest to improve.

Yes, there are different circumstances in the military. I don't think it necessarily makes it harder. I think, in many respects, it makes it more straightforward for us to proceed. We can mandate procedures. We can mandate training. We have mandated training. I would challenge others to find a civil institution that does as much to educate its leaders on this issue.

We are committed to ensuring that the military does better than the society at large, but we have to be realistic about where we start from, because we are a reflection of that larger society. That was my point in the editorial. We are committed to overcoming any obstacles that may be specific to the military situation. We will find solutions to those problems, if we have not already done so, in the steps we'll take in the days, months, and years ahead.

Senator COLLINS. My point is that the evidence strongly suggests that a victim of a sexual assault in the military faces far more obstacles in getting the help that she or he needs. That wouldn't be the case in a civilian situation, particularly if that person is serving in a war zone or is serving in CENTCOM, for example. That's my concern.

I don't know the accuracy of the study, but I read testimony from the Miles Foundation which suggests a far higher rate of sexual as-

sault in the military compared to the civilian population. Would you like to comment? Have you seen that study?

Dr. CHU. I'm not sure to what Miles is referring. In fact, we have done an extensive search of all the literature as to what it says about the incidence, because that's one of the first benchmark questions you ask: How do you compare with other institutions in the larger civil society?

Let me summarize what the experts have taught me on this subject. Others will have, obviously, their own views of this literature. First, the National Crime Victims Survey under-reports—I think that's the standard scholarly conclusion. It is distressing to me that out there in civil society there is not a survey that is parallel to the one Congress has directed the DOD to conduct now for the third time. There isn't an easy reference point that we'd like to have. I have already begun to take steps to discuss with the Department of Justice (DOJ), whether we want to partner with them to get a better understanding of the larger issues that you have raised in your question.

Third, I think the closest point of comparison we can find in the literature is the DOJ survey of college women, which was undertaken in the mid to late 1990s. It's done a little differently. The reporting period is a little different from what we did here. The way I would read the conclusions is that we're not out of line with what they report for that population. However, it's a different population with different circumstances.

Your underlying concern is, is it harder in the military? There may certainly be things that make it harder, but there are other things, I would argue, that do and can make it more straightforward. I think the jury is still out on that issue.

Ultimately, the real question for us is not whether it's harder or easier. The real question is, do our people feel that they can have recourse to help when they need it?

I acknowledge, we're not where we need to be in that regard, and that is our most important immediate task.

Senator COLLINS. The real issue is prevention in the first place.

Dr. CHU. Yes.

Senator COLLINS. If I could just quickly ask one more question. Thank you, Mr. Chairman.

Admiral Mullen, the Pentagon reported that between October 2002 and November 2003, there were 88 reported cases of sexual misconduct in the CENTCOM theater. I thought it was very interesting, in looking at the statistics, that 80 were in the Army, seven were in the Air Force, one was in the Marine Corps, and none were in the Navy. I understand, from a numbers standpoint, that there may have been many more Army and Air Force personnel in theater, but there's still a disparity when you adjust for the number of personnel. I'm giving you a great opportunity here to tell me what the Navy's doing right and whether you think it is a result of the Sexual Assault Victims Initiative (SAVI) program, the SAVI program that you discussed with me in my office.

Thank you.

Admiral MULLEN. Thank you, Senator Collins. I'll try to take the opportunity, but not all of it, because the numbers that I have are not exactly the same. Let me go to the SAVI program.

As I have both listened to the questions and been involved in particularly intense preparation for this hearing, the SAVI program really becomes the heart and soul for our ability to properly respond. While it is not perfect and we have work to do, it does start to answer questions, like continuity, Mr. Chairman, in terms of care, because it focuses on advocacy, and it focuses on an individual advocate that essentially takes care of handling all issues for the victim. It becomes the conduit through which the information flows in and out of the chain of command, to and from the medical center. It is this program, which was developed over time, which has given us, I think, great strength in this area. Again, it's not perfect, but it is something that we have trained an awful lot of people on who have become advocates. We trained over 1,250 people last year. We have, this year, 300 commands, around the world, who have not just representatives, but advocates aboard.

The Navy has been a deployed and rotational force forever, so this is something we've had to address over a great period of time. In most cases, the timing is very responsive. We have this kind of support on major units, major medical support, in addition to those in installations around the world. From the standpoint of giving credit, or depending on a successful program, SAVI has been at the heart of that.

Let me get back to the statistics. I was actually unable to verify where they got those numbers for the DOD report. In fact, we're not home free on this. We've had, in fiscal year 2003 and for the first couple of months of this year, 12 incidents in CENTCOM. Most of these took place in Bahrain. We have an awful lot of our Navy personnel stationed there. Seven of those are closed. Those are all in fiscal year 2003. Six of those seven were either terminated because the evidence didn't support it or the victim made a decision to not continue. We have five cases which are open, one of which we have a general court-martial scheduled, and the four others are currently ongoing. That's my understanding of where we are right now.

That said, I have a great deal of confidence in the program that we have.

Senator COLLINS. Thank you, Mr. Chairman.

Senator CHAMBLISS. Senator Allard.

General CASEY. Excuse me, Mr. Chairman, before we leave Senator Collins, may I say one more thing?

Senator CHAMBLISS. Sure.

General CASEY. I'm new at this, but I'd like to make a comment on something that the Senator said in her opening statement, and I'm not sure when the right time to do that is.

Senator CHAMBLISS. Feel free to, General Casey.

General CASEY. Senator, you mentioned, in your opening statement, the fact that our female soldiers may have more to fear from their fellow soldiers than they do from the enemy, and I think I'd be remiss if I didn't assure you and the committee that I absolutely and fundamentally don't believe that to be a true statement. I think it doesn't give the weight to the high regard in which we hold our female soldiers and to the great contribution they're making to operations around the world.

I'm not trying to be confrontational, I just felt I would be remiss if I didn't say that.

Senator COLLINS. General, I have enormous respect for our troops, both male and female. The vast majority of them are absolutely professional, patriotic Americans, and I was careful in my statement to qualify with the word "some." However, obviously, in some cases, that is, in fact, what has happened.

Senator CHAMBLISS. Senator Allard.

Senator ALLARD. Thank you, Mr. Chairman.

I have briefly looked over your Armed Forces and Sexual Harassment Survey you just handed out here, Dr. Chu.

Dr. CHU. Yes, thank you, sir.

Senator ALLARD. You made it available to the subcommittee, and I thank you for doing it. This is a 2002 survey. In just briefly looking over the survey, I see where you have put a lot of things in percentages. When I worked with the AFA on sexual harassment, one of the things we struggled with and really worked hard on is to get some meaningful data that you can present to those in charge, and also to this subcommittee, that would give us some idea of what really is happening.

Being a scientist, I have a suspicion of percentages. I think I would feel much more comfortable in the report if we could be looking at actual figures, but I don't see actual figures in here. It looks like the whole report is going through on percentages. It looks to me like it would be a good idea if we could determine how many individuals were surveyed and how your sample was collected. The DOD is a large organization, and I think it would be helpful to the committee if we could also see it broken down by Service—I don't see it broken down by Service. Seeing it broken down would also be helpful for us to know how the progress is moving forward in each one of those branches of government—or branches of the Service.

I hope that somehow or the other, you can go into a little more detail about the methodology and about who's been sampling. Perhaps you could provide us with that data on numbers and tell us how many were surveyed and how they're responding when you break them down. I don't know if we need to go into all the real little details. I think you've done a good job in trying to break them down, and I understand your challenges there, but if we could be dealing with some actual numbers, I think it would give this committee a little better feel of what's happening, other than percentage.

I notice in one chart you had 1 percent. It had to do with the junior officers, as opposed to senior women. If we had specific numbers, I think it would help us analyze that a little bit. Do you think you can do that?

Dr. CHU. Absolutely, sir. I do recognize you've only had a few moments to look at this. I think if you turn to chapter 2, you'll find the methodology spelled out in great detail. One of the reasons we report percentages is because it's a sample of 60,000 with approximately 20,000 responses. We have to weight the answers back up to the population, as a whole, because, as you can appreciate, you get differential response rates from different subsets of the population. That's why the standard approach is to do percentage. They

can be translated, however, into estimates or absolute numbers. I'll do that to the extent that the report does not already do so.

Senator ALLARD. If you can give us some absolute numbers in some of those key areas, I think that would be helpful. There are so many ways that you can manipulate a percentage, and when you have the actual number in front of you then you can look at just what can be done with that. I think it would help the report.

Also, in the report, the survey stated that 1 percent of junior enlisted say that they have been sexually assaulted. Do you happen to have an actual figure on that?

Dr. CHU. Actually, I believe the junior enlisted figure is somewhat higher than that, Senator, because that is where the core of our problem lies, as we see it. Again, you can translate that into an absolute case number, using the population basis.

Senator ALLARD. Yes.

Dr. CHU. I should also emphasize the report does, in its individual chapters, go into comparisons across services.

Senator ALLARD. Yes.

Dr. CHU. One of the important findings, in my judgement, is that the improvement that we've seen between 1995 and 2002 is consistent across the Services.

Senator ALLARD. That's all very helpful, but I think, again, if we can get some raw figures, it would be more helpful.

There is a statement in there that says it's more common for junior enlisted women to be sexually assaulted, as opposed to the more senior.

Dr. CHU. That's correct.

Senator ALLARD. Can you explain why it is more common?

Dr. CHU. As to why it's more common, I think that's where one gets into hypotheses, and we will be looking carefully at this survey to see if we can understand why that happens. I think one issue, as I have said in my testimony, that we have to deal with is that these people have been with us the shortest time, so we've had the least opportunity to conduct the training that these four gentlemen have described. I think that training is generally effective. That's what our people, in the substantial majority, report. Admiral Mullen emphasized, you don't just give the training once, you give it repeatedly. Just as General Nyland in the Marine Corps does, and intends to strengthen, we want to be sure that this training is revisited on a appropriate periodic basis.

Senator ALLARD. It looks to me like you have also surveyed enlisted individuals, and you've included civilian employees and contractors, as well. Is that correct?

Dr. CHU. No. The survey went to military personnel.

Senator ALLARD. Military only. So we're only talking about enlisted.

Dr. CHU. Both enlisted and officers.

Senator ALLARD. What about the Coast Guard?

Is that part of the Coast Guard part of that?

Dr. CHU. I don't recall. We did Coast Guard, too, yes.

Senator ALLARD. The Coast Guard is in there. What about the reservists?

Dr. CHU. No, we will do a separate survey of reservists.

Senator ALLARD. So the National Guard and reservists would be separate. Is that right?

Dr. CHU. That's to be done this year, yes, sir.

Senator ALLARD. So the figures that you're presenting us is basically on the enlisted individuals. I think that's where this subcommittee would be the most interested.

Dr. CHU. Right. The figures are for the active service enlisted and officers. The incidence for officers is much lower than that for enlisted officers.

Senator ALLARD. I was looking at this one survey, and they talked about all of these, so I was getting a little confused about the extent of that inquiry.

Again, I would emphasize that, as with the academies, we need to figure out a way to measure results. I understand this would be much more challenging with the Services. This way, when you come to us with a program where you think there is a sexual assault problem we can look at some kind of scientific anonymous survey and see exactly how many assaults there were on each given year. Then policy can be implemented. We would be able to look at it 2 or 3 years later, and see where it's gradually getting better. That's my ultimate goal, and I would encourage you to figure out a way in which you can do that. We've figured it out in the AFA, and I think it is making a difference. Granted, it's a little different environment, and yours is much more complicated, but I think that at least needs to be our goal. That would be most helpful to this subcommittee and any of the supervisors that would be looking at the data.

Dr. CHU. We agree, sir. Indeed, we think this survey is the first step in that direction and does, indeed, as my colleagues have testified, identify a very positive trend. We are not where we need to be but we have improved.

Senator ALLARD. Thank you very much.

Thank you, Mr. Chairman.

Senator CHAMBLISS. Senator Warner.

Senator WARNER. Thank you, Mr. Chairman. I think we've had a very good hearing, thus far, Mr. Chairman, and I commend you, again.

Dr. Chu, I know you well enough just to kind of hit you hard on this thing.

Dr. CHU. Yes, sir.

Senator WARNER. Why in the world does it take 2 years to do a survey?

Dr. CHU. It's a good question, sir.

Senator WARNER. There's not a person at this table that doesn't do surveys in the political business. We turn them around overnight. Somewhere between overnight and 2 years is a happy medium. This is a major problem, and it should have been addressed long before the 2 years. Do you have any thoughts on it?

Dr. CHU. I don't disagree with you, sir. I will report that DOD, before we came to office, had not been doing the surveys that Congress indicated we should. We undertook to do so.

Senator WARNER. Good.

Dr. CHU. This is more complex, generally, than yes/no questions, so it does take a while.

Senator WARNER. I fully appreciate the depth of it and the breadth of it, but 2 years is too long.

Dr. CHU. I have no difference with you, sir, that we'd like to be speedier. Really, this was the last of the surveys we did where we used paper-and-pencil results, as well as Web-based.

Senator WARNER. Right.

Dr. CHU. This was transitional. That's one of the reasons we're going to Web-based surveys, because we want to be able to tabulate and report much more rapidly.

Senator WARNER. Good. We leave this hearing with the understanding that 2 years is unacceptable.

Dr. CHU. Absolutely.

Senator WARNER. Given the necessity to move swiftly on this issue henceforth, I'm sure you'll find some outfit to get us this information much more quickly. We can recommend a few. They get the information to us overnight. I don't say that facetiously. These are good polling companies that go out and take an issue for us now and then in a contested campaign and tell us where the mainstream of thought is.

Many of the problems emanate from postings and deployments aboard ships, and in obvious confinement, posts overseas such as Iraq. You've mentioned Bahrain. I've been there many, many times. It ebbs and flows, but it's hard to get off post sometime in a safe environment. These pressures will sometimes build up and erupt in these most unsatisfactory and unacceptable ways in AORs in assignments where there is considerable restriction and limitation of the ability of the people to be off-base and co-mingle with the civilian society and other walks of life.

With that, I'll close out, but I want to ask one more question, though. Drawing on my own very modest experience in the military, sometimes you never see a commanding officer or a high-ranking officer, and lots of times you don't want to see them. I remember a gentleman who was up here, who was the new Chief of Staff for the Air Force, preceding John Jumper. His father was Chief of Staff of the Air Force when I was the Secretary of the Navy, and I asked him one time, in a pompous way, "Well, did you get to see much of your father when you were second lieutenant?" He said, "No, I tried to stay on the other side of the world from my father at all times." [Laughter.]

I think every now and then the visibility of a very senior officer moving into an area where there's a problem and showing that visibility from the very top on down might help reinforce the depth of sincerity that we have to attach to this problem. If you don't have a policy or a system in place, I would put that out. A CNO has a very wonderful way of putting out a message to his commanders. I know that, and I'm sure the other Services have a similar command.

Thank you very much, gentlemen.

Senator CHAMBLISS. Thank you, Mr. Chairman.

Dr. Chu, among the other things you take back to the Pentagon, be sure they understand that the chairman of the full committee, and the chairman and the ranking member of this subcommittee, expect this internal report to be done in due course. We're not look-

ing at 2 years. We're looking at a short-term turnaround with respect to that internal report.

Senator Cornyn.

Senator CORNYN. Thank you, Mr. Chairman.

On February 11, 2004, The Denver Post reported what they called "a wave of sexual assaults" that they claimed had gone unnoticed at Sheppard Air Force Base, in Wichita Falls, Texas. The second sentence in that lead says, "'Base women are too scared to go public,' victim's advocates say."

Later, local newspapers said that The Denver Post story may be overblown. An ex-counselor was reported to have taken issue with The Denver Post story and said that her remarks were taken out of context. Then there's another story in the Wichita Falls Times Record that said rape statistics actually are lower in Wichita Falls.

What I wanted to ask you about, General Moseley, deals with a Denver Post article. Then I would like to ask you for a summary interim report on what's happening there. On February 22, The Denver Post writes, "The optimists believe that Congress is prepared to pound out serious reform to improve how the military handles violence against women. The pessimists believe a silent handshake bonds Congress and the military, preventing any meaningful change."

I understand we have a free press in this country, and people can write whatever they want, within very wide boundaries. I know that all of you at the table understand this, and certainly everyone up here understands it, but I just want to tell the cynics, the author of that statement, and anybody else who might cynically believe that we do not take this matter as a profoundly serious issue, that they're wrong.

With that, General Moseley, can you tell us what you've been able to find out to date? I know General Cook, the commander of the Air Education Training Command, has ordered a investigation. Could you bring us up to date on that, please?

General MOSELEY. Senator Cornyn, thank you.

In fact, I had some time yesterday to spend with General Cook, and also Brigadier General-Select K.C. McClain, who conducted this survey. She used to work for me, and she's just recently turned over command at Goodfellow at San Angelo. She is the perfect officer with the right background to conduct this.

Let me tell you the bottom line up front. These are our people, these are our airmen, these are our kids, and we take this seriously. One is too many. An impression that there are handshakes or agreements out there is not only not true, but a bit insulting, because these are our kids. We take them as a national treasure, and we attempt to hold them early, even from day one, at a higher standard, and we mold them, and we create in them professional military men and women who hold their job very seriously which is the defense of the republic.

The summary, up front, is that after this the students feel safe, they know how to report occurrences of sexual assault, they trust the base leadership in Sheppard and at all levels of command and supervision. The members are actively engaged in providing a safe and secure environment conducive to that training.

Brigadier General-Select McClain took 22 people to Sheppard, at the behest of General Cook. They surveyed 5,035 of the students. There are about 5,000 students there at any point in time, so they rounded up some of the transitional students and 5,035 were surveyed. They interviewed a thousand face-to-face. The survey population was determined by a random cut of social security numbers, 50 percent male, and 50 percent female. There was no way to pick a subpopulation or a career field going through the tech school. There were just a thousand randomly selected people.

Eighty-five percent of the surveyed and interviewed believe that reporting is encouraged and reinforced. Ninety percent are absolutely confident in the process. Ninety-five percent of the females feel safe. Ninety-two percent of the females are confident in the leadership and their commanders' efforts in this area. Also as an observation, Air Education Training Command and the Wing at Sheppard have an ongoing memorandum of agreement with First Step, the civilian agency off-base. In fact, the Sheppard Family Advocacy representative is on the board of directors at First Step. We value that relationship with that off-base interview, because they are so professional and they provide a service to our kids.

Five hotlines were added during the conduct of this survey, at Sheppard and also at Randolph, which is headquarters of Air Education and Training Command. The numbers were toll-free and publicized on TV and in the base publications. As of yesterday, we have had five calls. One was a report from a female that said her case was handled properly and she is satisfied with the conduct. The second call was a report of potential assault at another base, which we're following up on. The third call was an ask-for-help with a potential harassment case, which we are following up on. The fourth call was a report of a 1966 assault, with no names and no requests for followup. We also had a call on a 1974 assault case, but again with no names or followup action. We had one reporter call to see if someone would answer the phone. We had one Senator's staffer call, also to see if someone would answer the call.

We also asked to go back 10 years to look at background at Sheppard in these cases. There have been 45 cases since 1993. Nineteen went to court-martial, 15 were found guilty, and the remaining 26 were non-judicial punishment Article 15s.

Senator Cornyn, that's the initial report, but more details will follow with all of that with raw data, I believe General Cook will be here this week to talk to both you and Senator Hutchison.

Senator CORNYN. I look forward to talking to General Cook about that in more detail tomorrow.

Let me just ask each of you a final question about this. Admiral Mullen, I'm very interested to learn about the SAVI program that the Navy has conducted, and I commend you for that. In the civilian world, most law enforcement authorities have a crime victims coordinator who is there to make sure that a victim of a crime, whether it's a sexual assault or otherwise, is not re-victimized by trying to navigate an alien process like our criminal investigation and law enforcement agencies. Even though they're there to serve, someone who's been victimized by crime and needs some help, I commend the Navy for creating that.

I would like to ask each of you to comment on whether your services have similar crime victims advocates or something similar to the SAVI program.

General Casey.

General CASEY. Thank you, Senator.

We have a Victim Witness Liaison Program. Frankly, I believe it's at too high a level. I mentioned in my opening statement that our initial review of our procedures, particularly in this area, have led us to believe that we have some things that we need to do there. I mentioned there are six victim witness liaisons in theater now. They're at division level. You can imagine the difficulty of getting down to a victim in some isolated outpost. We can do better than that, and we will.

I'd like to close by saying, we are looking very hard at the Navy's program. It makes a lot of sense to us.

Senator CORNYN. General Nyland.

General NYLAND. Yes, sir. We also have victim advocates. At our 17 major installations, we have 27 that are funded, and we have them augmented with 125 volunteers, and they are there 24 hours a day, 7 days a week. They have the access that can take them from family advocacy to the law enforcement piece and to counseling. So we are also great believers in the victim advocacy program, and we do have that in place.

Senator CORNYN. General Moseley.

General MOSELEY. Senator Cornyn, we have a Victim/Witness Assistance Program in place. What we have found after all of our series of major command reviews, is that at each change of command we have a climate assessment that's required by the new commander, and then every 2 years at that unit. As we can see from looking at this, and as we have found out from an offshoot of the Fowler Commission as we've gone down to other units, and also with this Sheppard assessment, we are not where we need to be. Brigadier General Select K.C. McClain also believes that there is a better way to do this. This is what we have, and it has served us, but I'm not sure it's as good as we want it to be.

For instance, the care of and handover of the victim or witness across assignments and across post-separation from the Air Force needs to be done better. We're in the process of manifesting all of those observations from all of those studies, and operationalizing the notion that we need to get at this better. This includes taking a look at what Admiral Mullen's program does for us, and looking at rolling that up inside our command structure to ensure commanders, not staff officers, are involved. We need to ensure that commanders are held accountable, not only for the activities, but the followup. That's where we are today.

