

152. (Follow-up to RFI 33 for SAPRO and ODMEO) Provide copies of all monthly SAPR climate data reports reported to DoD SAPRO since implementation of DEOCS 4.0 on 1 Jan 14. Please provide copies of any quarterly SAPR climate data reports provided to DoD or the Services since implementation of DEOCS 4.0 on 1 Jan 14. Please provide copies of all reports, reviews or assessments the revised SAPR assessment questions in DEOCS 4.0 from DEOMI, USD P&R and its subordinate organizations, DoD SAPRO, or the Military Departments.

DOD	<p>In 2011, DoD SAPRO partnered with the Defense Equal Opportunity Management Institute (DEOMI) to create Sexual Assault Prevention and Response (SAPR) climate questions for inclusion on the DEOMI Organizational Climate Survey (DEOCS). These questions aid commanders in identifying the SAPR climate within their units. In 2013, DoD SAPRO and DEOMI partnered to revise the SAPR questions, now labeled as DEOCS 4.0 (implemented in January 2014). The DEOCS 4.0 contains seven measures assessing SAPR climate:</p> <ol style="list-style-type: none"> 1. <u>Perceptions of Safety</u> refers to members’ feelings of safety from being sexually assaulted where they currently live and perform their work/duties. 2. <u>Chain of Command Support</u> refers to members’ perceptions of the extent to which command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. 3. <u>Publicity of SAPR Information</u> refers to the extent to which members perceive that SAPR-related information and resources are publicly displayed and openly communicated. 4. <u>Unit Reporting Climate</u> refers to the extent to which members perceive that the chain of command would take appropriate actions to address an Unrestricted Report of sexual assault and the extent to which social and professional retaliation would occur if a sexual assault was reported. 5. <u>Perceived Barriers to Reporting Sexual Assault</u> refers to the type and frequency of barriers to reporting sexual assault that individuals perceive within their unit/organization. 6. <u>Unit Prevention Climate</u> refers to individuals’ intentions to act if they were to observe a situation that may lead to a sexual assault. 7. <u>Restricted Reporting Knowledge</u> measures individuals’ knowledge of the Restricted Reporting option. <p>DEOMI analysts provide the DoD SAPR climate report to the SAPRO on a monthly basis. The March 2014 SAPR climate report is the first to display DEOCS 4.0 data, collected from 1 January 2014 to 28 February 2014 (the previous two complete months). Each subsequent report will include the three most recent complete months of data collected on the DEOCS. For example, the SAPR climate report delivered in April 2014 will include results collected from 1 January 2014 to 31 March 2014, covering the three months of January, February, and March.</p> <p>The Sexual Assault Prevention and Response Climate Report: Department of Defense and Reserve Component Results dated March 2014 is provided at Q#152 using the following link:</p>
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	https://pnev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx
USA	The Army will not receive the first Army DEOCS quarterly report until the end of May.
USAF	To date, the Air Force has not received any report on the SAPR climate data from the DEOCS. We have been informed that DoD SAPRO will provide this report when it becomes available.
USMC	DoD SAPRO will provide a response.
USCG	Not applicable to the Coast Guard

Sexual Assault Prevention and Response Climate Report: Department of Defense and Reserve Component Results

MARCH 2014



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SAPR Climate Report No. 10 - 14

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Sexual Assault Prevention and Response Climate Report: Department of Defense and Reserve Component Results

Executive Summary

The Sexual Assault Prevention and Response Office (SAPRO) partnered with the Defense Equal Opportunity Management Institute (DEOMI) to create Sexual Assault Prevention and Response (SAPR) climate questions for inclusion on the DEOMI Organizational Climate Survey (DEOCS). These questions aid commanders in identifying the climate associated with SAPR within their unit. The DEOCS 4.0 contains seven measures assessing SAPR climate:

1. *Perceptions of Safety* refers to members' feelings of safety from being sexually assaulted where they currently live and perform their work/duties.
2. *Chain of Command Support* refers to members' perceptions of the extent to which command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault.
3. *Publicity of SAPR Information* refers to the extent to which members perceive that SAPR-related information and resources are publicly displayed and openly communicated.
4. *Unit Reporting Climate* refers to the extent to which members perceive that the chain of command would take appropriate actions to address an Unrestricted Report of sexual assault and the extent to which social and professional retaliation would occur if a sexual assault was reported.
5. *Perceived Barriers to Reporting Sexual Assault* refers to the type and frequency of barriers to reporting sexual assault that individuals perceive within their unit/organization.
6. *Unit Prevention Climate* refers to individuals' intentions to act if they were to observe a situation that may lead to a sexual assault.
7. *Restricted Reporting Knowledge* measures individuals' knowledge of the Restricted Reporting option.

The purpose of the current document is to report results of the SAPR climate tool collected on DEOCS 4.0 between 1 January 2014 and 28 February 2014 at the (a) individual-level across the Department of Defense (DoD) and the Reserve Component and (b) unit-level across DoD.