Senator CORNYN. Dr. Chu, should there be a standard approach for a victim's advocate across the branches as a matter of DOD policy?

Dr. CHU. That's one of the issues we're going to look at very quickly, as Senator Chambliss urged. I do think there is an advantage to having an organized advocate program, as the Navy does, and, to a lesser extent, as the other Services do. This is a low incidence at any particular installation, fortunately and, indeed, you see that in the fact that we often partner with a civil hospital for

the actual forensic tests, because they have more cases that come to their attention, and are more practice in doing the various procedures. Just as General Moseley said, "One advantage of having an advocate program is that you make sure that best practices, and the best way of handling the situation, are, indeed, applied in each instance." We'll be looking very hard at what we can do to ensure that outcome. Whether a standardized program is the right way to get that result is another issue.

Senator CORNYN. Mr. Chairman, I very much appreciate you conducting this hearing. I know that all of us feel very strongly that this is important. There is no silent handshake or any other complicity on the part of anyone in Congress or the military. This is not going to be simply brushed under the rug or ignored.

I do believe that a similar role to that of the crime victims advocate that's used in the civilian world and the law enforcement agencies of our local and State governments is a model that we ought to look at very closely.

Thank you.

Senator CHAMBLISS. Thank you, Senator.

I'm glad you raised the issue of what was in that press report, because everybody on this subcommittee and on the full committee has a very professional relationship with each and every one of these men. Because of that, we know they're professionals, and we know that they want to see this job carried out to the fullest extent with regard to each and every issue that we have to deal with. This is one of many issues that we all deal with, with each of these men, as well as other folks in every branch of the Service. They know and you well know, and I see you all shaking your head, that we're going to follow up with you, from an oversight perspective. We respect you, and you respect us, and that's part of our job, and we know it's a very vital part of your job. Thank you for bringing that out, Senator Cornyn.

Senator Pryor.

Senator PRYOR. Thank you, Mr. Chairman. Thank you for your leadership on this issue.

I know that each of you, in your own ways, have had some experience with the UCMJ. One of the things I keep picking up on is whether the UCMJ is in need of updating or whether we should revisit the UCMJ, especially with regard to crimes of sexual nature such as sexual assault, etc. If I could, I'd like to go down the list and ask you about the UCMJ, whether we should update it, and also whether you feel commanders have too much discretion with regard to these type cases under the UCMJ. General Moseley, not to pick on you, but I'll start with you, if thats okay.

General MOSELEY. Senator, let me answer your second question first. I do not believe commanders have too much discretion, because we hold commanders accountable for the conduct of combat, for the engagement of combat and for the well-being of their troops. A commander is a commander, and is ultimately responsible, whether he is the commander of an aviation unit or a ship or a surface unit, for the activities of his unit and the prosecution of his mission.

Relative to the UCMJ, I would welcome any review that would make the situation or the addressing of these issues better,

quicker, and with more finality. I would welcome any review that allows us the ability to protect our kids or the victim, that would allow us to accelerate a process, and would allow us to prosecute the perpetrator in a much more robust manner.

Senator, having said that, we have the legitimacy now, with the UCMJ, to do that very thing. With the articles, as they are defined in title 10 of the UCMJ, we are able to do that.

Let me close by saying we would welcome any review, dialogue, or participation in any process that would make this better.

Senator PRYOR. Thank you.

General Nyland.

General NYLAND. Yes, sir, Senator. I believe that part of the ongoing task force will, in fact, review the UCMJ. We review it annually as well.

That said, I would say that the discretion afforded a commander is not too lenient. It is a vehicle by which he is able to preserve good order and discipline in his unit. I also believe that the UCMJ gives him the authority and the way to both protect the victim and punish the perpetrator.

Senator PRYOR. Okay.

Admiral Mullen.

Admiral MULLEN. Senator Pryor, we're all individuals of our own experience, and I've had the blessing of being able to command five times. In the Navy, and I feel this way for the other Services, I think it is clear that command responsibility, authority, and accountability are at the heart and soul of who we are and what we do. Therein, we invest in that and in those people that we very carefully screen to take those positions. I think that's where it should remain.

I have also been extremely well served over three and a half decades by the UCMJ. Echoing what my colleagues have said, I would welcome a review that made this better. The UCMJ has stood very well in the most difficult times in a both fair and balanced way to come out with the right result.

Senator PRYOR. Thank you.

General Casey.

General CASEY. Senator, there's not much left to say on this. I would say that I do not believe that the UCMJ currently gives the commanders too much discretion. It is one of the issues we've asked our task force to look at. We asked the task force to determine if there is anything with the UCMJ that makes their job harder with respect to prosecuting sexual assaults.

The last thing I'd say is something that General Moseley said a little bit ago. All our commanders, and I know all the commanders for all the Services, feel very strongly that these are our soldiers, and we want them to have the best protection and justice available to them.

Senator PRYOR. Thank you.

Dr. Chu.

Dr. CHU. As I indicated earlier, all policies are on the table in this review. That includes whether or not the UCMJ needs strengthening. I do want to join my colleagues in saying that I think one of the strengths of the military system, specifically in dealing effectively and promptly with disciplinary issues, is the dis-

cretion that we give the commander. There is a variety of ways you can use the UCMJ and article 15 to reach the result we need, which is to ensure that perpetrators are promptly and appropriately punished so that it's a deterrent to future wrongdoing. Our emphasis in this review, as we have all stressed, is on what can we do in the immediate future to improve our care of the victims, and what we can we do over the longer term to preclude sexual assault in the first place.

Senator PRYOR. Thank you. I know that all of you all are familiar with The Denver Post's ongoing investigative reporting, mostly centered around the AFA. You all know they've done a months-long investigation of various aspects of sexual assault within the military. Not to drag you all through all that again, but there's an interesting editorial today in The Denver Post that I wanted to ask some questions on. Just by way of background, they talk about how their investigation found that military husbands often get a free pass for domestic violence that would land civilians in jail, that rapes committed by military personnel often are sloppily investigated and rarely punished, that victims said they get poor medical attention and little or no counseling, and that many American service women said that they were raped in Iraq by their fellow U.S. soldiers, but the military bungled the investigations, and higher-ups punished victims for reporting the assaults.

Dr. Chu, not to pick on you, but I'll let you be the spokesman for the group. If you want to defer to some of them in answering these questions, that'd be great.

As part of this Denver Post editorial today, they encouraged the Senate to ask four questions of the panel, and so I'll ask them to you, if you don't mind, Dr. Chu. First, why did the military bury earlier internal reports about the scope of sexual assaults and related crimes? I'll just let you comment on that and answer that however you feel free.

Dr. CHU. First, I haven't read The Denver Post editorial, so I'll be careful in commenting on something I have not actually perused. To the question you raised, I don't believe we have buried such reports.

Senator PRYOR. Those are their words, not mine.

Dr. CHU. I understand. They have alleged we buried them. If past editorials are prologue, I suspect the allegation is there and the specifics are not provided, so I would invite those who think we've buried reports to point to what we have buried. That's not our policy. We don't bury reports. We don't hide things.

Senator PRYOR. The second question is, why have suspected assailants gone free?

Dr. CHU. I don't know what they're speaking of. My hypothesis is, they're referring to cases whose outcomes they would like to have seen come out differently. I think Admiral Mullen and my colleagues have pointed out the variety of outcomes that occur when an allegation is made. Some allegations are found to be unfounded, at least in terms of a judicial issue. In some cases, the victim decides not to proceed, which leaves the Service in a different position. In other cases, we do, indeed, proceed to general court-martial and we jail people for these offenses.

Senator PRYOR. The third question is, why do commanders drum rape victims out of the Service?

Dr. CHU. Again, I don't mean to be impudent in saying, that the question has a when-did-you-last-stop-beating-your-wife flavor to it.

Senator PRYOR. I understand.

Again, I'm just quoting the article verbatim.

Dr. CHU. The article starts with an assumption that I would quarrel with, and I think we need to come back to a fact-based discussion of these issues. Without a fact-based discussion, we will never get to the policy improvements and the program strengthening that we need in order to ensure better results.

Senator PRYOR. Fourth, why are counseling and other services to rape and domestic violence victims decades behind those available in the civilian sector?

Dr. CHU. Again, sir, I think I would quarrel with the presumption of the question that we're necessarily behind the civil sector. In some ways, I would argue we are at least equal to the civil sector. I would point to the Navy SAVI program as a possible case where we're better than the civil sector.

Senator PRYOR. Right.

Dr. CHU. At least some civil sectors.

Senator PRYOR. Now, you other four have heard those questions. Would you all like to offer any comment on those? Again, I just thought it would be fair to hear your response to any of those. Would anybody like to take some of that on?

Yes, sir?

General CASEY. I think we've all said it. One incidence in any of those categories is too much, and that's what this is about. I think we all have talked about our commitment to support for the victims of sexual assault, and what we're doing to get better at it. We talked earlier about 3 percent. That's one 97 that I'm not proud of.

Senator PRYOR. Right.

General CASEY. It's the 3 percent that's most important.

Senator PRYOR. Right. Anybody else?

General MOSELEY. Senator Pryor, let me echo, again, these are our people. These are our soldiers, sailors, marines, airmen, and coast guardsmen. The notion that people get a free pass or that things are winked at or swept under the rug is outrageous. Is there room for improvement? Always. Will we always find ways to do this better and faster? Yes. Are we looking for ways to do it better and faster? Yes. The assumption that somehow we do not take this seriously, or that somehow we have other things to do, I take issue with. These are our kids, these are our people, and they're a national treasure, both male and female. We're dedicated to making this better, and we're dedicated to taking care of them.

Senator PRYOR. Okay.

Mr. Chairman, that's all I have.

Senator CHAMBLISS. Thank you.

Senator Nelson.

Senator BEN NELSON. I thank you, Mr. Chairman.

Obviously, The Denver Post has taken a very significant interest in the allegations in this particular situation. I should alert everyone that I may have a conflict of interest. As a young boy, I delivered The Denver Post as a paperboy.

I have a question. I note that the Navy requires all commands to report any alleged sexual assault involving Navy personnel to the Naval Criminal Investigative Service, and to forward a unit situation report for all alleged sexual assaults involving active-duty or family members or occurring on Navy property. The Navy has also instituted an internal monthly review of this sexual assault data to identify trends and to address corrective action at the earliest possible point. I'd like to ask the other chiefs to respond, if you will, to what the Navy has done, as to whether or not you have adopted such practices or whether you think it might be worthy of consideration. I know we have an overall study going, but I'd like to get your particular thoughts on what appears to be a best practice.

We'll just go ahead and start with General Casey. You had to start last time, General Moseley.

General CASEY. Senator, our reporting requirements policy is the same as the Navy's. Any incidence of sexual assault is reported to our Criminal Investigation Command, and they take up the investigation.

Senator BEN NELSON. Then do you know if you do a monthly review of the data?

General CASEY. As I mentioned in my statement, we have instituted a quarterly review of the sexual assault data.

Senator BEN NELSON. Quarterly.

General CASEY. Again, back to what Senator Allard said, we know what we know, and what we really have to get after is what we don't know. That's what we hope these periodic reviews will help us do.

Senator BEN NELSON. Okay.

General Nyland.

General NYLAND. Yes, sir. Similarly, all of our orders require commanders to immediately report any sexual assault or rape cases. They will go through law enforcement, as well as through the family advocacy program. Those reach my desk at all hours of the day and night, should they occur, via serious-incident reports.

We are, as part of our development of the Consolidated Law Enforcement Operations Center (CLEOC) program, looking for ways to better be able to mine data on this and learn more from it than we do at present.

Senator BEN NELSON. Okay.

General Moseley.

General MOSELEY. Senator Nelson, we're in the same boat. Sir, we only know what we know. Going beyond your question, the real issue is, how do we go about setting a climate in which people are more free to report when perhaps they had felt reluctant to do so in the past? That's the challenge for us. Each commander gets the same information. As the commander in the Gulf, I knew within a few hours if we had a case like this, and I knew exactly who was taking care of the victim, the status of the victim and the perpetrator, where we are on prosecution, and where we are on transferring the people and separating them out if they were in the same unit, et cetera. You only know what you know. So the real challenge is to set the climate and to set the conditions so people are more free to report. That's our focus right now.

Senator BEN NELSON. Very good.

Thank you, Mr. Chairman.

Senator CHAMBLISS. Thank you, Senator.

In this job, you never know when you have to revert to your prior means of incomes, so who knows where you may be next? [Laughter.]

Let me just close by saying that Senator Collins alluded to something a minute ago that I feel very strongly about, and that is we know that this problem is not unique to the military. We obviously know that it happens in the civilian world every day. Hopefully it doesn't happen every day, but, unfortunately, it probably does, like in the military. We need to look to the military for a much higher standard than we do the civilian world.

General Moseley, you've heard me time and time again talk about the pride I get going onto Robbins Air Force Base or Moody Air Force Base because of the quality of those young men and women that we have recruited and trained and have serving. It's the same way with every other base that I go on, irrespective of what the Service is. All of you have that same pride in these young men and women. Because of that, we know that we have a different caliber of individual than what is out there in the civilian world, and we need to expect more from them. We train and discipline our young men and women in every branch of the Service to be the type of responsible individual that we all want them to be. I think Senator Collins is absolutely right that the standard that we look to is much higher than what we look to in the civilian world.

Along that same line, General Moseley, one thing that bothers me about this situation at Sheppard is the level of the violence that's alleged to have occurred out there. I don't know how we deal with that, and I guess it'll work its way through the report. We look forward to getting that report, as well as to getting the DOD report, Dr. Chu.

The other thing that I want to make sure that you leave here with is that we expect a higher standard. We expect policies in every branch of the military to be written policies, to be strong policies, to be policies that are not unreasonable, or difficult to adhere to. The main thing is, we expect enforcement. There obviously have been situations where the policies of every branch of the Service have not been enforced, and we have to do a better job of that. When I say "we," that means members of this committee, from an oversight standpoint, and each and every one of you in the position that you're in, to make sure that the individuals underneath you are enforcing the rules and the laws that we have on the books relative to sexual assaults.

Gentlemen, we thank you very much for being here. I don't know whether we're going to follow up with you in 30 days, 60 days, or 6 months, but we are going to continue on with this issue until this subcommittee and the full committee feel comfortable that this issue is being addressed at the level that it should be, and that progress is being made towards ensuring that that level of incidence is at a point to where we are making progress with respect to the reduction of it.

Gentlemen, thank you very much for being here.

Dr. CHU. Thank you, Mr. Chairman.

Senator CHAMBLISS. We'll ask that our second panel come forward. (Pause.)

Ladies, thank you very much for your patience and for being here today. I would like to introduce our next panel.

With us today is Ms. Christine Hansen, the Executive Director of the Miles Foundation, located in Newton, Connecticut. The Miles Foundation is a private, nonprofit organization dedicated to providing victims services to the military community. Ms. Hansen has worked with victims of violence since 1978. Among many other accomplishments, she supervised the drafting and publication of a series of guides for victims of sexual and domestic violence.

Ms. Hansen, welcome.

Next, we welcome Dr. Terri Rau of the Navy Personnel Command. Dr. Rau is a clinical psychologist and educator. As the head of the Navy's Counseling, Advocacy, and Prevention Branch, she has been a principal architect of the Navy's SAVI program.

Dr. Rau, welcome.

Ms. Deborah Tucker is the Executive Director of the National Center on Domestic and Sexual Violence, located in Austin, Texas. She recently completed a 3-year term as co-chair of the DOD Task Force on Domestic Violence, whose report is a tremendous resource for the Department. Ms. Tucker has been nationally recognized for her leadership in establishing programs aimed at ending domestic violence.

Ms. Tucker, welcome.

Lastly, we welcome Dr. Susan Mather. Dr. Mather is the Chief Officer of Public Health and Environmental Hazards in the Veterans Health Administration (VHA). Within the VHA, the Women Veterans Health Program provides priority counseling for sexual trauma victims. Throughout her career with the VHA, Dr. Mather has been a leader in assessing the needs of women veterans and ensuring that services are available.

I thank you for your written statements. We are pleased to have you here. If you could summarize those written statements, we'll move right into questions.

Ms. Hansen, we'll start with you. Again, thank you for being here.

STATEMENT OF CHRISTINE HANSEN, EXECUTIVE DIRECTOR, THE MILES FOUNDATION

Ms. HANSEN. Thank you, Senator.

Good afternoon, Mr. Chairman and members of the subcommittee. Thank you for inviting me here to provide information, analysis, and recommendations relative to the challenges of interpersonal violence for victims, survivors, and the advocates who serve in the military community.

Again, my name is Christine Hansen. I'm the Executive Director of The Miles Foundation. The foundation is a private, nonprofit organization providing services to victims and survivors of interpersonal violence associated particularly with the U.S. Armed Forces; coordinating and navigating civilian and military service providers and professionals; conducting and supporting research; furnishing training and technical assistance to military personnel

and civilian community-based programs; initiating public-education campaigns; and serving to ensure that public policy is well-informed and constructive.

To date, the foundation has provided services to over 11,000 survivors in intimate-partner violence; and over 6,000 survivors of sexual violence associated with the military since 1996.

I would like to summarize my statement and request that it be submitted for the record.

Sexual violence within the United States Armed Forces is a force-protection issue impacting deployments, readiness, and cohesion. I'd also like to take this opportunity to focus upon some important statistics relative to prevalence, survey data and reports, and the current state of affairs, as well as recommendations for change.

According to DOD, one-sixth of 1 percent of deployed female service members are victims of a sexual assault. A survey conducted by researchers within the Veterans Administration (VA) concluded that one-third of female service members deployed during Operations Desert Storm and Desert Shield were challenged by physical sexual harassment, with 13 of the respondents reporting a sexual assault. The comparative analysis of this data completed by the researchers indicated that the rate was a tenfold increase above the civilian rape rate during the same period of time.

The disparity among these statistical findings relates to the methodological differences of surveys conducted within the DOD and those within the VA. The DOD has acknowledged 88 reported cases of sexual misconduct in the current theater of operations, particularly Iraq, Kuwait, and Afghanistan. The Miles Foundation has received reports of 68 cases of sexual assault, predominantly in Iraq, Kuwait, and Bahrain. Eleven survivors have reported the incidents to military authorities, including command, chaplains, military criminal investigators, and security forces.

The common threads or challenges for the survivors, if you will, include accessibility to medical care and services, including the testing for sexually transmitted diseases, HIV, and pregnancy; the availability of emergency contraception and medication; availability of mental health counselors or rape trauma specialists; the availability of chaplains; the availability of victim advocates; victim witness liaisons and attorneys; the availability of information as to the rights of a victim; accessibility and availability of rape kits; and trained personnel to perform the examinations and to collect the evidence. They have also noted the lack of, or incomplete, criminal investigations; administrative hearings being conducted by commanders; characterization of an attempted or completed rape as fraternization or adultery; presence of pornography; safety issues, citing the ongoing presence of an alleged assailant, or weapons; fear of adverse career impact; a fear of adverse impact on security clearances; and retaliation or retribution by peers and command.

In addition, the survivors have also shared information and insight relative to a lack of privacy to perform daily routines; lighting in and around the tent cities; isolation; the existence of a sexually charged atmosphere; safety concerns relative to staging areas, particularly, for convoys; the collection and processing of DNA samples; jurisdictional issues as to on-post or off-post incidents report-

ing requirements; and, finally, information relative to the battle-buddy system for enlisted female personnel, with its limited application to female officers.

The other point to be made here is that there is an overlap between sexual and domestic violence among the ranks. Several studies have cited the overlap, noting that one-third of female veterans reporting physical assault by an intimate partner also report being sexually assaulted.

To address these force-protection issues, I propose the following, not to reinvent the wheel, but rather to build upon an existing program within the military departments, that being the Victim Advocate-Victim Service Specialist program authorized by Congress in 1994 and supported by recent appropriations, as well as a victim advocate protocol. This program would be enhanced by the development of an Office of the Victim Advocate in order to restore access to services. The Office of the Victim Advocate would serve as headquarters program manager, as well as mirror offices within local and State governments; and institute best professional practices, such as the employment and training of sexual assault nurse examiners. The Office of the Victim Advocate will contract victim advocate-victim service specialists within the military departments; serve as headquarters program manager; adapt best professional practices within the civilian community to the military, including, again, but not limited to, the sexual assault nurse practitioners, sexual assault response teams and domestic violence response teams; establish protective provisions and protocols, including a privacy privilege or non-disclosure policy; coordinate and navigate services among the military departments and civilian community; advise and consult with command relative to services, safety and accountability; and report to the Secretary of Defense and Congress on the current state of affairs, as well as propose initiatives to enhance the response of the military departments to interpersonal violence.

On behalf of victims, survivors, and the advocates who serve this special population, thank you for the opportunity to present this testimony. Again, the establishment of an Office of the Victim Advocate, staffing and funding for victim advocates-victim service specialists, and the adoption of best professional practices will go far towards restoring access to services, safeguarding military personnel, families, and partners, encouraging victims to seek help and treatment, and fostering the prosecution of assailants.

Thank you.

[The prepared statement of Ms. Hansen follows:]

PREPARED STATEMENT BY CHRISTINE HANSEN, EXECUTIVE DIRECTOR, THE MILES FOUNDATION

INTRODUCTION

Mr. Chairman and members of the subcommittee, I am Christine Hansen, Executive Director of The Miles Foundation.

The Miles Foundation is a private, nonprofit organization dedicated to providing comprehensive services to victims and survivors of interpersonal violence associated with the U.S. Armed Forces; coordinating assistance, support, advocacy and networks for criminal justice professionals and human service providers; furnishing professional education and training to military personnel and civilian community-based professionals and service providers; conducting research and analysis; serving as a resource center for policymakers, advocates, journalists, students, researchers,

and scholars; initiating community education campaigns; and serving to ensure that public policy is well-informed and constructive.

The foundation has provided services to over 11,000 survivors of intimate partner violence and over 6,000 survivors of sexual violence since 1996.

I am pleased to testify today on behalf of victims, survivors, and the advocates serving this special population, the military community.

I am going to summarize my statement and ask that it be accepted into the record. Before I begin, I want to thank Chairman Chambliss, members of the subcommittee, and staff for providing a public forum in which the challenges for military personnel, families, and partners are presented. I am grateful for the opportunity to outline recommendations to enhance the response of the military departments to interpersonal violence among the ranks.

I would also like to acknowledge the work and support of numerous colleagues including advocates and organizations dedicated to addressing sexual and domestic violence within special populations, such as the National Coalition Against Domestic Violence, National Network to End Domestic Violence, National Alliance of Sexual Assault Coalitions, National Organization for Women, and Amnesty International.

Sexual violence associated with the U.S. Armed Forces periodically gains public attention due to sexual misconduct scandals, including Tailhook, Aberdeen, Fort Leonard Wood, Okinawa, Air Force Academy, and most recently, the current theater of operations (Hansen and Rosen, 2003; Hansen, 2004).

The daughters and granddaughters of pioneers who packed parachute bags for the boys in World War II are among the 15 percent of women serving in Operation Iraqi Freedom (OIF), the war on terrorism, and rebuilding Iraq.

In honor of women veterans, active duty women, women who serve on the homefront, and women who dream of military service, an examination of the prevalence, investigations, policies, laws, services, and treatment for victims and offenders of interpersonal violence within the military community will be presented. The information will hopefully assist with the development of legislative and administrative protocols to enhance services and provide justice to those victimized within this special population.

STATISTICS: RESEARCH DATA, REPORTS AND SCREENING

The DOD has assessed the prevalence of sexual assault between 5 to 6 percent of female active duty service members (Bastian et al., 1995). The experiences of female active duty members in the past year found that 9 percent of women in the Marine Corps, 8 percent of women in the Army, 6 percent of women in the Navy, and 4 percent of women in the Air Force experienced an attempted or completed rape (Bastian et al., 1995). Fifty-two percent of female respondents reported sexual harassment in the same survey (Bastian et al., 1995).

A recent survey conducted within the VA concluded that 30 percent of female veterans have experienced an attempted or completed rape during active duty (Sadler et al., 2003).

The disparity between prevalence rates within the military departments and the VA relates to methodological differences, specifically the anonymity for respondents and protocols for the protection of human subjects (Bostock and Daley, 2001 and 2004). Survey responses are available to command in the active duty services. Anonymous surveys are preferred for determing the prevalence of intimate partner violence, sexual harassment and assault among active duty military women (Campbell et al., 2003). Prevalence and evaluation studies should be conducted under the principles guaranteeing confidentiality to victims as specified by statute.

In addition, the preliminary findings resulting from the screening of veterans under the Veterans' Millennium Health Care Act (Veterans' Millennium Health Care Act, 1999) indicates that 22,456 male and 19,463 female service members have experienced sexual trauma during active duty. The screening encompasses 1,300 medical centers serving 1.67 million veterans (Šnel, 2003).

Data collected by the DOD Inspector General (IG) indicates 11 percent of seniors and 3 percent of freshmen at the Air Force Academy have been victims of an attempted or completed rape (McIntyre, 2003). This rate is disproportionately high for the population of female cadets, comprising 16 percent of the cadet corps. The sexual assault rate may be 25 percent greater than the rate on college campuses (Fisher et al., 2000; Hansen, 2004).

Please note the IG survey contained a narrow, legal definition of rape, rather than a scientific or behavioral set of questions. A prevalence or evaluation study conducted utilizing the state of the art in civilian studies may result in accurate data, generalizability and comparative analysis.

STATISTICS: DEPLOYMENTS

According to DOD, one-sixth of 1 percent of female service members experience sexual trauma during deployments (Lumpkin, 2004).

A survey of female Persian Gulf War veterans concluded that 13, or 8 percent, of female respondents were sexually assaulted. In addition, one-third of the respondents reported physical sexual harassment (Wolfe et al., 1992 and 1998). The rate of victimization experienced by women service members deployed during Operations Desert Storm and Desert Shield represents nearly a ten fold increase over rates obtained using female civilian community samples (Wolfe et al., 1992 and 1998).

The DOD has acknowledged 88 reported cases of sexual misconduct in the current theater of operations.

The Miles Foundation has received reports of 68 cases of sexual assault occurring in Iraq and Kuwait. Eleven survivors have reported the incidents to military authorities including command (3); chaplains (3); military criminal investigators (2); military police (MP)/security forces (2); and judge advocate general (JAG) (1).

The number of incidents should not be considered finite as colleagues at local rape crisis centers and shelter programs are providing services to survivors returning from the theater of operations. In addition, cases may overlap among the Foundation, local service providers, and VA.

The common threads or challenges include:

- accessibility and availability of medical care and services including testing for STDs, HIV, and pregnancy;
- availability of emergency contraception and medication;
- accessibility and availability of mental health counselors and/or rape trauma specialists;
- accessibility and availability of chaplains;
- accessibility and availability of victim advocates, victim witness liasions, and attorneys;
- availability of information relative to the rights of a victim;
- accessibility and availability of rape evidence kits and trained personnel to perform examinations and evidence collection;
- lack or incomplete criminal investigations;
- administrative hearings conducted by commanders;
- lack of information as to the status of criminal and/or administrative investigations;
- characterization of an attempted or completed rape as "fraternization" and/or "adultery";
- presence of pornography;
- safety, citing the ongoing presence of alleged assailants and weapons;
- fear of adverse career impact;
- fear of adverse impact on security clearances; and
- retaliation or retribution by peers and command.

In addition, victims and survivors have shared information and insight relative to:

- lack of privacy for performing daily routines;
- lighting in and around the tent cities;
- isolation;
- existence of a "sexually charged atmosphere";
- safety concerns relative to staging areas for convoys;
- collection and processing of DNA samples;
- jurisdictional issues, on post or off post incidents and reporting requirements; and
- battle buddy system for enlisted female personnel with limited application to female officers.

DEMOGRAPHICS AND CASE STUDIES

The demographic characteristics among the cases reported to the Foundation include a significant number of female officers and noncommissioned officers. The characteristics may correlate to issues of privacy, fear of adverse career impact, and availability of resources.

The risk associated with rank (enlisted v. officer) has been found in several studies documenting domestic violence among active duty military women (Caliber Associates, 1996; Coyle and Wolan, 1996; Bostock and Daley, 2004).

The absence of confidentiality is a deterrent to victims reporting abuse to military authorities. This lack of confidentiality may be even more an issue for officers than enlisted women. Although victimization should not adversely affect a woman's ca-

reer, there is widespread concern as to its impact (Campbell, 2003; Defense Task Force on Domestic Violence, 2002).

In addition, the emergence of female officers seeking services with the Foundation may indicate a hidden problem among female enlisted personnel.

Talia was sexually assaulted by a fellow soldier while deployed in the Persian Gulf. She was, belatedly, flown back from her unit for medical leave and long term counseling to cope with rape trauma. The rape evidence kit was turned over to local police for DNA analysis due to a backlog of 6 months or more. She has been unable to obtain information relative to the status of the investigation due to transfers and reassignments of military criminal investigators.

Kelsey was sexually assaulted by an escort while serving in OIF. She has received no immediate or subsequent medical treatment for an injury occurring during the assault. She has not received testing for STDs, HIV, and/or pregnancy. She will engage testing facilities and counseling with civilian authorities in the near future.

Augie was sexually assaulted by a colleague while being transported between units. She was driven to a secluded place. She was threatened with charges of adultery and fraternization upon reporting the assault.

Lisa was sexually assaulted by a male soldier following his viewing of pornography with fellow service members. She received medical attention from medics at a combat support hospital. She has not received counseling for the trauma. She has been denied access to attorneys until her return from theater.

ACQUAINTANCE, DATE, AND GANG RAPES IN THE MILITARY COMMUNITY

According to the most recent survey within DOD, 18 percent of the Army women experienced sexual coercion while 5 percent experienced sexual assault (Bastian et al., 1995).

The survey of female veterans, however, indicates that 37 percent of the women who reported an attempted or completed rape also reported being raped more than once, while 14 percent of the attempted rape or completed rape victims reported being gang raped (Sadler et al., 2003).

INTERSECTION OF SEXUAL AND DOMESTIC VIOLENCE

The overlap of physical, sexual, and emotional abuse is routinely found in studies and case histories of survivors. Research relative to active duty military women has cited this overlap concluding that one-third of female veterans reporting physical assault by an intimate partner also reported being seuxally assaulted (Murdoch and Nichol, 1995). In another study, researchers discovered that psychological abuse related significantly to psychological distress in active duty military women (Rosen, Parmley et al., 2002). The overlap in types of abuse supprots the argument for a broad definition of domestic and/or sexual violence within the military (Campbell, et al., 2003).

Risk Factors: Hostile Environment, Hypermasculinity, and Prior Victimization

The military environment is more powerfully associated with risk than individual factors, encompassing young women entering male dominanted working groups at lower levels of authority; sexual harassment by officers; and unwanted advances on duty and in sleeping quarters (Sadler et al., 2003).

The norms currently prevalent within military organizations include a configuration of norms regarding masculinity, sexuality, and women that have been found to be conducive to rape, including element of hypermasculinity, adversial sexual beliefs, promiscuity, rape myth acceptance, hostility toward women, and possibly the acceptance of violence against women (Morris, 1996). Morris suggested that military cohesion is associated with a culture of hypermasculinity including the objectification and denigration of women through the consumption of pornography and pervasive use of sexist language. Bonding tends to occur around stereotypic masculine characteristics, such as dominance, aggressiveness, risk taking, and attitudes that favor sexual violence toward women and that reflect distrust, anger, alienation, and resentment toward women. Morris concluded that norms reflecting hypermasculinity among service members are imparted during the informal acculturation process encompassing the consumption of alcohol, pornography, bragging about sexual activity, and attending strip shows (Morris, 1996; Mercier and Mercier, 2000; Rosen et al., 2003).

An example of the insidious hostility towards women is evident at the Air Force Academy. Sixty-eight percent of the female cadets were victims of sexual harassment, according to the survey by the IG. The survey also revealed the depth of hostility citing one in four male cadets do not support women attending the Service Academy. The birth of these cadets occurred well after the military academies began accepting women in 1976. Traditional sex roles for men and women are supported

by male cadets at the military academies; and egalitarianism appears to lessen as cadets and midshipmen ascend through the ranks, according to earlier studies (Robinson Kurpius et al., 2000; Adams, 1984; Cecil, 1996; Gill et al., 1997; Stevens and Gardner, 1987). The "Bring Me Men" sign posted, until recently, on Academy grounds served as a symbol.

VICTIMIZATION AND REVICTIMIZATION

Numerous studies have been conducted within the military departments which detail the victimization of service members prior to military service (Rosen and Martin, 1998; Merrill, Newell, Koss et al., 1998; Merrill, Thomsen et al., 2001; Stander, 2001; Bostock and Daley, 2004). The studies indicate that individuals who have been challenged by sexual or child abuse prior to recruitment are more vulnerable to revictimization. I would urge caution as to distorting this evidence with notions of instability of victims or adopting the "asking for it" mentality. The studies have yet to determine the reason for vulnerability.

A recent case at the Naval Academy further illustrates the challenges for victims of sexual violence within the military. Naval prosecutors withdrew charges prior to the convening of a court-marital due to prior victimization of the victim (Associated Press, 2003). The victim decided not to permit questioning during the proceedings concerning previous sexual trauma. Civilian judicial authorities would impose a rape shield or consider relevance. The decision by military authorities does not provide equal protection under the law.

BARRIERS TO REPORTING

The barriers to reporting for active duty, cadets, and family members within the military include mandatory reporting procedures, lack of privacy and confidentiality of communications, fear of adverse career impact and fear of being charged with disciplinary infractions such as alcohol, drugs, fraternization, or adultery.

Three-fourths of the women who were raped in a survey by the VA acknowledged that they did not report the incident to a ranking officer. One-third of the respondents cited not knowing how to report as the reason for not reporting (Sadler et al., 2003).

The survey conducted by the IG in response to the sexual misconduct scandal at the Air Force Academy notes that one in six cadets are not aware of the protocols for reporting sexual assault. Further, cadets reported that the fear of reprisals and retribution as the reason for not reporting. The fear of being punished by command officials, such as, by being punished by having to march the Terrazzo for hours, was cited by 25.2 percent of the female respondents.

A comparative analysis of the IG data with a recent survey of college students indicates significant differences among the populations relative to the fear of reprisals and reasons for not reporting. The fear of reprisal correlates directly to the assailant for victims on college campuses, whereas the fear of reprisals from peers, colleagues and command authorities traumatizes Academy assault victims.

PRIVACY PRIVILEGE AND NONDISCLOSURE POLICY

The lack of confidentiality within the miltitary has been greatly debated following the Jaffee v. Redmond decision of the U.S. Supreme Court. The American Psychiatric Association, military personnel and families have advocated for the adoption of privacy standards in order to facilitate mental health diagnosis and treatment within the Services (Darcy and Summers, 2002).

The psychotherapist-patient privilege in cases of sexual assault, domestic violence and child abuse is precluded by the rules of evidence within the military, Manual for Courts-Martial (Rule 513). The limitations of the privacy privilege for victims of domestic and sexual violence have been highlighted in reports by the General Accounting Office (General Accounting Office, 2000), the Defense Task Force on Domestic Violence (Defense Task Force on Domestic Violence, 2001, 2002, and 2003), and Report of the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy (Department of Defense, 2003).

The adoption of a nondisclosure or privacy privilege has also been recommended by several task forces including the Defense Task Force on Domestic Violence and the Fowler Commission. Congress has encouraged DOD to adopting a nondisclosure policy in order to address this barrier to seeking help, resources and treatment (Wellstone, 2002; Sense of Congress, 2004).

GOOD ORDER AND DISCIPLINE OR JUSTICE

Our society exists upon a foundation of law, policy and protocols. The establishment of a foundation of law and procedure will result in the creation of a climate providing protection to victims and due process to alleged offenders. The precedents in this field include the enactment of State and Federal statutes, such as the Violence Against Women Act and its reauthorization (Hansen, 2004).

Civilian laws changed during the 1970s to recognize a broader range of conduct encompassing sexual assault including acquaintance, date and marital rape. The military case law resulting from the court-martials associated with Aberdeen Proving Ground expanded the definition of rape within the military to include acquaintance rape and abuse of power. Statutory changes have not followed.

Further, the lack of a rape shield (Rule 412), victim preference (Rule 306(b)) or character and evaluation of military service (Rule 306(b)) provisions within the Manual for Courts-Martial detract from equal protection for survivors and due process for assailants within the military (Rosenthal and McDonald, 2003; Hansen, 2004).

A congressionally-mandated study of military sex crime investigations, Adapting Military Sex Crime Investigations to Changing Times, recommended guidance against command influence; autonomy for military criminal investigators; reorganization of military criminal investigative organizations (MCIOs) including the establishment of a headquarters program manager; development of installation level sex crime and domestic violence units; departmental oversight, following the abolishment of the Board of Investigators; special training and experience within MCIOs; consolidated training at Federal Law Enforcement Training Center (FLETC) with an advanced sex crime course; development of a manual for operational procedures; changes in titling including probable cause; compliance with Defense Incident-Based Reporting System (DIBRS) requirements and establishment of a data base; and establishment of a special agent misconduct reporting system and ethics. No specific recommendations have been implemented since the release of the report. The development and implementation of DIBRS remains an issue within the military departments (National Academy for Public Administration, 1999).

The Report of the Commission on the 50th Anniversary of the Uniform Code of Military Justice (UCMJ) made specific recommendations relative to the impact of rank on rape cases and the influence of military commanders on criminal investigations. The recommendations included: modification of the role of the convening authority during pretrial proceedings; establishment of protections in death penalty cases; repeal of rape and sodomy laws; establishment of a Criminal Sexual Misconduct Article, similar to to the Model Penal Code; and independence for military judges. Congress recently extended the statute of limitations relative to child abuse (National Institute of Military Justice, 2001).

Recommendations to alter the culture through training, training, and more training may not result in policy and/or social change without a foundation of laws, policies, and programs (Hansen, 2004).

OFFENDER AND SYSTEM ACCOUNTABILITY

Recommendations to assess military leadership's response to sexual violence acknowledges the impact upon force protection, readiness, and cohesion. A review of disciplinary actions contained within personnel records would illustrate the response of leadership. The recommendation mirrors an accountability and personnel system outlined within Improving the U.S. Armed Forces Response to Violence Against Women: Recommendations for Change (Miles Foundation et al., 1999). The recommendations were sponsored by over 80 local, State, and national organizations as well as several hundred victim survivors in 1999. The Defense Task Force on Domestic Violence and Fowler Commission also proposed the development of system accountability standards (Defense Task Force on Domestic Violence, 2002; DOD, 2003).

JURISDICTION

The jurisdictional issues between civilian law enforcement and military installations warrant review. The traditional concept of a military installation as an area under complete Federal control has many exceptions. Four types of jurisdiction exist:

- Exclusive Federal Jurisdiction—The Federal Government holds all authority in case of exclusive jurisdiction (18 U.S.C. 13). Offenses are handled only by the military or other elements of the Federal justice system. Civilian authorities can only enter upon invitation of the installation com-

mander in order to serve process, such as Vandenberg Air Force Base, California.

• Concurrent Jurisdiction—State and Federal Governments share authority over the area under concurrent jurisdiction, either may be first responders or prosecute offenders.

• Partial Jurisdiction—States may give the Federal Government authority in some areas of law and reserve authority in others under partial jurisdiction.

• Proprietary-Interest Jurisdiction—Proprietary interest jurisdiction maintains the right of ownership and use of the land with the Federal Government, however, all legal authority is assigned to the State, such as the housing unit at Subase, Groton, Connecticut (Hansen, 2003).

The DOD, following recommendation by the Defense Task Force on Domestic Violence, is seeking to craft collaborative partnerships through the development of memorandums of understanding (Defense Task Force on Domestic Violence, 2002 and 2003; Hickman and Davis, 2003). Recommendations to develop memorandums of understanding between military and civilian services, programs and authorities require additional research. The disparity between military protocols and civilian statutes relative to definitions of sexual and domestic violence, mandatory arrests, equal protection, and due process may prevent such collaborations (Taylor, 2003).

For example, the concurrent jurisdiction at the Academy provides that local law enforcement may investigate and prosecute crimes occurring on Academy grounds. However, the El Paso County Sheriff's Department has entered into a Memorandum of Understanding (MOU/MOA) which precludes civilian jurisdiction in sexual assault and domestic violence cases on the grounds. The MOU/MOA may deny these victims equal protection under the law, as well as enhance municipal and state liability (Hansen, 2004).

RECOMMENDATIONS

The decades of indifference to sexual and domestic violence within the military community warrant the establishment of an Office of the Victim Advocate (Miles et al., 1999; Hansen, 2004). We have learned much since the establishment of the victim advocate/victim service specialist program in the services (Victims' Advocates Programs in DOD, 1994).

The disparity between services in the civilian and military communities has been noted by Congress (Wellstone, 2002; Summers and Hansen, 2000, 2001 and 2002; Hansen, 2001; Defense Task Force on Domestic Violence, 2002 and 2001). Congress has also authorized additional funding to support adequate staffing levels at military installations (Wellstone, 2002). Further, Congress recently restated its support of the program by encouraging the development of a victim advocate protocol and nondisclosure policy within the military departments (Sense of Congress, 2003).

The Office of the Victim Advocate would mirror offices of the victim advocate and child advocate established by numerous States, such as Office of the Victim Advocate and Office of the Child Advocate, State of Connecticut and Office of the Advocate, City of New York.

The goals of this legislative initiative are to restore access to services for victims of sexual and domestic violence associated with the military; establish protective provisions and protocols; correct ommissions within DOD regulations; correct unforeseen implementation problems, for example, personnel, staffing, and funding.

The initiative also removes legal impediments that provide a perverse incentive for sexual and domestic violence victims to not report and stay with an abuser, rather than seeking help.

The Office of the Victim Advocate would:

• coordinate programs and activities of the military departments relative to services and treatment for victims;

• serve as headquarters program manager for the victim advocates/victim service specialists authorized by Congress (Victims' Advocates Programs in the DOD, 1994);

• coordinate and navigate services for victims among military and civilian communities;

• evaluate the prevalence of interpersonal violence among the ranks;

• evaluate the programs established by the military departments providing services to victims of interpersonal violence;

• evaluate the delivery of services by the military departments;

• review the facilities of the military departments providing services to victims;

• review the hotline programs including command and installation hotlines, National Domestic Violence Hotline project, and Child Care Child Abuse Hotline;
• review disciplinary actions;
• establish system accountability standards;
• recommend to the Secretaries of the military departments policies, protocols, and programs to enhance accessibility of services;
• recommend changes to policies and procedures to address sexual misconduct, assault and intimate partner violence;
• conduct education and training within the military;
• develop protocols for accountability of commanders in response to incidents of violence;
• report annually to the Secretary of Defense relative to an assessment of the current state of affairs within the military departments related to victims as well as propose initiatives to enhance the response of the military departments;
• report annually to Congress relative to an assessment of the current state of affairs within the military departments related to victims as well as to propose initiatives to enhance the response of the military departments;
• serve or designate a person to serve on the fatality review panel established by the Secretary of Defense;
• conduct training and provide technical assistance to commands, Family Advocacy Program, victim witness assistance liasions, commissions, medical personnel, law enforcement, security forces, and JAG corps; and
• conduct programs of public education.

The staff of the Office of the Victim Advocate would consist of:

• Director—a person with knowledge of victims' rights, advocacy, social services, and justice within State, Federal, and military systems. The director shall be qualified by training and expertise to perform the responsibilities of the office.
• Victim advocates/victim service specialists—positions authorized by Congress shall be contracted by and assigned to the Office of the Victim Advocate. Personnel shall be qualified by training, certification, and expertise to perform the duties of a victim advocate/victim service specialists within the military departments.
• Victim witness liasion personnel—shall be assigned to the Office of the Victim Advocate.
• Staff—shall be provided to carry out the responsibilities of the Office of the Victim Advocate including, but not limited to, sexual assault nurse examiners, community liasion, trauma specialist, behavioral specialist, et al.

The Office of the Victim Advocate would have access to:

• Name of a victim receiving services, treatment, or other programs under the jurisdiction of the military departments, and the location of the victim if in custody;
• Written reports of sexual harassment, sexual misconduct, sexual assault, spouse abuse, intimate partner violence, child abuse, and neglect prepared by military departments;
• Records required to maintain the responsibilities assigned to the Office of the Victim Advocate; and
• Records of law enforcement, criminal investigative organizations, health care providers, command and Family Advocacy Programs as may be necessary to carry out the responsibilities of the Office of the Victim Advocate.

The Office of the Victim Advocate would support and:

• Establish levels of care and services which mirror civilian communities, including sexual assault response teams, sexual assault nurse examiners, domestic violence response teams, and enlightened criminal investigators;
• Establish protocols to provide for the safety of victims during administrative and criminal investigations, including protective orders and safe havens;
• Reform the UCMJ to expand the definition of rape, beyond reasonable resistance (by force and without consent), and age of consent;
• Reform the UCMJ to encompass the recent Supreme Court ruling relative to sodomy;
• Reform the Manual for Courts-Martial (MCM) to provide privacy for victims of sexual and domestic violence (Rule 513);
• Reform victim preference within the MCM (Rule 306(b));

- Establish a rape shield for victims of sexual violence within the MCM (Rule 412);
- Reform the MCM to preclude the character and military service of an alleged assailant in cases of domestic and sexual violence as a factor in disciplinary actions by commanders (Rosenthal and McDonald, 2003);
- Reform the Service Members Civil Relief Act in order to provide sufficient opportunity for the service and enforcement of civilian orders of protection;
- Establish a registry for the reporting of sexual assault and domestic violence incidents, disciplinary actions and military justice outcomes;
- Establish a registry for sexual offenders associated with the military including notification of Federal and State law enforcement officials;
- Adopt a privilege for sexual and domestic violence victims noting that without confidentiality many victims will refuse to report an attack, driving the problem "underground;"
- Craft choice for victims when reporting an incident to a victim advocate, psychotherapist, or chaplain;
- Provide transportation to a hospital and/or court, and any necessary support, to a victim who chooses to receive a rape kit examination or protection order; and
- Training (Hansen, 2004).

CONCLUSION

Women who chose to serve and endure military training, as well as those who dream of service, deserve a thorough quest for truth, corrective actions and the establishment of a mechanism to provide for the safety and protection of victims of sexual and domestic violence associated with the U.S. Armed Forces. The reestablishment of a zero tolerance policy is not a sufficient antedotal sign of progress. Victims remain fearful for their safety and privacy, as well as desire justice and social change.

On behalf of victims, survivors and the advocates who serve this special population, thank you for the opportunity to present this testimony. We have learned much since the establishment of the victim advocate program within the DOD. The establishment of an Office of the Victim Advocate will go far toward ensuring the original purpose and legislative intent of the victim advocate/victim service specialist program; restoring access to services and treatment; encouraging victims to seek help; safeguarding victims; and prosecuting assailants.

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Senator CHAMBLISS. Thank you, Ms. Hansen.

Dr. Rau.

STATEMENT OF TERRY J. RAU, HEAD, POLICY AND PREVENTION SECTION, COUNSELING, ADVOCACY AND PREVENTION BRANCH, NAVY PERSONNEL COMMAND

Dr. RAU. Good morning, Mr. Chairman and distinguished members of the subcommittee. I truly appreciate this opportunity to appear before you to discuss the Navy's SAVI program.

I'd like to just provide a little bit about my background, since I think it then provides information for you about what perspective I come from.

My professional career has been focused primarily in the areas of family violence. By that, I mean domestic violence and child abuse and neglect, and, more recently, sexual assault. Like my esteemed colleagues on this panel, I am dedicated to fostering cultural and systemic changes necessary to eradicate these problems in the military and in our society.

Prior to 1993, I worked in the private sector of a large metropolitan area that's had a relatively progressive approach to domestic violence, sexual assault, and child abuse. I came to the Navy for 4 years, providing mental health services, where I saw victims of sexual assault more than a few times in my practice, and I worked with them on intervention. I provided intervention and also supported commands in their efforts to respond to the sexual assault victims. I was very impressed with the Navy's efforts in these areas, so I sought a position at headquarters so that I could be a

part of the very exciting efforts that the Navy was engaging in at the time.

I bring to this the perspective of having worked both within and outside the military system to prevent assaults, increase awareness, and respond to these very difficult situations. I have oversight not only for SAVI but the Family Advocacy Program, the new Parent Support Program, and clinical counseling that occurs within our fleet in family support centers, which, by the way, is unique to the Department of the Navy.

I work with a staff of very dedicated individuals, who make it possible for me to do this work. I want to specifically thank Julia Powell, who is our SAVI program manager at headquarters. She's worked in SAVI since 1993. She is a steadfast supporter of the program. She brings the historical continuity that's important in the military system, and she is a subject-matter expert in her own right.

My written testimony complements that of Admiral Mullen's with regard to the SAVI program. SAVI was established to provide a Navy-wide, comprehensive, standardized victim-sensitive and oriented system to both prevent and respond to sexual assault. The program epitomizes the coordinated community response. It provides a series of overlapping protocols for all key responders in a sexual assault that I believe ultimately increases the effectiveness of any one responder.

The program operates at both the installation and the command level, which is absolutely essential for success in the Navy, given our operational tempo (OPTEMPO) and mission. My written testimony goes on to provide much more information and detail about how the program is structured and functions, and I also provide some information about program effectiveness. I talk some about our efforts with regard to awareness, prevention, and education, as well as the fundamentals of our approach, which focuses upon victim support, victim advocacy, and intervention for those who desire it. I won't repeat that here, for the sake of time.

I would like to thank you again for this opportunity. I am looking forward to learning from the other witnesses on this panel, and from the ongoing dialogue that will be stimulated by the testimony today. We welcome the opportunity in the Navy to evaluate where we are with regard to this program and to identify new and innovative means by which we can pursue continual improvement of the SAVI program.

Thank you. I look forward to your questions and recommendations.

[The prepared statement of Dr. Rau follows:]

PREPARED STATEMENT BY DR. TERRI J. RAU

INTRODUCTION

Mr. Chairman and subcommittee members, I greatly appreciate the opportunity to share with you my perspective on the Navy's efforts to increase awareness, prevent, and respond to sexual assault. It has been my privilege for the past 10 years to work with and for the Navy, as it tackles this difficult challenge.

I am a clinical psychologist and have devoted my professional career to understanding and working in the fields of family violence and sexual assault. I first became aware of the Navy's efforts in these areas when I began working in military mental health. Having worked for a number of years within the civilian sector of

a metropolitan area, I was immediately impressed with the Navy's forethought and progressive policies, practices, and procedures. My respect only grew as I gained understanding of the sometimes conflicting challenges Navy commanders face every day. I have only passing knowledge and no personal experience working for the other military services. However, I bring to this hearing the perspective of having worked both outside and within the Navy system to improve our society's understanding of, and response to, family violence and sexual assault.

I thank you for your leadership and attention to this issue. We welcome the opportunity in the Navy to self-examine, share information on lessons learned, and improve our response to sexual assault.

BACKGROUND

It is important that the Navy SAVI program is well-grounded in current scientific knowledge and best practice. Toward this end, I believe it is useful to examine what is known about sexual assault in college populations. Comparisons to the Navy culture and population are perhaps appropriate in that colleges offer a relatively closed community of predominantly young people who are experiencing the freedom and responsibility of adulthood for the first time and who live in close, often co-educational quarters. Data from the National College Women Sexual Victimization Study is very informative. This was a telephone survey of almost 4,500 women attending 2- and 4-year colleges in 1996. The study used a method similar to the National Crime Victimization Survey, with the exception of asking more behaviorally specific sexual victimization screening questions. The results were striking. The rate of attempted or completed rape was 27.7 per 1,000 college females, a rate about 20 times that of the general population. Less than 5 percent of college women reported their completed or attempted rapes to law enforcement and less than half of the women who were raped by legal standards defined the incident as such. Victims of attempted or completed rape knew their offenders 9 out of 10 times. Most of the sexual assaults occurred at night, in living quarters. Factors that consistently increased the risk of sexual victimization for these women were: frequent alcohol intoxication, being single, and prior sexual assault victimization. Assuming that the parallel is not unreasonable, this data suggests that the military services face significant challenges in preventing and responding to sexual assault.

PROGRAM AND PROCESS

To complement Admiral Mullen's testimony, I would like to provide more detail on how the Sexual Assault Victims Intervention (SAVI) program is structured and functions and then speak to program effectiveness. Admiral Mullen's written testimony already addresses current initiatives and program improvements. SAVI was established to provide a Navy-wide, comprehensive, standardized, victim-sensitive system to prevent and respond to sexual assault. The program epitomizes the coordinated community response in that it provides a series of overlapping protocols between key responders that ultimately increases the effectiveness of all responders. The program operates at both the installation and command level, which is essential for success given the Navy's operational tempo (OPTEMPO) and mission.

At the installation level, the SAVI Coordination Committee includes, but is not limited to, representatives from medical, legal, security, Naval Criminal Investigative Services (NCIS), Chaplains, and the Fleet and Family Support Center (FFSC). The Coordination Committee is responsible for ensuring that sexual assault issues are addressed and all first responders are working together effectively as a team. The SAVI program coordinator is designated by the installation commander and usually works within the FFSC. SAVI coordinators provide local program oversight and management, to include administration, management and supervision of military advocates, providing and facilitating SAVI/sexual awareness required training to all components, victim advocate training, and insuring availability of victim intervention services. All installations are required to provide 24/7 advocacy services for sexual assault victims, either through the use of trained military volunteers, community sexual assault resources or a combination thereof. Advocates respond immediately to calls from the victim, security, medical, chief duty officer, NCIS, or other official sources. SAVI advocates provide emotional support, assistance, and information, help secure basic needs, and accompany victims to all interviews, examinations, or legal proceedings if requested. SAVI advocates provide assistance to both active duty and adult family member victims. When requested, professional intervention services are available for victims through the FFSC, military mental health or referral to available civilian resources.

With respect to individual commands, the SAVI point of contact (POC) is designated by the commander to serve as the command's SAVI expert, implement and

coordinate all required command training, and maintain current information regarding base or community victim services and resources for command members. In addition to SAVI POCs, SAVI command representatives are mature, responsible individuals who are designated by the commander after a sexual assault has been reported. They serve as a liaison between the victim or their support system and the command. Command Representatives provide a direct line of communication for the victim to the command executive level, enabling victims to voice safety concerns, express preferences and receive information on the command's response to the assault. The role of the command representative is generally more supportive and their responsibilities extend well beyond those of the Command Victim Assistance Coordinator, whose role is more administrative. All commands are also required to have a Data Collection Coordinator who is responsible for collecting and tracking initial, follow-on and final data regarding all alleged sexual assaults involving either active duty, adult family members or occurring on Navy property. This information is forwarded in unit situation reports and is collected from key responders to avoid revictimization. SAVI required data is forwarded to headquarters for the purpose of analyzing trends to assess program operation and guide program development and, as such, does not contain any identifying information with respect to either the victim or offender. Maximizing victim privacy is paramount within the SAVI program. Deploying/afloat commands are encouraged to have trained military advocates aboard to respond to sexual assaults that occur away from Navy installation resources. Over 300 deploying commands had trained advocates aboard this year. Anecdotally, our active duty advocates often become the most vocal supporters of SAVI. It is important to note that the SAVI instruction specifically provides protocols for afloat commands, both when cases are reported in port and when deployed, as well as commander's guidelines for responding to sexual assault.

Awareness and prevention education is a key component within the SAVI program. Training on sexual assault awareness and SAVI is provided at every initial accession point, throughout the leadership continuum schools, and during Navy-wide, annual mandatory general military training. We have specifically taken onboard the college data described above in developing the mandatory GMT materials for fiscal year 2005. I have personally briefed SAVI, on a recurring basis, to prospective commanding and executive officers, Command Master Chiefs and other senior enlisted. I have generally found them to be receptive and committed to effective leadership in this difficult area. The FFSC 2002 Leadership Survey clearly indicated that command leadership, at all levels, recognizes the need for assistance outside the command to successfully respond to sexual assault. Increasing general awareness and gaining command leadership support of SAVI requires ongoing effort, due largely to leadership rotation and accession, but is critical to program success. SAVI functions most effectively in commands where strong zero tolerance messages are communicated from the top down, there is leadership by example, and there are clear expectations with regard to compliance with Navy standards of conduct and SAVI requirements.

Although I understand the importance of an effective criminal justice response to sexual assault, both to enhance empowerment and resolution for victims and to insure community safety, I am as concerned with ensuring that there is readily available victim support, advocacy and, when necessary, professional intervention. Sensitivity to the sexual assault victim is a strong theme within SAVI and is evident in Navy policies that:

- guard victim privacy by limiting "need to know" personnel and providing mechanisms for data collection and tracking that do not rely on victim identity;
- reassure victims that reporting was the right thing to do while affording them choice with regard to participating in military law enforcement investigation or reporting sexual assaults that fall under civilian jurisdiction;
- provide multiple avenues to receive information about their rights under applicable law and the Victim and Witness Assistance Program; and
- consider, if at all feasible, the victim's preference regarding reassignment if the alleged offender is from the same command.

PROGRAM EFFECTIVENESS

SAVI is a vital and active program within FFSCs. In fiscal year 2002, FFSCs reported over 107,000 SAVI-related contacts including awareness and prevention education activities, command consultation, victim assistance and advocacy, information and referral, GMT, and command leadership training.

In a 2002 survey of SAVI patrons who received prevention training/GMT or advocacy services, there were no negative program ratings with respect to user satisfac-

tion. Outcomes for those who received advocacy services were particularly striking. Over 95 percent of respondents indicated that SAVI showed concern for sailors and their families, while the program contributed to their overall quality of life and their readiness for 88 percent and 78 percent, respectively. All respondents who received advocacy services indicated that SAVI helped them cope at least somewhat with the sexual assault and 88 percent indicated that it helped quite a lot or more.

Finally, I would like to mention that SAVI has been recognized for its efforts by several agencies outside of DOD. In 1996, the National Organization of Victim Assistance presented SAVI with a Distinguished Service to Victims of Crime Award. SAVI received a Certificate of Appreciation from the Department of Justice, Office for Victims of Crime in 1999, in recognition of the program's dedication to victims' rights.

SUMMARY AND CONCLUSION

While SAVI lays a solid foundation, we recognize that there is always room for improvement in our efforts to prevent sexual assault and to offer the best possible support, safety and justice for victims, their family members and the Navy community. Thank you for holding these hearings and for your continued support as we pursue this important challenge. I look forward to answering your questions.

Senator COLLINS [presiding]. Thank you.

Ms. Tucker.

STATEMENT OF DEBORAH D. TUCKER, EXECUTIVE DIRECTOR, NATIONAL CENTER ON DOMESTIC AND SEXUAL VIOLENCE

Ms. TUCKER. Good afternoon, I believe. Thank you for having me. All of us are pleased that you have taken the time to look at these important issues.

I'm speaking to you from the position of the work that we did on the Defense Task Force on Domestic Violence, and helping to look at that work and see how it can assist you and the DOD in relating our recommendations to sexual violence. As Dr. Rau and Ms. Hansen both already indicated, there are aspects of domestic and sexual violence, its prevention, and its intervention, that overlap.

In my testimony, I had so many things I wanted to say to you that I essentially did a Letterman list and thought of 10 things that I had to be sure to bring to your attention.

Number one is that attitudes about women underlie violence against women. That is the core of what we have to attack if we're ever going to eliminate the behavior. The culture shift that is so critical within the DOD was the number-one recommendation coming out of the Defense Task Force, of the almost 200 that we made. Creating a shift in the attitudes towards women and violence against women will bring about its eradication.

In addition, I call your attention to the fact that we specifically talk about sexual violence and sex trafficking of women, and the military's ability to use the work that we did to address those important concerns. We provide a core of principles of intervention, which are things that the military needs to ask itself as it implements our recommendations or redesigns programs. Those core principles have validity for intervention in sexual violence, as well.

There was a lot of discussion this morning about improving care of victims. The most significant factor for a victim of sexual assault, in her recovery, is being believed and treated with respect at the time that she steps forward. We do not need an in-depth kind of long-term counseling, if, in those first critical moments, we're treated with empathy.

I've had many conversations over the last month with board and staff members and other leaders in Wichita Falls. I live in Austin. It's only 4 hours away. So we share some common understandings of how things work. A lot of advice was solicited from me about how to deal with the inquiry at Sheppard Air Force Base in a professional manner, but, at the same time, about how to get the military to understand some critical issues. From listening to this interim report this morning, I came away realizing that their concerns were valid, their fear that if they say too much, they'll be seen as hypercritical, and if they don't say enough, the information won't reach the people it needs to reach.

Their three concerns that they asked me to share with you, from First Step and from other leaders in the Wichita Falls area, is that victim empathy and understanding is probably the biggest barrier to effective response. Even persons who have received some level of training on responding to sexual violence cases tend to ask the kinds of questions of victims that we've been able to eradicate in most civilian communities over the last 20 and 30 years. For example, were you drinking? What were you wearing? Those were the kinds of old-school strategies being used for trying to understand what it was about the victim's behavior or environment that she put herself in that led to her being assaulted.

One of the points I want to be sure and make, on their behalf and also on behalf of the task force, is that we have learned that focusing on the victim is not, in fact, an explanation for the violence, and that we have to look at our perpetrators and our offenders to understand where the violence is coming from and what underlying attitudes and beliefs they're bringing to the situation.

I think the second thing that they wanted me to share was confidentiality, and this is a very difficult thing for the military command to understand. Because they have had a system that they've built where they believe that telling command everything means that they know about everything, it's hard for them to understand that the opposite is true. The more that they do not provide a confidential place for victims to come forward and get information and support, and for advocates to assist them with the process, the more victims go underground. Victims are more comfortable, in many instances, talking to local domestic violence and sexual assault service agencies than they are the Government or the DOD employees, because they know that there is no confidentiality. Our experience in the civilian world has been that when you offer a confidential service, and people are received well, given good information and guidance about what is going to happen should they file a more formal report, and you are willing to assist them in that process, they actually are more willing to come forward and cooperate longer, including with efforts to prosecute the offender. I urge you to think very carefully about the recommendations we made about confidentiality.

The third thing that they were concerned about is training of command, and that command individuals may not realize the power that they wield as to whether or not something actually happens in these cases. I know that Senator Pryor asked about discretion, and that was something that we wrestled with in our work on the Defense Task Force on Domestic Violence. From a civilian

perspective, we saw that there was a tremendous amount of discretion. Cases that seemed to have very similar fact circumstances to us, that looked like you could prosecute that case in River City didn't necessarily go forward in the same way. The deciding element would be the commander's position as to how to handle that matter. We even broached the subject of doing away with the UCMJ as it relates to violence against women. Much has been done in some installations where drug abuse and alcohol offenses are all handled by local civilian authorities in order to remove that command role and responsibility.

What the 12 military members of the task force assured us is that they were capable, willing, and would take on these incredible issues, and that they understood that ending violence against women, and even ending sexism, was just as fundamental to the success of the military services as ending racism, and that they had to face this head-on. They agreed that, in the next few years, we would be able to see, as they implemented new programs and new strategies, that offenders were, in fact, held accountable, and that a culture and attitude shift occurred. It hasn't happened yet, and it takes your continued interest and encouragement, I think, for these things to remain in the forefront.

Obviously, our military is called upon in many ways. As George Casey indicated, we're in 47 countries right now. There are tremendous demands. Even so, I firmly believe that these are our sons and daughters. We do not want to find out that our sons have raped. We don't want to know that our daughters have been violated. We must put these things at a priority, as well, and remain vigilant.

I'm surprised and pleased by Ms. Hansen's recommendation. I think it's worthy of consideration, and an Office of Victim Advocacy would dovetail very nicely into the recommendations that we made for improving victim advocacy. At the same time, if you look at what we recommended, we said, right after victim advocacy, you have to change your whole way of intervening and holding the offender accountable.

I would also urge you to help the DOD access civilian resources in dealing with sexual violence. Part of the reason that I think there is great validity to what we recommended in our Domestic Violence Task Force is that both military and civilian had to massage, argue, arm-wrestle, and otherwise come to a consensus, which is not a typical style of decisionmaking within the military, but they, in fact, agreed that we would operate by consensus. None of the recommendations were made without universal support that they were valid. There are a lot of civilian resources, some that have gone to work in the military, as Dr. Rau has, and some who are on the outside who are more than willing to be of assistance.

I am here to say to you, there has been 3 years of hard work and there are a lot of recommendations that we made that have immediate relevancy to the issues of sexual violence affecting our service members.

Thank you.

[The prepared statement of Ms. Tucker follows:]

NATIONAL CENTER
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The Department of Defense Task Force on Domestic Violence Recommendations: *How They Relate to Sexual Violence*

Attitudes (attachment 1)
Attitudes of violence against women exist on a continuum. When disrespect of women is tolerated, other forms of aggression develop and get progressively worse. Domestic and sexual violence against women will not end until this disrespect toward women ends. Addressing disrespectful behavior early on is preventative – less sexual assault and violence will be the result.

Cultural shift (attachment 2)
Cultural changes in large institutions like the military happen from the top down. The #1 recommendation of the Department of Defense Task Force On Domestic Violence (DTFDV) was to "create a culture shift that: does not tolerate domestic violence; moves from victims holding offenders accountable to the system holding offenders accountable; and punishes criminal behavior." We suggested in our third-year report that many of the recommendations we made could also be applied to sexual violence; we discuss in the report the connections between these two violent crimes.

Core principles of intervention (attachment 3)
The core principles of domestic violence intervention recommended by the DTFDV also apply to sexual violence in the military.

Leadership (attachment 4)
The success of the domestic violence intervention model depends upon command. Command is responsible for victims' safety, getting assistance and access to support services, and responsible for ensuring offender accountability. In a 2001 letter to military command, Deputy Secretary of Defense Paul Wolfowitz asserted that: "Domestic violence is an offense against the institutional values of the Military Services of the United States of America. Commanders at every level have a duty to take appropriate steps to prevent domestic violence, protect victims, and hold those who commit it accountable." Sexual assault, like battering, is criminal behavior and must be addressed by command as such.

Focus on the perpetrator, not the victim (attachment 5)
Focusing on the victim as an explanation for a sexual assault misdirects the military's efforts. This approach does not work. The issue is the perpetrator's behavior – what the victim was wearing, drinking, doing, etc., does not change the fact that a crime has been committed. The perpetrator is responsible for his behavior; focusing on the victim only serves to lessen the accountability for the offender.

How many strikes?

Is the military going to devote resources to attempting to treat sex offenders who have offended once or multiple times, or is it going to direct its efforts at changing the **American** culture? How many troops are currently serving that have offended sexually once or twice or three times? Why do we allow them to continue serving?

Women and work

Women in the military are simply doing their jobs and pursuing a career and a living. They should not be subjected to sexual assault and intimidation by the environment of their workplace. This compromises the efficacy of our military, its cohesion and readiness.

Our sons and daughters

The troops currently serving in Iraq are our sons and daughters. They belong to us – we're responsible for them and we owe them a good example. None of us would want to find out that our son has raped or that our daughter has been violated. We must believe and support victims while confronting offenders and demanding that the violence stop.

Confidentiality

Victims need access to information and support and they need someone to assist them in the reporting process who will advocate for them. Victims need someone who is clear about the process and who understands the very natural emotional reaction a victim has to sexual assault, someone who does not mistake this reaction for a mental health condition.

Vigilance (attachment 6)

The military took on racism issues and diversity a long time ago, and although the problems have not been entirely solved, a lot of progress has been made. Advocates have recognized that the strategies and techniques that apply to ending racism, homophobia, and classism are the same as those we need to use to end violence against women. I believe the military can address the underlying sexism that fosters violence against women by using the same strategies employed to end racism in the services.

Respectfully submitted,

Deborah D. Tucker
Executive Director

February 25, 2004
Senate Armed Services Committee

Attachments

1 - *Continuum of Sexual Aggression*
2 - "Sexual violence and trafficking in women" excerpt from 3rd-year report of the Department of Defense Task Force On Domestic Violence (DTFDV)
3 - Principle Elements of the DTFDV's Strategic Plan
4 - Letter from Deputy Secretary of Defense Paul Wolfowitz to military command
5 - *Military Power and Control Wheel*
6 - "Multi-culturalism and cross-culturalism" excerpt from 3rd-year report of the DTFDV

For more information on these and related issues, please visit the National Center's web site at www.ncdsv.org

CONTINUUM OF SEXUAL AGGRESSION (handout)

Sexual assault is not an isolated act; it is on a continuum with (related to) other common events/activities, both illegal and legal.

Offenders may act out the whole continuum.

Although it may be unacknowledged or not experienced as distressful, most women have experienced some act that falls within this continuum.

The common denominator for this continuum is lack of respect.

Suggestive looks

Sexist comments, jokes

Verbal harassment

Harassment

Obscene phone calls

Peeping

Exposure

Frottage

Sexual Assault

Aggravated Sexual Assault

Sexual Assault/Murder

Sexual Violence and the Trafficking in Women

Members of the Task Force realize that domestic violence is but one aspect of the overall problem of violence against women. Sexual violence is an important concern for the military as well. Such violence often exists within families and is a common aspect of domestic violence and child abuse. It is important that all our recommendations for training, assessment, safety planning, investigation, and intervention, as well as prevention, acknowledge that sexual violence is an often co-existing aspect of domestic violence. Any efforts to target sexual violence within families will also serve to educate and further condemn sexual violence against strangers, co-workers, and acquaintances. Another area that has received significant publicity over the past year is the issue of trafficking in women and in many instances, the involvement of military personnel as customers has been documented. Because of our military's worldwide presence, the scourge of such trafficking and the violence normally attendant to it, must be of special concern to the DoD. While recognizing the problem, since it is outside our charter, the Task Force has not attempted to deal with the issue of trafficking in women in this body of work. However, we urge the leadership in DoD to be mindful of the problem, to recognize that it is but another aspect of the overall tragedy of violence perpetrated against women, to reach out to collaborate with other federal agencies and advocacy groups seeking to end it, and to actively ensure that DoD personnel in no way contribute to or condone the problem.

- Defense Task Force on Domestic Violence
Third Year Report 2003, page xiii

Multi-Culturalism and Cross-Culturalism

Arguably, the Department of Defense is one of the most diverse elements of our society. The American Military prides itself on being closer to a true meritocracy than other segments of our society. While the military can be justifiably proud of its record in managing its diversity and making diversity an institutional strength, it must remain vigilant against growing complacent. The DoD faces great challenges in being responsive to the varying needs of its almost 1.4 million active duty service members and their more than 1.9 million family members, many of whom come from vastly different cultures and backgrounds. In no area is this challenge greater than in the Department's response to domestic violence.

Domestic violence is an extremely complex crime that crosses all socioeconomic, age, gender, ethnic, racial and cultural strata. The root cause of domestic violence is one individual's desire to exert power and control over another person, by any means necessary. However, it is important to recognize that social conditioning, as well as deeply held cultural values and beliefs can influence whether and where victims seek help and how abusers respond to intervention. Cultural awareness, cultural sensitivity and an appropriate level of competence in dealing with these issues are critical in the civilian, as well as the military community. However, because of the military's worldwide presence and its greater levels of multi-cultural and cross-cultural exchange, cultural awareness, sensitivity and competence are even more important for those who deal with uniformed personnel and their families. The Task Force is not recommending "special" or preferential treatment for anyone based on his/her background. What we are asking for is simply an acknowledgement and understanding that cultural background influences how all of us bring our own complex perceptions and experiences – cultural, religious, class, rank gender, etc. – to our ideas about domestic violence. Therefore, we are saying that it is not only acceptable, but also often necessary, to treat different people in different ways. Treating someone from one cultural background in exactly the same way we treat someone from another cultural background may actually result in unequal treatment.

- Defense Task Force on Domestic Violence
Third Year Report 2003, page xi

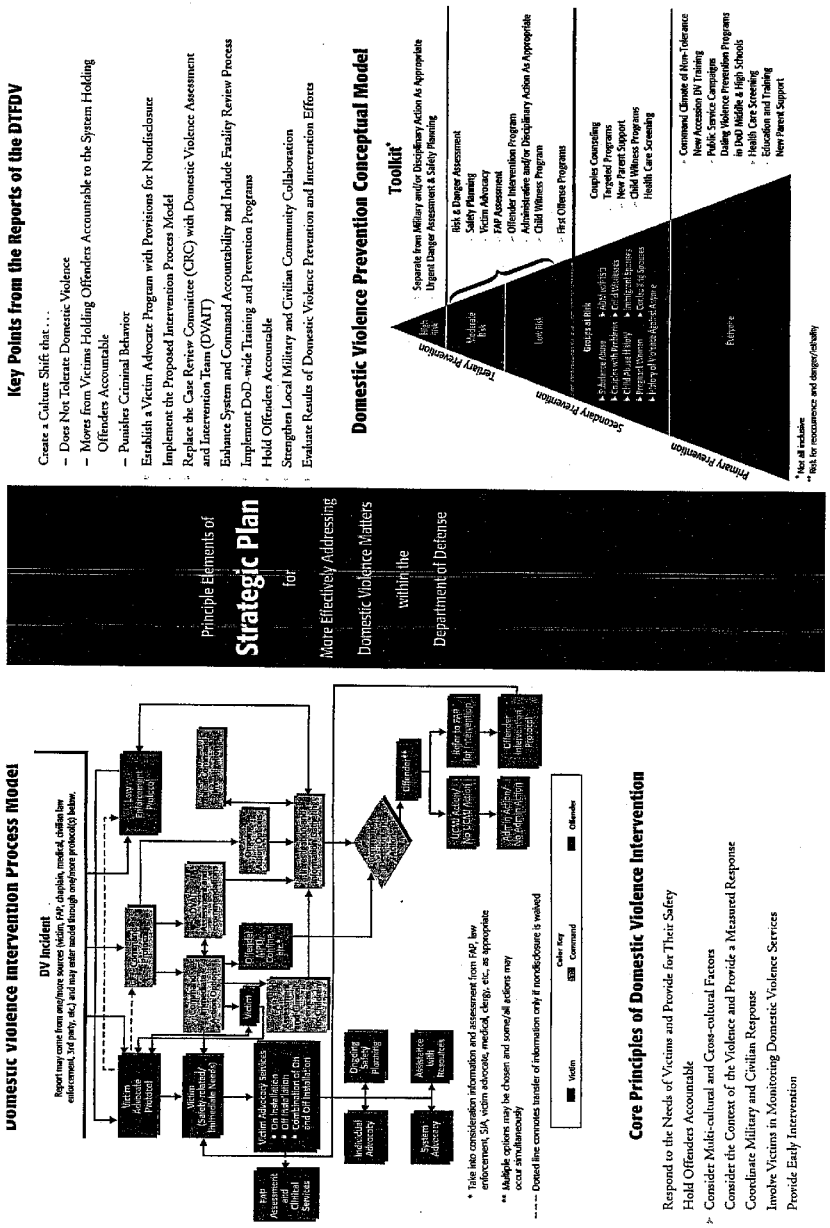
Principle Elements of

Strategic Plan

for

More Effectively Addressing Domestic Violence Matters

within the Department of Defense



Senator CHAMBLISS. [presiding]. Thank you, Ms. Tucker. Dr. Mather.

STATEMENT OF SUSAN H. MATHER, CHIEF OFFICER, OFFICE OF PUBLIC HEALTH AND ENVIRONMENTAL HAZARDS, VETERANS HEALTH ADMINISTRATION

Dr. MATHER. Thank you.

Mr. Chairman and members of the subcommittee, I'm pleased to be here today to report the programs of the VHA addressing military sexual trauma.

I ask that my full statement be included in the record.

The VHA has been aware of the issue for women since at least 1991 through research done at the VA Center for Post Traumatic Stress Disorder (PTSD) and through congressional testimony of women veterans. The VA staff at the Vet Centers and in-treatment programs for PTSD were also receiving reports from female patients of rape and other sexual abuse while serving in the military.

We operate on the principle, as is noted by the National Victims Center, that approximately only 16 percent of rape cases are ever reported, and that rape is generally agreed to be an under-reported crime in both the military and civilian life.

In 1992, Congress authorized the VA to provide counseling services to women veterans to overcome psychological trauma, which, in the judgement of mental health professionals employed by VA, resulted from physical assault or sexual harassment that occurred while the veteran was serving on active duty.

In 1994, Congress amended that treatment authority to include men as well as women, to include appropriate care and services for an injury, illness, or other psychological condition that resulted from the sexual trauma, and to require the coordination of care and services furnished to the veteran under this authority.

These provisions made screening of patients for sexual trauma extremely important because survivors of sexual trauma often do not seek mental health services, but present to primary-care or other providers with a variety of physical, emotional, and behavioral symptoms, such as gynecological complaints, headaches, eating disorder, anxiety, depression, or poor self-care.

The VA has developed an extensive program to address military sexual trauma. The key components are awareness, education, outreach, sensitivity training, screening, and treatment. An educational program to train primary-care and other practitioners about the prevalence, screening referral, and treatment for military sexual trauma is ongoing. Video teleconferences have been aired. Written material is available. Most recently, a Veterans Health Initiative Module is available as a Web-based training program and in-print media.

The VA has published brochures to alert veterans and staff to the programs available for counseling and treatment, and information is available on a variety of Web sites. Women can access services through the Women Veterans Program manager. We feel this ability to contact a woman within the healthcare system is an extremely important issue. These program managers seek to make VA facilities, which are very masculine, comfortable, and welcoming to this special cohort of veterans.

Also, veterans who receive treatment under VA's Sexual Trauma Treatment Authority receive free outpatient pharmacy services. In

addition, neither enrollment nor payment of copayments is required for the care for furnished under this authority.

In 1997, the VA sent letters to approximately 400,000 women veterans to advise them about the VA's sexual trauma services and to give them the VA's toll-free number so that they could contact the Veterans Benefits Woman Veterans Coordinator to access care. There again, their contact is with a female. The Veterans Benefits Administration (VBA) also has a program to assist those who experience military sexual trauma to apply for compensation.

In 1998, the General Accounting Office (GAO) testified about the VA's efforts to respond to the challenge of providing sexual trauma counseling. The GAO testified that it found that the total number of women receiving sexual trauma counseling at VA Medical Centers and Vet Centers increased by 230 percent between 1993 and 1997, and that patient satisfaction with that counseling was high. The VHA fully implemented the reporting system to monitor screening for military sexual trauma (MST) in March 2002. Between March and October 2002, 1,761,591 veterans were screened for MST; 90,000 of these veterans were women. One and one-third percent of the men, and 21.6 percent of the women reported that they had experienced military sexual trauma. While 1 in 5 women, and only 1 in 100 men screened reported such experience, almost half the numbers of those reporting military sexual trauma are men because of the heavy preponderance of males in the veteran population. These statistics show that military sexual trauma is not just a woman's problem in our population.

More detailed tracking of military sexual trauma care and treatment has been a challenging project, because veterans do not always report the sexual trauma early in their mental health encounters, and the treatment is often coded as treatment for the resulting symptoms or disability, such as depression or PTSD.

Focused studies, such as the evaluation of the four women's veteran stress disorder treatment teams conducted in 2002, however, have indicated that women veterans treated on the team show a significant improvement, specifically for PTSD, violence, medical conditions, overall adjustment, quality of life, and perceived impact of their illnesses on social functioning.

Caring for the men and women who have experienced sexual trauma while serving their country in the military is a serious mission for the VHA. We are committed to screening all patients and getting the message out to those who are suffering the consequences, that they are not alone and, more importantly, that help and treatment are available.

Thank you for inviting me and allowing me to share what the VA is doing to treat patients who have experienced military sexual trauma.

[The prepared statement of Dr. Mather follows:]

PREPARED STATEMENT BY DR. SUSAN H. MATHER

Mr. Chairman and members of the subcommittee, I am pleased to be here today to report on the programs in the Veterans Health Administration (VHA) addressing military sexual trauma (MST).

The VHA has been aware of the issue for women since at least 1991 when there were reports of sexual abuse among women who served in the Gulf War. Jessica Wolfe, who was then working at the Veteran's Administration (VA) Center for Post-

Traumatic Stress Disorder (PTSD), reported that 8 percent of the female Gulf War veterans that she surveyed reported attempted or completed sexual assault during their deployments. In July 1992, one woman veteran testified at a Senate Veterans Affairs Committee (SVAC) hearing about her experiences in the Gulf War and other women told of sexual abuse from earlier eras. Even prior to these hearings, VA staff at the Vet Centers and in treatment programs for PTSD were receiving reports from women patients of rape and other sexual abuse while serving in the military. Following these hearings, the U.S. Army released statistics indicating that 26 women had reported rape or other sexual abuse during service in the Gulf War. It is important to note that the National Victim Center has estimated that only 16 percent of rape cases are ever reported, and it is generally agreed that the crime is underreported in military, as well as civilian life.

In 1992, Congress passed Public Law 102–585, which authorizes VA the authority to provide counseling and other services to women veterans to "overcome psychological trauma which, in the judgment of mental health professionals employed by the VA resulted from physical assault or sexual harassment that occurred while the veteran was serving on active duty." In 1994, Congress amended that treatment authority to include men as well as women, to include appropriate care and services for an injury, illness, or other psychological condition that resulted from the sexual trauma, and to require the coordination of care and services furnished to the veteran under this authority. These provisions made screening of patients for sexual trauma extremely important because survivors of sexual trauma often do not seek mental health services but present to primary care or other providers with a variety of physical, emotional and behavioral symptoms such as gynecologic complaints, headaches, eating disorders, anxiety, depression, or poor self care.

The VA has developed an extensive program to address MST. The key components are awareness, education, outreach, sensitivity training, screening, and treatment. An educational program to train primary care and other practitioners about the prevalence, screening, referral and treatment of MST is ongoing. Video teleconferences have been aired, written material is available, and most recently, a Veterans Health Initiative module is available as a web-based training program and in print media. I am particularly proud of the Quick Reference Guide, a brief synopsis in a pocket manual format to help clinicians better serve their patients who have experienced MST, which is part of that module. The VA has published brochures to alert veterans and staff to the programs available for counseling and treatment, and information is available on a variety of Web sites including the Women Veterans Health site, the National Center for PTSD's site, and a number of VHA network web sites. Women can access services through the Women Veterans Program Manager at each VA facility. These program managers seek to make VA facilities comfortable and welcoming for this special cohort of veterans.

Also, veterans who receive treatment under VA's sexual trauma treatment authority receive free outpatient pharmacy services. In addition, neither enrollment nor copayments is required for the care furnished under this special authority.

In 1997, in its efforts to reach those who may have experienced MST and advise them about VA's services, VA sent letters to approximately 400,000 women veterans that advised:

". . . We know that a number of women veterans experienced sexual trauma while serving on active military duty. While some of them have sought counseling and treatment, many have never discussed it with anyone. They are very uncomfortable talking about it or even wonder if they can, or if it would matter. Unfortunately, this is a common reaction to sexual trauma."

The letter also explained that counseling and treatment are available and provided VA's toll free number so that veterans could contact a Veterans Benefits Women Veterans' Coordinator to access care.

In 1998, the U.S. General Accounting Office (GAO) testified before the Subcommittee on Health of the House Committee on Veterans Affairs (HVAC) about VA's efforts to respond to the challenge of providing sexual trauma counseling. GAO testified that it found that the total number of women receiving sexual trauma counseling at VA medical centers and Vet Centers increased by 230 percent between 1993 and 1997. GAO also found patient satisfaction to be high. They recommended that VA continue to evaluate the effectiveness of the program.

Since 1999, VA initiated an automated system to track when MST services are provided, and in the year 2000 MST coordinators were appointed to assure proper usage of the software and proper input of data. The Veterans Benefits Administration (VBA) also has a program to assist those who experienced MST to apply for compensation.

VHA fully implemented the reporting system to monitor screening for MST in March 2002. Between March and October 2002, 1,761,591 veterans were screened

for MST; 90,075 of these veterans were women. One and one-third percent of the men and 21.6 percent of the women reported they had experienced MST. The statistics for fiscal year 2003 show 0.93 percent of men and 19.03 percent of women reported they had experienced MST. Fiscal year 2004 data indicate 1.18 percent of male veterans and 20.69 percent of females report experience with MST. This shows that a large percentage of women veterans who seek care in VA bear a heavy burden of sexual trauma. Also, while 1 in 5 women and only 1 in 100 men screened report that they have experienced MST, almost half of the numbers of those reporting MST are men because of the heavy preponderance of males in the veteran population. These statistics show that MST is not only a women's problem in VA's patient population.

VA plans to do additional detailed tracking of MST care and treatment, but it has not been implemented across the system. This is a challenging project because veterans do not always report the sexual trauma early in their mental health encounters, and the treatment is often coded as treatment for the resulting symptoms or disability such as depression or PTSD. Focused studies, such as the evaluation of the four Women Veterans Stress Disorders Treatment Teams (WSDTTs) conducted in fiscal year 2002, have indicated that women veterans treated in the WSDTTs showed significant improvement, specifically for PTSD, violence, medical condition, overall adjustment, quality of life and perceived impact of their illnesses on social functioning. These results are comparable to those of male veterans treated for PTSD in PTSD Clinical Teams, and, like their male counterparts, most female veterans improve by the fourth month of care.

Caring for the men and women who have experienced sexual trauma while serving their country in the military is a serious mission for the VHA. We are committed to screening all patients and getting the message out that those who are suffering the consequences are not alone and more importantly that help and treatment are available.

Thank you again for inviting me and allowing me to share what VA is doing to treat veterans who have experienced MST.

Senator CHAMBLISS. Thank you very much, Dr. Mather, as well as each of you, ladies. We appreciate your testimony very much.

Ms. Hansen, you made a recommendation relative to this office that I assume would be Service-wide. You all heard our inquiry to the previous panel about trying to reach some sort of standardized arrangement relative to the treatment of sexual assault cases. I'd just be curious in your comments. Dr. Rau, I know you already have something established at the Navy that you all feel comfortable with, as does everybody else. It looks like you may be a little further along than maybe the other Services are. However, I'd like for all of you just to comment on that, as to what you think about some sort of standardized procedure. I do not need to know what it would look like necessarily, but is this the type of thing that would make our female members of the service feel better.

Ms. HANSEN. Senator, standardized care and treatment and a response or intervention approach would provide some safety and comfort level for the victims and survivors, and would also provide some indication to a potential assailant as to what may follow disciplinary-action-wise.

The reason I suggest that is that we have seen, with the cases in Iraq, Kuwait, and Bahrain, in particular, that the victim may be from one Service, and the alleged assailant from another. The victim is not certain what the response will be of the other Service, but may be familiar, say, with what the Navy's response would be, for example. We think that would provide additional information, as well as that comfort level I mentioned, if there was some standardized treatment and care throughout the Services.

Senator CHAMBLISS. Okay.

Dr. Rau.

Dr. RAU. I also agree with Ms. Hansen, in that I believe that a standardized approach to victim advocacy and support is certainly warranted, and there is certainly a huge amount of data from the civilian response with regard to the issue.

In the Navy, we respond to domestic violence advocacy and sexual assault advocacy through different channels and programs. In the SAVI program, one key component is that we have a very active victim advocate program at each installation through trained military volunteers, through the use of civilian advocacy resources in the community, or through a combination of both. Now, this arrangement for the Navy is absolutely essential, because we want to be able to provide advocacy services regardless of whether the ship is at port at their home port, in port at another Navy installation, or even out in the middle of the sea.

Senator CHAMBLISS. That was really my next question. I think this is so critically important.

Dr. RAU. Go ahead, sir.

Senator CHAMBLISS. You heard my question to General Casey about the one case that I'm familiar with where there was constant movement between the victim, the alleged assailant, the prosecutor, the counselor, and the command.

Would you talk a little bit about that while you're talking about this right now, relative to in-port and out-of-port?

Dr. RAU. Certainly. In the Navy instruction and requirements, when a ship is in any Navy port, they, of course, will rely heavily on the available services that are available through the installation or through partnership agreement out in the community, both for providing advocacy as well as providing intervention for those victims who want something in addition to the advocacy services. However, when a ship doesn't have ready access to that, again, we strongly encourage every afloat or deploying command to have at least one trained military advocate aboard. I'm very pleased to report that, in this past fiscal year, we have at least 320 afloat and deployed commands that do have trained military advocates aboard.

Anecdotally, it's also a very important point that our trained military advocates become some of our most vocal supporters of the program. So at the same time, we also have other key responders within each command who have certain key roles and responsibilities with regard to the sexual assault response, regardless of whether that sexual assault occurs in the United States, outside the United States, or at sea. We have points-of-contact that are the experts about the SAVI program. When there is a sexual assault victim, every command has a command representative who's specifically liaisons between the victim and the command executive level. They are there to ensure that victim safety and protection is the primary priority for the command. They also provide information to the victim on their rights as a victim, and they also provide information to the victim about what command actions are being taken. They communicate from the victim to the commanding officer. They have a direct line of communication with the commanding officer so that the commanding officer knows what the victim's preferences, needs, concerns, and fears are. Again, we are able to

take the program on the road, which is a very important thing for us to do within the Navy.

I hope I began to get at what you were asking Mr. Chairman.

Senator CHAMBLISS. Ms. Tucker.

Ms. TUCKER. In our work, we recommended a number of protocols. We devised protocols for advocates, for command, for law enforcement, and for those staff doing intervention and re-education with offenders. We recommended that other protocols might be needed for healthcare, chaplains, and other professionals, who have a role in both responding and preventing these kinds of incidents.

I think an Office of Victim Advocacy is a good idea, in the sense that it elevates what, for some services, is a new player. The victim advocate is not new in the Marine Corps, and it's not new in the Navy, but it is a newer role being played in the other two. An advocate, by definition, is the person who speaks for and represents the interests of another person in a situation. That means they have to have the respect and the power to speak up to command and to gig law enforcement who's not following up on investigation, to get that forensic evidence out of a medical institution that's part of all these players that might have pieces of the picture so that command has available to them everything.

I see two reasons why it makes sense. One is to elevate that position and to clarify that the victim advocate is a player at the table, with the same level of responsibility to support something getting done. Helping the victim and holding the offender accountable is powerful.

I grew up in an Air Force family, and I sort of thought that the Services are much more hierarchical than they truly are. As a civilian working with them over the last 3 years, I've learned that there is a lot of individual discretion in many different situations from base to base, from Service to Service, and from command to command.

When General Casey was at Fort Hood years ago, he did an excellent job on domestic violence. I would have to say that the man who came after him was very concerned about drunk driving, and did an excellent job on that. Essentially, the whole domestic violence intervention program at Fort Hood went away. That's a very blunt way of saying, standardizing begins to ensure that this issue and responding to it remains a priority regardless of who happens to be the installation commander.

Senator CHAMBLISS. Dr. Mather, any comments?

Dr. MATHER. Well, I think people who are in distress need advocates, so the stronger you can make that advocacy for someone who's probably in the ultimate distress, a rape victim who survives the better. I think evidenced-based protocols have been shown to improve the standard of care in any care community, whether you're talking about diabetes, depression, or recovery from sexual trauma. I'd also like to put in a plug for education. I think advocates can be very important in educating the culture in which they work. Advocates can educate them to the point that perhaps more therapeutic, where their response to rape is, "What a terrible thing to have had happen to you?" Instead at, "How in the world did that happen?" The latter puts the onus on the victim, whereas, "What

a terrible thing to have happen to you," as a first response, says something which I think everybody would agree to.

Senator CHAMBLISS. Ms. Hansen, there's general consensus that there have been 80-plus incidences of sexual assault in the current conflict in Iraq and in that part of the world. I believe you said 68 of these ladies have contacted your organization. I think I know what your answer is, but I want to get it in the record as to why you think these ladies contacted you, as opposed to going through the chain of command within their respective branches?

Ms. HANSEN. First, Senator, I'm not certain of the level of overlap between the reported cases to our office, as well as the reported cases to the military. I can speak to the fact that 13 of our 68 reported cases did report to military commanders, or auspices within the military.

I would also like to note that our initial contact may have been through a family member, either a mother, a father, a sister, or a husband who reported this initially, and we subsequently followed up directly with the victim.

In that regard, I believe that, number one, it's the issue of privacy and confidentiality that affords them the desire to come forward and to speak with our office so that we can secure services as well as support for them. I also think there is a significant level, if you will, of the fear of career impact.

Within our office, our demographics differ from that within the Service branches. I noted that Dr. Chu talked about those who have recently finished basic training. Demographic characteristics of our population, both the intimate partner violence survivors as well as the sexual assault survivors, predominantly are associated with NCOs, senior NCOs, and officers. Predominantly in the cases we have seen in Iraq, Kuwait, and Bahrain, they have been female officers reporting these incidents to us.

The other issue that we believe brings them forward to our office is their availability and accessibility to resources, which may be more extensive than other enlisted personnel. Thus, they avail themselves of our services.

Senator CHAMBLISS. Thank you.

Senator Nelson.

Senator BEN NELSON. Ms. Hansen, I noticed that, during the other panel, the reference was typically to a female victim.

Ms. HANSEN. Right.

Senator BEN NELSON. However, Dr. Mather says that a lot of the victims are male, and so it may be fallacious to assume that most of these are heterosexual victim situations. There were very few references to men.

Ms. HANSEN. Yes.

Senator BEN NELSON. These references were made very casually, not recognizing or identifying that many of these who came through the Veteran's Office are obviously male victims. Do you have any thoughts about why that may be the case?

Ms. HANSEN. We have seen male veterans and male active-duty members come forward to our office to request services, information, and support, as well. Within the military departments, I believe their percentage levels are at about 1 percent.

Senator BEN NELSON. Right.

Ms. HANSEN. I do believe that there are active-duty males, as well as veterans, who have experienced MST.

Senator BEN NELSON. Under-reporting?

Ms. HANSEN. Yes. I think that it may be related to culture. There are a number of reasons that there may be under-reporting or that underground type of issue.

Senator BEN NELSON. I see.

I was surprised by your statement that a significant number of victims are female officers and NCOs and I think you just reconfirmed it. Do you have any idea why it would relate to officers, as opposed to enlisted personnel?

Ms. HANSEN. I think in regards to accessing services in our office, they may actually have more resources available to them or to discover and avail themselves of resources. I think, also, it is directly related to that fear of adverse career impact, and that our office, because of the statutes, etc., is guided by our professional and ethical standards. We provide them privacy and confidentiality until such time that they wish to come forward.

Senator BEN NELSON. Have you been able to determine whether there's any difference in reporting, varied by Service? Is there one Service where there might be more reluctance to make a report than in another Service?

Ms. HANSEN. Senator, I can actually break down that 68 cases for you, Service-wide. I cannot do it State by State because of the issues of State of origin, and the State in which a duty station would be, et cetera. However, Service-wide, 26 cases reported related to the Army, 18 to the Marine Corps, 16 to the Air Force, and 8 to the Navy.

Senator BEN NELSON. Is there any reluctance based on which Service a victim might be in? In other words, are members of one Service more likely to report, while others are more likely not to report?

Ms. HANSEN. What we've actually seen in regards to that, as I mentioned to Senator Chambliss, is that overlap, where the victim may be in one Service and the alleged assailant is in another. We see that causing great consternation for the victim about coming forward, reporting, seeking services, seeing what is and isn't available, and what the response, potentially, of the command of the alleged assailant would be.

Senator BEN NELSON. Okay, thank you.

Ms. HANSEN. You're welcome.

Senator BEN NELSON. Dr. Mather, in your review of veterans reports and providing the care for veteran victims, have you any indication why there may be fewer male victims reporting at the time of the incident, as opposed to later, following their veteran status?

Dr. MATHER. "Why" is a difficult question, because it probably differs for every individual.

Senator BEN NELSON. Have you been able to find any common trend among them?

Dr. MATHER. We have some indication, because the first men we became aware of were people who came to the women veterans counselors because they knew about rape, and they were afraid to go to anybody else. Since there's a common misperception, and misinformation out there, that rape victims "ask for it," many women

don't report, not because they're afraid for their career, but because they're ashamed. They feel shame by this, because they feel that somehow they brought this on. Think about how that affects women, think of the effect it would have on men, if somehow they were a "come on," or that they somehow brought on. To me, it's a very noxious thought, but it's out there in society, that somehow they "ask for it."

They're afraid that not only will they be labeled a rape victim and not able to defend themselves, but also maybe gay. There is a great deal of shame involved. This is not something that anybody ever asked for. You never ask to be violated or attacked or raped. That's part of the educational process that needs to go. I think of them as patient survivors. They are victims, but that's not a therapeutic concept, for me, personally.

Senator BEN NELSON. Well, thank you. Thank you very much.

Thank you, Mr. Chairman.

Senator CHAMBLISS. Thank you.

Senator Pryor.

Senator PRYOR. Thank you, Mr. Chairman.

Dr. Mather, if I can start with you, I must note that the previous panel was all men. [Laughter.]

This panel is all women.

Dr. MATHER. You noticed.

Senator PRYOR. I don't think that's by coincidence. I remember when I was the Attorney General (AG) of my State. I wish Senator Cornyn was here, because we served the same time as AGs of our respective states, and we did a lot of sexual harassment/sexual assault cases that we had to deal with on behalf of State government. But one thing that I noticed in some cases, but certainly not all—I don't mean this as a disparaging comment toward the previous panel at all. Please don't misunderstand it. I noticed that men just don't "get it." They just don't get it. They just don't understand what some women in the workforce have to face. I don't want to go into some of the details of our cases that we dealt with, but it was clear in a few of those cases that, absolutely, the men just didn't get it.

Also, one thing that you talked about, Dr. Mather, which I think is important, is that women like to report these issues to women. I think there's a real human reason for that. I don't think that's rocket science. I think there are real reasons for that. I just wonder, Dr. Mather, in your view, if we have enough women involved in the system in strategic places where these incidents can be reported in a circumstance that women can report to women. Is that one of the problems that we have in the military?

Dr. MATHER. Well, I don't know about the military, but certainly we've found it to be helpful in the VA to have women available who can talk. They aren't always able to refer to other women, but they can accompany the veteran. One of the things that we teach is that there are certain procedures, such as endoscopies or pelvic examinations, that even many years after the rape are very threatening. We only have a male gynecologist, and we talk about that with the patient, and offer to accompany them to the appointment knowing that it's possibly going to be re-traumatizing. We've at least had women available in that setting.

Sometimes we have problems referring to women providers. Fortunately, there are many women psychologists, and the VA is considered a good place for psychologists and social workers to work, so we can usually manage that. Many of our chaplains are also, increasingly, women.

It sometimes takes a little creativity on the part of the coordinator and the women veterans health program manager. It's amazing, talking about leadership and the importance of an individual in a VA medical center, the importance of one individual to get things done and to make things good for patients can't be underestimated.

Senator PRYOR. Am I being oversensitive in my concern?

Dr. MATHER. No, you can't be oversensitive.

Senator PRYOR. But am I being oversenstitive in my concern about having women strategically placed there, where they're available and accessible?

Dr. MATHER. I'm not sure you can be. We have women veteran coordinators or program managers for our women veterans health program, because in the VA women are 6 percent of our population.

Senator PRYOR. Right.

Dr. MATHER. We have to be sensitive to that. The problem with mandating that it be a woman is that you can always find, in any medical center, or probably in any societal institution, as negative a woman as you want. Therefore, mandating doesn't always solve the problem. Cultural change is what solves it.

Senator PRYOR. Dr. Rau, since you're with the Navy, can you comment on that?

Dr. RAU. Certainly. Within the SAVI program, we are sensitive to the issue of gender in the response. The requirements are to specifically have advocates of both male and female gender and to allow victim preference with regard to the gender of the advocate. I think it's important to be sure that we allow victims preference in as many of these things that we do and how we respond. Victims seem to respond in a myriad of ways to these events, and allowing them to voice their preference is a very important point.

I will also say that the majority of our program coordinators, who function at the installation level, work within Fleet and Family Support Centers (FFSCs), and, as you see in the panel here, the majority of them are female, as well.

It is important, though, to have male advocates in the system, because we do have reports of male victims that do come to our attention at headquarters, at about a rate of 8 percent annually. Again, it's important to look with regard to both genders in the response.

Senator PRYOR. Okay.

Ms. Tucker, I think in your comments a few moments ago you mentioned the UCMJ, and I had asked the previous panel about whether they felt like there should be some revisions there or at least whether they should look at the UCMJ and see if it's time to do an update. I'm sorry, I didn't completely get your comments, but do you think we should look at the UCMJ and possibly revise it?

Ms. TUCKER. What I was trying to explain is the process that we went through in the task force. We argued about this into the wee hours of the morn on many occasions during the course of events. Military folks would always come down on the side of, "Command

discretion is necessary, and we still need this level of authority over the people that serve with us." Civilian folks would almost universally say, "We don't get it. We don't see why these offenses can't be adjudicated within local authorities and dealt with as crimes, separate from the military system." So we came from those very different points of view. What we agreed was that we would give them 2 years, to try to show us a significant change in their education, command, training, and accountability systems. How do we know that Commander A in Company B actually responded at all to a sexual assault or a domestic violence case in a way that is appropriate if the command above that person isn't monitoring and looking for that as an element of command performance?

It was our agreement that, rather than recommending that we do away with the UCMJ in relationship to domestic and sexual violence or crimes of this nature and have a civilian response, they would put every bit of energy they could into demonstrating to us that they could handle this duty well and that command discretion would not cover command ignorance, and that command discretion would be appropriately applied for in those instances where you have an offender who's potentially salvageable or who has not engaged in the level of violence that warrants an immediate court-martial. There are cases that have this opportunity for people to change, and if people are going to change when they belong to some organization that they take pride in and they want to be part of, then I think we should try, but not over and over and over.

Command discretion becomes very disturbing when it's the third incident or the fifth incident, and the person is still not receiving any kind of response that's serious enough, nor is the commander above that person saying, "What a minute, you're not exercising appropriate judgement on these cases."

Senator PRYOR. That dovetails into my comment a few minutes ago. I've experienced some people that just don't get it, they just don't see it. You know?

Ms. TUCKER. Exactly.

Senator PRYOR. If you have one person that has a lot of discretion, but who just doesn't understand it, and doesn't comprehend it, it just may end up perpetuating very bad circumstances in the command. That's something that I'm anxious just to continue trying to find a balance.

Mr. TUCKER. Right.

Senator PRYOR. Mr. Chairman, I have one last question for Dr. Rau. Someone at least mentioned some of the incidents that have happened over in and around Iraq. I can't remember if it was you, Dr. Rau, who had those statistics. Do we see more sexual assaults and incidents related to sexual misconduct in-theater, so to speak, during a deployment? Do we see more of that during a deployment, statistically, or is it kind of the same in both a deployed situation and for lack of a better term, peace-time situation? What are the numbers on that, do you know?

Dr. RAU. Our sense, from the reports that we receive at headquarters in SAVI, is that, in actuality, the majority of the sexual assaults occur in-port, off-base. We do know, though, at least for those reports that we receive that a preponderance of the assaults do constitute blue-on-blue assault.

Senator PRYOR. Wait a minute. When you say "in-port, off-base," tell me what you mean by that.

Dr. RAU. I mean they occur while the ship is in port.

Senator PRYOR. Over there.

Dr. RAU. Or even in the United States.

Senator PRYOR. Okay.

Dr. RAU. When they do occur, they occur off base.

Senator PRYOR. Okay.

Dr. RAU. Now, our circumstances, in terms of the particular theater of operation, OIF, is unique in that while we certainly have ships deployed to the Persian Gulf, we don't have a huge number of Navy forces on the ground.

Senator PRYOR. Right.

Dr. RAU. It's not surprising to me that, of those assaults that Admiral Mullen referred to earlier, the majority of those occurred in Bahrain, where we have the largest concentration, on the ground, of Navy forces.

Senator PRYOR. Okay.

Mr. Chairman, that's all I have. Thank you.

Senator CHAMBLISS. Thank you very much, ladies. Well, this has been very enlightening. We made a conscious decision to have you here, as opposed to having victims come and testify, because we felt like you certainly would represent the thought process that brings victims in to see you. You have given us exactly the kind of explanation that I think we need. I would say to you, as you heard my comment to the previous panel, that we're not leaving this here. This is only the beginning of where we expect this to go, and we may not totally resolve this during the tenure of any member of this subcommittee, because it may be that long an ongoing process.

Just as we will stay in touch with every branch of the Service and the previous individuals, we'd like to stay in touch with you and have you feel free to contact us relative to any significant changes, good or bad, that you see may be taking place. As we move forward with additional hearings, we may very well want to bring you back for any updates or get your opinions regarding the way that changes that are being made are perceived, and if they're the proper things that need to be done.

I thank you for your very professional service that you give to both the civilian world, and in this case, particularly, the world of the military.

I did not know she was here, but a family member of one of the victims, Barbara Wharton, is here. Ms. Wharton's daughter is the example that I used earlier. I just happened to pick that case as being one of the situations involving the movement of individuals and the problems that it causes.

Ms. Wharton, I will insert your statement in the record, and it will be a part of this record.

[The prepared statement of Ms. Wharton follows:]

PREPARED STATEMENT BY BARBARA WHARTON

Dear Under Secretary, Generals Casey, Nyland, Moseley, Admiral Mullen, Doctor, and ladies: Thank you for holding this important and timely hearing on sexual assault in the military. I appreciate the fact that this subject has come to your attention, particularly since my daughter, a sergeant in the U.S. Army, has experienced a brutal sexual assault, and to date, there has been no obvious direction in the mili-

tary's response. Her unit, the Stryker Brigade, also known as the 3rd Brigade, 2nd Infantry Division, was trained at Fort Lewis, Washington. There are about 310 women in a brigade of about 5,000 soldiers.

I regret that active-duty women are unable to participate directly in this hearing, and I would like to take the opportunity to share a civilian mother's perspective in this venue.

My daughter was one of the 37 service women who were sexually assaulted and reported to authorities from the end of 2003 to early 2004 at the Udairi base 7.5 kilometers from the Iraqi border. She was knocked unconscious on November 28, 2003. She was on guard duty to protect not soldiers, but parts in the military's High Mobility Multipurpose Wheeled Vehicles (HMMWVs). She went off guard duty at 2:30 a.m. and went to a water closet at the other end of the base. She felt a strong blow at the head and lost consciousness. When my daughter regained consciousness she felt she was blindfolded, had a gag in the mouth and a noose around her neck. Her hands were tied fast. A man who assaulted her cut her clothes with a knife and she felt a steel knife touch her body and bleeding wounds. She remembered that his face was covered with a mask.

When she put up resistance she heard an American voice telling her to shut up, then received another blow in the face and lost consciousness completely. When she came to, she was alone on the ground. She was found by another soldier, who covered her with his clothing, and helped to take off the restraints. In several minutes, the woman met the commanders. She was sent to a hospital where doctors confirmed she had been raped. However, at that time my daughter was rendered no medical aid, despite head injury, leg injuries, and cuts.

"This brigade's overall focus is getting ready for Iraq," Colonel Piek told The Tacoma News Tribune November 30, 2003. "That does not diminish the seriousness of the alleged crime. . . . But it's not the kind of thing we need to be dealing with just a short time before we go north." As a result of this story, Susan Avila-Smith, Director of a Seattle-based veteran's advocacy group, Women Organizing Women, an organization which has experience with military sexual trauma (MST), e-mailed the reporter who was embedded with the Stryker Brigade. She has been our only source of support and advice in getting more accurate information and help for my daughter. This woman has warned me, "Do not focus on justice here, it is a waste of time; focus instead on what you can do for your daughter."

My daughter's husband tried to send a message to her through Fort Lewis' Army Family Advocacy Program contact with the Red Cross on post. The Red Cross refused to send any message, and would not elaborate on the reasons why they could refuse.

My daughter was eventually moved to a neighboring base where she stayed with some other service women. When the unit was activated to deploy to Iraq, this woman left too. Her unit was gone, and along with them, the person who raped her. Her command made no attempt to find this person, saying that the Criminal Investigation Division (CID) was investigating. (Since that time the CID investigator has transitioned in his job to another duty station in Hawaii and there has been no one appointed to follow up.) Ginny Clawson, a Victim Advocate at Fort Lewis, admitted on February 20, 2004, that she does not even know who has been assigned to handle my daughter's case at the Judge Advocate General's (JAG) office. According to Clawson, there is no protocol for handling these cases; they are left completely up to the commander, and each is handled on an individual basis as the command sees fit. After speaking with several people on this subject however, I have heard of no cases to date that have been followed through on. No one was held accountable, either the rapist or the command, for allowing the case to disintegrate before trial. According to "Betrayal in the Ranks," a series in The Denver Post, there are not just a few of these; there are thousands past and present.

My daughter's requests for an Army chaplain or a psychologist were rejected. Because the time line of statements from both her and the soldier who found her were somewhat different, my daughter was told to undergo a lie detector test, and refused. The soldier who found her was not in question, but due to the fact my daughter was knocked unconscious, her sense of time was apparently not accurate. This is a specific incident that shows the command's lack of understanding of the problems surrounding sexual trauma. As a result of being abandoned, not being able to talk with someone who could help her, and of encountering a lack of compassion on the military's side, she attempted to commit suicide with an overdose. She then had to walk alone to the clinic, which was quite far away, and tell them what had happened. None of the hospital doctors who saved the woman's life had been informed by the authorities regarding a rape in camp. I contacted my Senator and family attorneys, since I was not able to find out what was going on, and what was being done to protect my daughter. It was only thanks to their assistance, and their

standing up to the threats of hurting my daughter from the Pentagon that she got back to the U.S. Even though my daughter suffered from severe headaches and had eye and back problems, she was told to take up her duties immediately after discharge from the hospital.

My daughter thinks that commanders want to treat her suffering as a minor incident. "They treated me as if I wanted to deceive them. I felt the commanders abandoned me, and I had the distinct feeling that they viewed this as a way for me not to be deployed with my unit. They act as if I had planned this."

After my daughter was transferred to medical care at the request of Senator Arlen Specter, the Pentagon provided two high ranking male "escorts" who said things like, "Well, I would go get raped too, if I could get a private room, soft bed, and TV." She never watched TV. She was still traumatized and waiting for medical care.

Did my daughter get proper medical treatment? Was she checked for sexually transmitted diseases (STDs), pregnancy, damage to her reproductive organs? I simply don't know. How can I assume that they are giving her proper treatment when they ignored a serious head trauma injury? Where is her advocate now? Where is the CID? How can I be sure that they are not continuing to harm her?

"Just because I came back with all four limbs intact, they're treating me like I'm faking," her daughter said. "I feel like my chain of command betrayed me. I gave 4 years to that unit, and I feel like it kicked me in the teeth when I was down."

A Fort Lewis spokesman, Jeff Young, said her case is being investigated and that she has received proper health care. "Those who deploy are served well. She received medical treatment both in overseas and here." It's clear that what Jeff Young and I consider as proper health care are two vastly different concepts. Why was it that a soldier in the same unit who had a shrapnel wound was medivaced out the same day? My daughter obviously had more complicated medical issues.

Agents from Camp Arifjan, another Army post near Kuwait City, were handling the investigation. It wasn't immediately clear if the investigators had detained anyone in the case or had any suspects. It is also not clear where or who is following up on this, or if the case follows the unit, or the soldier.

Major Shawn Phelps in Ft. Lewis, Washington, said he could not comment on how my daughter's case was handled in Kuwait, but said that, since her return to Fort Lewis, she has received counseling and been given a Military Victim Advocate. I have spoken to that advocate, and while she is a nice person she has no clue about directing my daughter to services she needs. I have spoken with my daughter, and when she had returned to work and she had not yet received counseling.

I did find it odd that they put her right back to work, knowingly endangering the lives of the soldiers in her unit in Iraq, before addressing any of her serious medical and psychological issues. Others in her unit have ostracized her in an effort to maintain their military careers. I have found that providing support to a rape victim in the military is the next worse thing to enduring and reporting rape.

Susan Avila-Smith, who has helped nearly 300 women to get benefits and treatment, reports women veterans of all other eras of service, both enlisted and officers alike, who suffered from sexual assaults and harassments during military operations and at home feel the same. It is my understanding that the majority of sexual assaults are registered in Kuwait, where U.S. troops are deployed before departure to Iraq. Knowing this, the Army commanders still provide no medical and psychological aid to these women. What is more, service women have to continue their military duties with the knowledge that the perpetrator is still there, and nothing is being done to him. Women generally know if they report a sexual assault their military career is over. Life is made unbearable while the noncommissioned officers (NCOs) and officers in their command do what they can to sweep their grievances under the rug. Women essentially are punished for reporting. So, they are betrayed not only by their comrades to whom they are told to trust their lives, but also by the commanders who are leading them "with integrity" on behalf of the U.S. military. Most civilians think that the problem of sexual assault to women is from "the enemy." We have seen the enemy and it is us. Why do the investigators not check all the current rape kits to see if they have a serial rapist? Why can't they do a DNA match right then, or if he is known, remove the individual from the unit? What are they thinking? Consider the women who know their attacker, and have to salute him, or confront him everyday at work, knowing that he will "get away" with his criminal behavior. It has come to my attention that once a woman has been assaulted, and it has become common knowledge among the troops, she will be continually assaulted by others.

I believe other elements of change should include the following:

- Agencies outside the military are needed to police efforts by the military because they cannot be trusted.

• Commanders and posts need a written protocol to follow that includes a list of all agencies involved, and what their responsibilities are.
• Likewise, medical personnel need a written protocol at all levels.
• Exercise a no tolerance and punishment policy with regard to any sexual abuse issues. Currently there is "zero tolerance" with no consequences.
• Provide a neutral place to report incidents of harassment and assault, out of the control of the military; this could be any local or State agency where medical/military records and rape kits cannot be "lost."
• Screen males prior to military service: use legal and psychological profiles to identify sex offenders. If this information is posted in local neighborhoods, shouldn't the military at least check, if not be required to post?
• Educate the command, medical staff, and Veterans Service Officers that rape is a violent crime that contributes to a real disability, and there are treatments and compensation available. These services are never to be a forum to lecture women on "sexual conduct."
• Act differently from the Catholic Church in matters of abuse . . . namely, don't ship the offender off to some new location and act as if it never happened.
• Provide safety for women generally; recognize that sexual assault happens.
• Provide proper support, treatment, and whatever else is needed for the survivor of sexual abuse.
• The military culture needs to change, and if men and women are going to co-exit in such settings, officers and NCOs must never tolerate even subtle forms of sexism.
• All officers in command positions should take responsibility for any failings among the troops in their units.
• Report crimes to local agencies. Congress mandated this procedure in 1988, and to date the military has not set this up. Murderers and rapists are allowed to get out of the military without this information on their civilian records, Federal Bureau of Investigations (FBI), etc.
• It is also vital that all personnel know what steps to take if they are assaulted, for example whom to report to, what to do for their own personal protection, and what social support systems are available to them for counsel.
• The sexual assault in the U.S. military identified links between gender violence and the need for humanitarian assistance when violence is perpetuated towards women by those in power and rank. Should we go to the United Nations for recognition of this problem?
• It was determined in the late 1990s by the Yugoslav War Crimes Tribunal that rape is a war crime. Rape and sexual assault in the military should be taken just as seriously.
• Powers that perpetrate discrimination against women and violate their human rights through rape and sexual assault need to surface and not remain hidden and secret. Women's vulnerability—fear of losing their job, rank, and position—is used by the power and rank to avoid accountability and to silence the female.
• The military should not consider cutting back on women's roles, but rather to hold ranking officers and the system accountable for the safety of all. Understand that women fill positions, rather than taking them away from male counterparts.
• Screen women with sexual abuse histories prior to service. Often times these women make the perfect target for offenders, who may be able to read their "sexual abuse target" status.

While discussing this issue with many people, I have been appalled to hear that some men say that "rape is better than no sex at all." With that mentality, we have a very long road ahead of us.

In addition, the civilian world and media does not seem to understand that my daughter is considered military property. I was told that she can be severely punished for a bad sunburn—"damaging military property," so I do not think it unreasonable to say that others should be accountable for more serious damage. The media have hunted her down since she is apparently the only active duty rape survivor from Iraq on U.S. soil. She is being retraumatized by this media frenzy, and most are not able to understand they are threatening her safety.

In short, the military fails to pursue perpetrators; fails to prosecute perpetrators, and makes the injury worse by persecuting the victim.

We have started to see recognition of this problem, but much more work needs to be done to actually set changes in motion.

I look forward to sharing my proposals and working with others toward a viable solution. When government and military come together with proper input from women who have experienced this problem to guide them, we will truly be able to offer our service members a trustworthy, safe, and productive environment.

From a mother's standpoint, I have seen the changes in my daughter and I am deeply saddened that this will affect her life forever.

Senator CHAMBLISS. With that, our hearing will conclude.

Again, thank you very much.

[Questions for the record with answers supplied follow:]

QUESTIONS SUBMITTED BY SENATOR ELIZABETH DOLE

DOMESTIC VIOLENCE

1. Senator DOLE. General Casey and General Nyland, immediately following operations in Afghanistan, the Army was faced with an unfortunately high number of domestic violence cases at Fort Bragg. These recent reports of sexual violence against military women from within their own ranks raise my concerns about further fallout once some of these soldiers return home. The focused ability to use violence is a necessary part of a soldier's warfighter training. What is your Service doing to ensure these young men are indeed "trained" to resume a day-to-day life mentally separated from the war zone and "decompressed" enough to handle stresses free from a conflict mentality?

General CASEY. The Army has taken great strides to ensure the transition from battlefield to home is as conflict-free as possible. After the tragedies at Fort Bragg, North Carolina, in 2002, the Army put a greater focus on soldiers redeploying from war and peacekeeping missions who face reunion challenges as they transition from a high-stress combat environment to garrison duties and re-assumption of their positions as heads of households, fathers, mothers, and spouses.

The Assistant Secretary of the Army (Manpower and Reserve Affairs) directed a review and evaluation of Army domestic violence prevention and intervention programs/policies to ensure Army-wide actions are consistent with Department of Defense (DOD) efforts and the DOD Domestic Violence Task Force.

In conjunction with the studies conducted by the Domestic Violence Task Force, and in recognition of the significant hardships and stress brought on by deployments, especially in combat environments, the Army implemented the Deployment Cycle Support (DCS) initiative in May 2003. DCS is designed to ease the transition of soldiers and Army civilians from a combat environment back to a garrison/home environment. DCS brings together the programs that have existed separately: medical programs, Family Service Center support, chaplain programs, well-being initiatives and unit programs to name a few. DCS operations begin in the theater of operations, continue at home and/or demobilization station, and continue through the sustainment phase at home station.

The Army's goal with DCS is to standardize the process of providing our forces with the proper psychological screening, debriefing, and most importantly, identify those "at risk" personnel that may require immediate attention. Soldiers, Department of the Army civilians, and family members are provided information that will educate them on the need for individual reconstitution. This information includes preparations for returning home, family reunion, health care, and agencies that are available to provide assistance in their individual reconstitution.

In ongoing efforts to ensure DCS is implemented to all deploying and redeploying soldiers, the Army has a tracking system that allows commanders and Senior Army Leadership to track unit and individual participation in all phases of DCS.

General NYLAND. In recognition of the importance of the transition home for both marines and their families, the Marine Corps developed a standardized return and reunion program developed in coordination with Marine Corps Community Services (MCCS) personnel, health professionals, chaplains, and building on existing programs and agencies. The Commandant of the Marine Corps instructed all commanders on the elements of the program and stressed the importance of its successful implementation as marines returned from Operation Enduring Freedom (OEF) and Operation Iraqi Freedom 1 (OIF 1), and its continued use in the future. The elements of the program include:

- Warrior Transition presentations—Focusing on mental and emotional reorientation from the battlefield to the domestic setting to be delivered to all returning marines prior to returning stateside. Due to the speed of some of the returns from theater, some units received the presentations in theater, some on ships while in transit from the theater, and some upon their

return to the United States. The brief covered three reunion components: "Where I've Been," "Where I'm About to Be (Home)," and "Where I'd Like to Be," to walk recipients through the process of reintegration with family and society. Other available chaplains and Medical Corps personnel were on hand to observe the command briefs, to help identify service members exhibiting signs of combat stress and offer supportive services as needed. Mental health professionals in the theater were used for the more serious cases.

• Upon arrival at the home location, unit commanders ensured that marines were aware of the supportive services available through the chaplains, MCCS, and Medical Treatment Facilities (MTFs). Commanders of MTFs provided mental health professionals who were readily available for marines, and unit commanders allowed time for returning marines to "decompress" from their battlefield experience.

• Return and Reunion Guidebooks were made available to both returning marines and their family members, online and in hard copy; and presentations on return and reunion were conducted at the home installations to equip the family members for the stressors possible in the reunion process.

• Marketing of available support resources was accentuated, and reported utilization of those services indicates the message has been received, and marines and family members are engaging the resources.

2. Senator DOLE. General Casey and General Nyland, what type of training are you providing your young women and is it tailored differently?

General CASEY. The training as outlined in the above answer is not gender specific, and is geared toward all soldiers and deploying Department of the Army civilians.

General NYLAND. The Marine Corps provides Warrior Transition and Return and Reunion training to all marines, regardless of gender. In this regard, we do not offer specialized or tailored training to either female marines or male marines. Our experience is that the issues of reunion in relationships are gender-neutral and are oriented around the deployed person and the home-front person—the changes they undergo in those roles, the renegotiation of roles, and reinvestment in one another upon reunion—not the gender of each. Our Return and Reunion Guidebook is written to provide insights into all of the elements of the reintegration equation (deployed single service members, married service members, home-front partners, children, extended family members, reservists, civilian co-workers, etc.), hopefully raising the awareness of all to the positions of the others.

Some examples of the return and reunion support offered to spouses and family members include:

• 54,000 copies of a "Return and Reunion Guide for Marines and Families" were prepared and distributed. This guide covered the different aspects of return and reunion dynamics, from different perspectives (Single Marines and their Significant Others, Married Marines and their Spouses, Marines with Children, Single Parent Marines, and reservists going back to civilian jobs).

• A standardized "Return and Reunion for Spouses" presentation was provided and posted on the MCCS Web site for use by installation staff. All installation commanders and Reserve commanders provided briefs to family members (spouses, children, and significant others) aboard receiving installations and at appropriate Reserve locations as early as 30 days prior to the return of units.

• A brief titled "Caring for the Caregivers," was established online for installation staff and command representatives to offer to Key Volunteers and spouses who have been particularly challenged in support of the units during deployments. Additionally, the MCCS Web site and MCCS One Source services provide valuable information, resources and referrals service.

SEXUAL ASSAULTS IN THE MILITARY

3. Senator DOLE. Dr. Chu, each Service approaches the problem of sexual assaults within their ranks somewhat differently. What is your department doing to identify "best practices" and to standardize the policies and procedures under the Uniform Code of Military Justice (UCMJ) in dealing with this crime?

Dr. CHU. Sexual assault will not be tolerated in the DOD. In order to determine the most useful preventive measures and the most effective corrective actions, we are conducting a detailed review of our policies and programs, the manner in which

we deal with sexual assault cases, and our effectiveness in precluding an assault. The task force, under the leadership of Ellen Embrey, is currently performing that review.

During February, Ms. Embrey and the task force members conducted a series of focus group discussions at seven military installations in order to identify what works well and where improvements are needed. In March, the task force is traveling in-theater. The feedback from these focus group discussions will be added to the input from recent discussions with more than 1,100 individuals. This information will be incorporated into the task force's report and recommendations that will be provided to me not later than April 30.

4. Senator DOLE. General Casey, Admiral Mullen, and General Moseley, following the report of an assault, I cannot imagine a commander would want the accused and the accuser together in his combat unit or even reporting to the same orderly room. What is your Service's procedure for unit reassignment once an assault has been reported?

General CASEY. Commanders and leaders at every level have a duty to take appropriate steps to prevent sexual assault, protect victims, and hold those who commit offenses accountable. When a soldier reports a criminal act such as this, our Army is resolved to take immediate and proper action. Commanders have a large number of options to protect a soldier who reports an assault. In cases of sexual assault, the law permits commanders to order the suspect into pre-trial confinement or restriction if warranted by the circumstances. In other cases, the command may permanently or temporarily transfer an alleged perpetrator to another unit pending completion of the investigation or may retain that soldier in the unit but temporarily detail the soldier to other duties. Commanders may also issue a "no contact" order to protect the victim. Such orders are very effective and enforceable under military law.

To ensure that our current policies and programs are effective, the acting Secretary of the Army has directed the establishment of a task force to conduct a detailed review of the effectiveness of our Army's policies on reporting and properly addressing allegations of sexual assault. This review will examine our policies, programs, procedures, and training with regard to the prevention of sexual assault. The task force will further review the processes in place to ensure a climate exists where victims feel free to report allegations and leaders at every level understand their responsibilities to support those victims. This task force will render its report by the end of May 2004.

Admiral MULLEN. Under Navy's Sexual Assault Victim Intervention (SAVI) program, the commanding officer is responsible for providing a safe physical and emotional environment for the victim upon report of a sexual assault and the SAVI program is specifically designed to minimize revictimization. The commanding officer has the authority to reassign either victim or accused if deemed appropriate for the comfort and welfare of the victim (the victim's desires receive preferential consideration) or to maintain good order and discipline within the command. If the victim requests to remain with the command, the accused must be assigned to another department within the command or temporarily reassigned in a manner that will preclude contact or a chain-of-command relationship between victim and accused.

The commanding officer with about 18 years of experience is further advised by key members of his/her command: an Executive Officer with about a dozen years of experience, a Command Master Chief (senior enlisted member of the command) with 15–20 years of experience, a specially trained Command SAVI point of contact for general and programmatic issues, and a command representative specifically assigned for a particular case. In total, these elements provide several interested parties within the command that are specifically tasked to ensure a victim of sexual assault is:

a. Given as much credibility as a victim of any other crime;

b. Considered a victim of sexual assault when any unwanted act of sex is forced on him or her through any type of coercion, violent or otherwise;

c. Considered a victim of sexual assault, regardless of the his/her behavior at the time of the sexual assault (e.g., fraternization, underage drinking, etc.);

d. Considered a victim of sexual assault, regardless of the assailant's relationship to the victim (e.g., boyfriend, co-worker, acquaintance, etc.);

e. Asked only those questions that are relevant to a potential court case or to medical treatment;

f. Provided medical and mental health treatment, only after giving his or her informed consent;

g. Consulted about their desires to participate in legal procedures;

h. Treated fairly and without prejudice;

i. Treated in a manner that does not usurp control from the victim, but enables him or her to determine his or her own needs and how to meet them;

j. Not identified to the news media without his or her consent;

k. Afforded access to victim advocate services where available, to resource information, and to referral to appropriate support/counseling; and

l. Informed of options concerning involvement with investigative/legal personnel and potential consequences.

One measure of effectiveness in cases of sexual assault is derived from the victim's perspective. In a 2002 survey of SAVI program users, 100 percent indicated that the SAVI program helped them cope. Reassignments are used in some case; in all cases, however, the latitude for on-scene commanders to reassign personnel as a matter of policy is an important guarantor of minimizing the potential for re-victimization and protecting victim rights in general.

General MOSELEY. For deployment locations, removal or redeployment from a contingency billet is the deployed commander's situational decision, with full consideration for: (1) currently stated Air Force policies; (2) seriousness of the offense/allegations; (3) assessment of impact on the unit's order and morale; (4) the members' perceptions of safety, and ultimately; (5) the impact on the unit's ability to accomplish its mission.

For non-deployment locations we have the Threatened Person Assignment (TPA) procedures within our assignment program which can rapidly remove a military member and dependents from a life-threatening situation. Pending the completion of the investigation, the installation commander can reassign the victim temporary duty (TDY) until the situation is resolved.

Our commanders can use any or all of the following discretionary actions: (1) issue "no contact order;" (2) allow the member to take leave; (3) send member (victim) TDY; (4) change member's residence (e.g., change dorms, move member from dorm to off base, move member from off base to on base, etc.); and (5) move member to another duty location on-base.

Once the investigation is completed and disciplinary actions are taken, members may be moved to another base. The current commander will work to ensure the members (victim/accused) do not relocate to the same subsequent location. While there is no tracking system to guarantee members will not be stationed together later in their careers—if the accused remains on active duty; the victim may request special reassignment assistance, if necessary.

5. Senator DOLE. General Casey, Admiral Mullen, and General Moseley, what is being done to assist your commanders in obtaining an immediate separation for individuals involved in a sexual assault case, especially while the investigation is ongoing?

General CASEY. Commanders, with the advice of their supporting judge advocates, make case-specific decisions regarding pretrial options to protect soldiers who report assaults while remaining mindful of the presumptive innocence of the accused during the investigative process. Commanders and leaders at every level have a duty to take appropriate steps to prevent sexual assault, protect victims, and hold those who commit offenses accountable. When a soldier reports a criminal act such as this, our Army is resolved to take immediate and proper action.

Commanders have a large number of options to protect a soldier who reports an assault. In egregious cases, commanders can direct pretrial confinement of the accused soldier if there is a reasonable belief that the accused soldier committed an offense under the UCMJ and that pretrial confinement is necessary to prevent flight or to prevent serious misconduct, and lesser forms of restraint are inadequate. Alternatively, commanders may transfer a soldier to another unit pending completion of the investigation. Commanders may also issue a "no contact" order to protect the victim. Such orders are very effective and enforceable under military law.

To ensure that our current policies and programs are effective, the acting Secretary of the Army has directed the establishment of a task force to conduct a detailed review of the effectiveness of our Army's policies on reporting and properly addressing allegations of sexual assault. This review will examine our policies, programs, procedures, and training with regard to the prevention of sexual assault. The task force will further review the processes in place to ensure a climate exists where victims feel free to report allegations and leaders at every level understand their responsibilities to support those victims. This task force will render its report by the end of May 2004.

Admiral MULLEN. The commanding officer has the authority and latitude to physically separate a sexual assault victim and the accused by relocating one or the other, providing a safe and supportive environment for the victim in which to begin the recovery and healing processes. At a minimum, the victim and the accused must

be departmentally separated and all chain-of-command relationships removed, while the option to reassign either outside the command remains the commanding officer's discretion. It is Navy policy to comply with the victim's needs and requests, to the extent practicable, with respect to the network of available support services, e.g., victim's advocate, legal services, medical care, command support, etc. The victim may be immediately assigned to a medical treatment facility to meet all required physiological and psychological needs. At no time are medical or advocacy services dependent upon a victim's extent of cooperation in legal and disciplinary proceedings; victim services are provided in all reported cases.

Concerning administrative separation of the victim from the naval service, it is not standard practice. Historically, it is not the desire of the victim to separate. Additionally, retaining command jurisdiction permits commanding officers to provide all necessary care and support in the aftermath of the incident and facilitates the conduct of appropriate investigations and related actions initiated in response to the assault.

In terms of the accused, a full and fair investigation of every case is initiated with disciplinary action following as warranted. The victim has the right to cooperate with the investigation to the extent they see fit, and are often the best source of material evidence. Disciplinary action could result in punishment at Commanding Officer's Nonjudicial Punishment (NJP) or courts-martial, either of which could result in the separation of the accused from the naval service.

General MOSELEY. For deployment locations, removal or redeployment from a contingency billet is the deployed commander's situational decision, with full consideration for: (1) currently stated Air Force policies; (2) seriousness of the offense/allegations; (3) assessment of impact on the unit's order and morale; (4) the members' perceptions of safety; and ultimately, (5) the impact on the unit's ability to accomplish its mission.

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PREVENTION OF SEXUAL ASSAULTS

6. Senator DOLE. General Nyland, in your statement you cited leadership as the key to prevention. I agree with you and encourage you to expect that leadership at all levels. You also mentioned a goal for recruit training that would require that each marine knows appropriate personal protection measures for themselves and for those in their charge. Could you go into greater detail on this proposed program?

General NYLAND. The Marine Corps defines personal protection measures as an education and awareness training process that empowers our marines with the knowledge and support to make the right choices to prevent sexual assault or deal with the incident appropriately when it occurs. A portion of sexual assault prevention training at the Marine Corps Recruit Depots is dedicated to educating recruits on both active and passive resistance measures. Passive resistance requires dealing with attackers with methods other than force (e.g. pretending to faint, claim to be sick, etc.). Active resistance is intended to distract, discourage, or forcefully stop the attacker. Active resistance however, is situational dependent, and may not be prudent in all circumstances. Personal protection and awareness is the sum of all the training parts. The cumulative training that recruits receive in core values, sexual assault prevention, sexual harassment, equal opportunity, ethics, moral courage, fraternization, martial arts (mental, character, and physical disciplines), substance abuse, and operational risk management training all contribute to developing a marine who can identify potential hazards, make appropriate decisions, and apply appropriate protection measures regardless of the threat. Finally, creating a proper command climate is critical to preventing sexual assaults before they occur. We re-

inforce character that values honor, integrity, and taking care of our fellow marines; this includes treating each other with dignity and respect.

7. Senator DOLE. General Casey, Admiral Mullen, and General Moseley, I am uncomfortable with the generalized image of our female military members being portrayed as victims. Do you have any examples of how the women within your Services are proactively working to prevent rape, battery, and sexual harassment?

General CASEY. Women make up approximately 16 percent of the total Army population and serve in a variety of leadership positions including drill instructors, military police (MPs), equal opportunity (EO) advisors, commanding officers, and first sergeants. All leaders have a duty to work proactively to prevent rape, battery, and sexual harassment. Over 30 percent of EO advisors serving throughout the Army are women and all EO advisors are trained to recognize and assess indicators of discrimination and sexual harassment, and work to manage the human relations environment within their units. Women soldiers bring the same level of professionalism, training, patriotism, and commitment to their duties, as do our male soldiers. They are working to defend America and advance peace and freedom, for which we are grateful.

Admiral MULLEN. The Navy is actively working to reduce sexual harassment, prevent rape, battery, or sexual assault, and improve both organizational support to individual victims and command action against all assailants. Over 1,250 command SAVI points of contact responsible for program execution and compliance at the unit level were trained in just fiscal year 2003; many of them women. Significantly, these specially trained personnel are active members of their commands—they maintain, train, and deploy overseas with their units, providing a ready and accessible resource to their fellow servicemembers as well as fostering a respectful environment daily that ultimately aids in preventing sexual assaults from occurring in the first place. Navy SAVI training and policy guidance clearly emphasize that the responsibility for awareness and knowledge of sexual assault prevention/response rests with every member of the United States Navy.

- In addition to all-Navy training, leadership training in general and sexual assault prevention and response training in particular are embedded in curriculums spanning an officer's career, usually in preparation for positions of greater leadership (e.g., department head, executive officer, and commanding officer leadership training courses). Similar training is also incorporated in enlisted leadership training courses, beginning at the petty officer level with additional courses required for each increase in leadership level/paygrade.
- Every Navy member must attend annual General Military Training (GMT), which addresses sexual assault awareness and prevention, Navy's SAVI program, services, and where these services can be obtained Navy-wide. Prevention through education is seen as the best tool to prevent sexual assault in the Navy. Identifying behavior or environments that increase the risk of sexual assault and then working to control or minimize exposure to that risk will reduce the number of instances. Navy training presents scenarios to highlight those risks and include behavior tips such as:
    - Deglamorization of alcohol as drug and alcohol use increases the risk of sexual assault.
    - Trust your instincts. If you feel something is wrong, it probably is.
    - Always pay attention to your surroundings and anticipate potentially dangerous situations.
    - Watch out for each other's safety. Take care of one another. Speak up!
    - Travel in groups—the "buddy system" works.
    - Avoid isolated places, day and night. If you must work alone, lock the doors.
    - Tell a family member, friend, spouse, or shipmate where you are at all times.
    - Take an accredited self-defense class.
    - Most victims know their attackers. Be sure of your surroundings, with friends or strangers.
    - Get together for a first date at a public place.
- Each installation is required to designate a SAVI Coordination Committee comprised of, but not limited to, all first responders and key base personnel to address local sexual assault needs and issues.
    - Trained sexual assault victim advocates, comprised mostly of women, are first responders and are made immediately available to victims.
- Each Navy command, whether a shore facility, ship, air wing/squadron, must designate:

- SAVI Command Point of Contact who has detailed knowledge of SAVI program requirements, services available at that site and how to coordinate training, victim services and response for command members.
- SAVI Command Representative, from among command's senior enlisted or officer personnel, who, upon report of a sexual assault, serves as liaison between the victim, the support system and the commanding officer.

General MOSELEY. In the Air Force, all airmen are responsible for proactively preventing rape, battery, and sexual harassment. Since women serve in over 99 percent of our career fields and have performed incredibly in our conflicts in Iraq and Afghanistan, we hardly share in the opinion that they are victims. In terms of women working on this very important issue, women serve as commanders, first sergeants, supervisors, special agents with the Air Force Office of Special Investigations (the criminal investigative agency most closely paralleling the Federal Bureau of Investigations), security forces, members, judge advocates, physicians, mental health professionals, and chaplains. Women are involved in the training and education at every phase of development of airmen (officers, enlisted and civilian). Thus, women in the Air Force take a major role in a matter that is important to each of us and the responsibility of all of us—prevention of rape, battery, and sexual harassment.

8. Senator DOLE. General Casey, Admiral Mullen, and General Moseley, what are you doing to ensure that all members, even those at the most junior ranks, are empowered to intervene when they see abusive situations developing?

General CASEY. All new recruits receive instruction on sexual assault prevention techniques during basic training. They are taught:

- That sexual assault is a crime that will not be tolerated in the United States Army and that the Army will hold those who commit these crimes accountable;
- That Army policy includes awareness and education to prevent sexual assault, sensitive care for sexual assault victims, and aggressive and thorough investigation of all reported sexual assaults;
- That the Army demands and expects soldiers at every level to support a positive command climate in which victims have the confidence in the chain of command and criminal investigators to report these crimes immediately;
- That the Army treats sexual assault victims with dignity, fairness, and respect for their privacy; and
- That medical and legal policies and programs exist to assist soldiers.

Admiral MULLEN. All Navy members must attend annual sexual assault awareness, prevention, and response training. During training, sailors and officers are instructed that upon becoming aware of a potentially abusive situation, they are required to inform the suspected potential offender of their suspicion and immediately report the situation to the chain-of-command or law enforcement authorities. Sexual assault victims themselves have a multitude of reporting avenues available: chain-of-command, law enforcement, command designated program representatives or medical caregivers. Multiple options reduce the barriers to initial reporting and increasing the Service's ability to provide important care and advocacy services early. Throughout our training program, significant emphasis is placed on the importance of assigning the highest priority to the needs and requests of victims or potential victims. Moreover, senior Navy leadership at each command level, both enlisted and officer, is provided with additional training and resources to help promote the kind of positive command climate that eliminates fear of reprisal, rewards respectful, responsible behavior, and advocates awareness for programs like SAVI in those instances which warrant sexual assault response and intervention.

General MOSELEY. In the Air Force, we are continuously working to improve the training of our young airmen to ensure they are aware of their responsibilities to take care of each other. All airmen are held to the same high standard. If they are aware of, or observe criminal activity, they will be held accountable if they fail to take charge of the situation and exercise their leadership responsibilities. In addition, airmen at every level of the Air Force have a number of avenues to report abusive situations and are encouraged to do so. Recently our Chief of Staff of the Air Force, General Jumper, specifically addressed and charged all of our airmen with this responsibility and continues to focus ox efforts in this area.

9. Senator DOLE. Ms. Hansen, in your statement you recommend the availability of Sexual Assault Nurse Examiners (SANE). Many of these recent military assault charges have occurred months after the alleged attack, either because of fear, poor reporting procedures, or limited access to resources. This recommendation seems ex-

tremely worthy especially in a war zone, for both the protection of the accused as well as the accuser. How do you propose implementing this type of advocacy?

Ms. HANSEN. Senator Dole, thank you for your question. The education, training, and certification of SANEs within the military could be performed prior to deployments. The certification would supplement medical training of military personnel, such as nurses, corpsmen, or medics. Medical units of reservists called to active duty could also supply Central Command (CENTCOM) with the required personnel. The deployment of SANEs would aid in the restoration of access to services for victims and survivors. Further, the availability of SANEs at the unit level would foster reporting of incidents, processing of evidence and justice in a timely manner.

QUESTIONS SUBMITTED BY SENATOR JACK REED

PROGRAM STANDARDIZATION

10. Senator REED. Dr. Chu, why are you waiting for the task force to decide whether or not Services should standardize their programs and can't you take the best from each and put together a plan of action now?

Dr. CHU. Each of the Services has developed slightly different approaches to dealing with many of the challenges of military service, because members of the Services function in different environments and under different circumstances. Currently, the task force is comparing each of the Services' policies, programs, and practices. Before making any changes, we want to be certain that a careful review has been appropriately accomplished.

The task force will complete its effort in the next 5 weeks. In the event that the task force identifies a policy, program or practice that requires immediate action, I am confident that Ms. Embrey will bring the matter to my attention. The April 30 deadline will not prevent us from taking corrective action sooner than that date, if necessary.

SEXUAL ASSAULT EDUCATION

11. Senator REED. General Casey, Admiral Mullen, General Nyland, and General Moseley, do you believe that this increased emphasis on sexual assault education will potentially deter commanders from sending qualified female soldiers, sailors, airmen, and marines forward?

General CASEY. Commanders are not deterred from sending qualified female soldiers forward. Female soldiers are an important part of our force structure. Our Army remains committed to taking care of soldiers and dealing expeditiously with any complaint or allegation. The Army holds leaders accountable to ensure that a climate exists where a soldier who is a victim of a sexual assault or any other crime, feels free to report that crime to their chain of command and that leaders understand their responsibilities to support the victims and investigate allegations. Our Army will not tolerate sexual misconduct within our ranks, and one key to correcting this problem is effective education. Education is critical to the creation and maintenance of a positive human relations environment where soldiers are willing to report any crime, without fear of retribution, reprisal or impact on their careers.

Admiral MULLEN. No. First, the Navy is a rotationally deploying Service, in peace and in war, with women fully integrated. While tense periods may require long or additional deployments, the deployment experience in and of itself is not unique; it is, rather, inherent in Navy culture. On a typical day, the U.S. Navy has about half of its fleet underway and about a third of the entire fleet deployed, most with integrated crews. Second, and significantly, each of these units is required to have specially trained SAVI Points of Contacts onboard even at sea, many have crewmembers trained in advocacy services and the larger units have medical services available.

We also believe that our SAVI program affords commanders a greater degree of confidence that, as sailors forward deploy, they are better prepared to focus on mission accomplishment. Through dedicated training and a public discussion concerning the prevention of sexual assault, the effects on sexual assault victims and the definition of these acts as a crime in violation of the UCMJ, service members are clear on policy expectations and consequences. We find this direct, forward approach contributes to military readiness by removing uncertainty concerning sexual assault, enabling service members to remain mission focused.

SAVI is seamlessly integrated into our training continuum and serves to better prepare sailors, male and female, for operating under the conditions, and within the environments, in which they are required to perform while in close proximity to

each other. It prepares them for the reality of working as members of gender-integrated crews while stressing the inherent responsibility to maintain mutual respect, for each other as professionals and as shipmates, without regard to gender.

Our training emphasizes the fact that sexual assault is not solely a women's issue. An average of 10 percent of Navy sexual assault victims are male. Sailors must be aware that, while all are potential victims, they may reduce the risk, and contribute to the prevention, of sexual assault through knowledge and awareness of the dynamics of the crime and the issues and trauma suffered by its victims. SAVI assists Navy leaders in providing the safest possible physical and emotional environments for all sailors, afloat and ashore.

General NYLAND. No! All marines will continue to deploy regardless of gender. Sexual assault training is part of the continuing education that marines receive in Core Values, sexual harassment, equal opportunity, ethics, morale courage, fraternization, martial arts (mental, character, and physical disciplines), substance abuse, and operational risk management which all contribute to developing a marine who can identify potential hazards, make appropriate decisions and apply appropriate protection measures regardless of the location or the threat. We reinforce character that values honor, integrity, and taking care of fellow marines; this includes treating each other with dignity and respect.

General MOSELEY. I do not. 99.9 percent of Air Force Specialty Codes are open to women in the Air Force, which shows how highly their contribution is valued. Increased emphasis on sexual assault education, understanding it is a crime and will be treated accordingly, is critical to good order and discipline. Educating both men and women to be proactive in preventing sexual assault, to not be bystanders or unwitting facilitators, will enhance the safety of female airmen wherever they are assigned.

12. Senator REED. General Casey, Admiral Mullen, General Nyland, and General Moseley, isn't this sexual assault one more thing to be concerned with when preparing to go to war?

General CASEY. Commanders must constantly be concerned about the state of readiness, training, discipline, and morale of their soldiers and units. The prevention of sexual assault is a component of good order and discipline. Ensuring proper leadership action to deal with sexual assault, if it occurs, is a training issue. Providing services and support to victims is taking care of soldiers. The Army is committed to doing this in garrison and in a theater of operations.

Admiral MULLEN. No. Navy operational forces are, by their very nature, flexible, rotational and forward deployed. Most ships and squadrons are comprised of gender-integrated crews that prepare in peacetime precisely as they operate in war. In the sense that we maintain high standards of inter-personal behavior through a number of personal policy programs (conduct ashore, sexual harassment prevention, deglamorization of alcohol, personal behavior, etc.), sexual assault prevention compliments, rather than competes with, the expectations set by these other programs and is a natural part of normal, continuous preparations for deploying, in peace or war. Sexual assault awareness, prevention and victim intervention is seamlessly integrated into the training continuum for every member, from initial accession training through the most senior levels of leadership. At a minimum, every sailor and officer must attend training annually.

Sexual assault is a serious violation of the UCMJ, corrosive to unit cohesion and, more importantly, a gross violation of human dignity. While the Navy has made progress and the overall trends are down, perpetration of any sexual assault is intolerable and unacceptable. It is our duty to make every effort to thwart such acts in the first place; to respond with compassionate, empathetic care and support for the victims; and aggressive investigation and prosecution of the perpetrators. To do otherwise is contrary to maintaining good unit morale, cohesiveness and operational readiness.

General NYLAND. No. The nature of sexual assault is that it can happen at any time; therefore ensuring a climate that deters sexual assault should be the norm. Sexual assault has no place anywhere in the Marine Corps. Creating a proper command climate is critical to preventing sexual assaults before they occur. We reinforce character that values honor, integrity, and taking care of our fellow marines; this includes treating each other with dignity and respect.

General MOSELEY. Any factor impacting readiness is always of concern. The safety, health, and well-being of our airmen, women and men, is a concern regardless of whether we are engaged in conflict with the enemy or not. We do not want our airmen unnecessarily put in harms way. We make every effort to prepare airmen for war and educating them regarding sexual assault should be part of that preparation.

BREAKDOWNS IN PROCEDURES

13. Senator REED. General Casey, the Army seems to have the highest number of incidents. You said that you were taking a good look at all the procedures in place and looking for breakdowns. Any young soldier or new officer knows that leadership comes from the top down. Are you also assessing or evaluating the involvement of your more senior officers and staff noncommissioned officers in this matter?

General CASEY. We are currently assessing all of the Army's policies and programs pertaining to sexual assault. Good leadership is critical to the creation and maintenance of a positive human relations environment where soldiers are willing to report any act of sexual misconduct, without fear of retribution, reprisal, or impact on their careers. Additionally, the Army expects our leaders to ensure that soldiers treat sexual assault victims with dignity, fairness, and respect for their privacy.

AFFECTS ON PERFORMANCE EVALUATION AND REPUTATION

14. Senator REED. General Casey, Admiral Mullen, General Nyland, and General Moseley, I know that all of you would agree that one of the factors brought to light on why young enlisted do not report incidents of sexual assault is because they feel it will impact their career. At present, you leave it to your commanders to decide whether the perpetrator and victim will be removed. We know of one instance where the victim was made to work for her attacker, based on one commander's discretion. How will each of you ensure a victim's career is not impacted, either in their performance evaluation, next billet, or reputation within the military?

General CASEY. In the past, the Army has faced and overcome daunting challenges in its human dimension. We have the people, the will, and the tradition to achieve and maintain an environment of mutual dignity and respect—for all our soldiers. The leadership of this great Army wants the very best for all of our soldiers. When the unthinkable happens to one of our soldiers, we owe it to them to provide the very best in victim support and services. Respecting and protecting the dignity of every soldier are cornerstones of this great institution. Additionally, our leaders must ensure that soldiers treat sexual assault victims with dignity, fairness, and respect for their privacy.

To ensure that our current policies and programs are effective, the Acting Secretary of the Army has directed the establishment of a task force to conduct a detailed review of the effectiveness of our Army's policies on reporting and properly addressing allegations of sexual assault. This review will examine our policies, programs, procedures, and training with regard to the prevention of sexual assault. The task force will further review the processes in place to ensure a climate exists where victims feel free to report allegations and leaders at every level understand their responsibilities to support those victims. This task force will render its report by the end of May 2004.

Admiral MULLEN. It is contrary to Navy policy to force a victim of sexual assault to work for or with an alleged perpetrator. Commanding officers are directed to afford due deference to the victim's needs and to assign the highest priority to accommodating the victim's desires, particularly with respect to remaining within or being removed from the command, or even being reassigned within the command.

The command must apprise the victim of his or her rights, as required by law, including the right to fair treatment, dignity and privacy; and the right to be reasonably protected from the accused offender. Additionally, the command must designate a trained "Command Representative" who serves as a liaison between the victim, the support system and the commanding officer, with a particular emphasis on conveying any information, needs or desires, which the victim may be reluctant to report or request.

The command is also required to submit an electronic unit situational report to the Chief of Naval Operations on every sexual assault incident (with non-identifying data only). Copies of the report are simultaneously transmitted to senior levels in the chain of command, including the Commander, Navy Personnel Command, Counseling, Advocacy, and Prevention Branch (Pers-661), and Navy Corrections Branch (Pers-83). The command must track the case through resolution and report the outcome via the same message format and routing.

The Navy is committed to ensuring a victim's career is preserved following incident of sexual assault. Navy policy restricts inclusion in a member's documented service record and evaluations, any information pertaining to an ongoing investigation. Following a sexual assault incident, Navy policy ensures the immediate safest possible physical and emotional environment for the victim as well as the protection of a victim's career aspirations and opportunities. Follow-on assignments for victims

of sexual assault remain consistent with a member's skills and rank, considering any special needs. A victim's promotion or advancement will not be delayed, and the potential for future career progression will not be negatively impacted.

General NYLAND. In cases of sexual assault, commanders are directed to:

- Ensure the victim is provided reasonable protection from the offender
- Minimize the re-victimization of all sexual assault victims by:
  - Ensuring victims and offenders do not remain in the same work area
  - Protect the interest and privacy of sexual assault victims,
  - Limit the viewing of documents that identify victims to only those with a "need to know" (i.e. incident reports, charge sheets, military protective orders, etc.)
- Foster a command climate where sexual assault, like any other offense, is not tolerated, and all feel safe to report wrongdoing without fear of rejection or reprisal.

General MOSELEY. Performance evaluation, career decisions, and assignments are based on the individual airman's performance with the needs of the Air Force taking precedence. But in the case of a victim of sexual assault, the safety and well being of the individual must be considered first. The individual circumstances of the victim must be considered by the commander, with personal input from the individual and professionals who may be assisting the individual toward restored health and well-being. Additionally we consider: (1) currently stated Air Force policies; (2) seriousness of the offense/allegations; (3) assessment of impact on the unit's order and morale; (4) the members' perceptions of safety; and ultimately, (5) the impact on the unit's ability to accomplish its mission. We are aggressively examining ways in which we can provide commanders additional tools and information they need to consider as they make these important decisions.

[Whereupon, at 1:30 p.m., the subcommittee adjourned.]