The key individual-level findings across DoD and the Reserve Component for these data for each of the seven SAPR measures are as follows:

1. *Perceptions of Safety*
 - Across DoD, 98% of respondents indicated that they felt either *safe* or *very safe* where they currently live and 98% felt *safe* or *very safe* where they work. Junior Enlisted Females had the lowest percentage of members who felt "safe" where they live, with 92% feeling "safe" living on-base/post/station and 94% feeling "safe" living off-base/post/station.
 - Within the Reserve Component, 98% of respondents indicated that they felt either *safe* or *very safe* where they currently live and 98% felt *safe* or *very safe* where

they work. Junior Enlisted Females had the lowest percentage of members who felt “safe” where they live, with 90% feeling “safe” living on-base/post/station and 95% feeling “safe” living off-base/post/station.

2. *Chain of Command Support*

- Across DoD, mean scores fell within the range of *moderate* to *great extent* for the extent to which respondents perceived command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. Senior Officers had the highest mean on *Chain of Command Support*. Junior Enlisted Females had the lowest mean on *Chain of Command Support*.
- Within the Reserve Component, mean scores fell within the range of *moderate* to *great extent* for the extent to which respondents perceived command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. Junior Officers and Senior Officers had the highest means on *Chain of Command Support*. Females had the lowest mean on *Chain of Command Support*.

3. *Publicity of SAPR Information*

- Across DoD, mean scores fell within the range of *moderate* to *great extent* for the extent to which respondents perceived SAPR-related information and resources are publicly displayed and openly communicated. Junior Enlisted Females had the highest mean for *Publicity of SAPR Information*. Civilians had the lowest mean *Publicity of SAPR Information*.
- Within the Reserve Component, mean scores fell within the range of *moderate* to *great extent* for the extent to which respondents perceived SAPR-related information and resources are publicly displayed and openly communicated. Junior Enlisted Females had the highest mean for *Publicity of SAPR Information*. Senior Non-Commissioned Officers had the lowest mean for *Publicity of SAPR Information*.

4. *Unit Reporting Climate*

- Across DoD, mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which respondents perceived that the chain of command would take appropriate actions to address an Unrestricted Report. Senior Officers had the highest mean on *Unit Reporting Climate*. Junior Enlisted Females had the lowest mean on *Unit Reporting Climate*.
- Within the Reserve Component, mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which respondents perceived that the chain of command would take appropriate actions to address an Unrestricted Report. Junior Officers and Senior Officers had the highest means on *Unit Reporting Climate*. Junior Enlisted Females had the lowest mean on *Unit Reporting Climate*.

5. *Perceived Barriers to Reporting Sexual Assault*

- Across DoD, the most frequently perceived barrier to reporting sexual assault was “Loss of privacy/confidentiality” (32%). Junior Enlisted Females had the greatest percent of members who perceived three or more barriers (45%). Senior Non-Commissioned Officers had the least percent of members who perceived three or more barriers (20%).
- Within the Reserve Component, the most frequently perceived barrier to reporting sexual assault was “Loss of privacy/confidentiality” (27%). Junior Enlisted Females had the greatest percent of members who perceived three or more barriers (38%). Senior Non-Commissioned Officers and Senior Officers had the least percent of members who perceived three or more barriers (20%).

6. *Unit Prevention Climate*

- Across DoD, 94% of respondents reported that they would take an intervening action if they witnessed a situation that might lead to sexual assault. Ninety-seven percent of respondents indicated that they had not observed a high risk situation; however, of those who had, 88% of respondents indicated that they took some action.
- Within the Reserve Component, 95% of respondents reported that they would take an intervening action if they witnessed a situation that might lead to sexual assault. Ninety-seven percent of respondents indicated that they had not observed a high risk situation; however, of those who had, 86% of respondents indicated that they took some action.

7. *Restricted Reporting Knowledge*

- Across DoD, the mean *Restricted Reporting Knowledge* index was 71%. Senior Officers had the highest mean on *Restricted Reporting Knowledge* index (79%). Junior Enlisted Males and Junior Enlisted had the lowest mean on *Restricted Reporting Knowledge* index (65%).
- Within the Reserve Component, the mean *Restricted Reporting Knowledge* index was 67%. Senior Officers had the highest mean on *Restricted Reporting Knowledge* (74%). Junior Enlisted Female had the lowest mean on *Restricted Reporting Knowledge* (63%).

A total of 2,582 units administered the DEOCS between 1 January 2014 and 28 February 2014; 1,919 of these units contained 16 or more respondents and are included within the unit-level analyses presented in this report. The key findings for the unit-level results are:

1. *Perceptions of Safety*

- In 1,918 units (99.95%), means for both of the *Perceptions of Safety* items (i.e., at home and at work) fell within the range of *safe* to *very safe*.

2. *Chain of Command Support*
 - In 1,905 units (99.27%), mean scores fell within the range of *moderate* to *great extent* for the extent to which units perceived command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault.
3. *Publicity of SAPR Information*
 - In 773 units (40.32%), mean scores fell within the range of *moderate* to *great extent* for the extent to which units perceived SAPR-related information and resources are publicly displayed and openly communicated.
4. *Unit Reporting Climate*
 - In 1,912 units (99.64%), mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which units perceived that the chain of command would take appropriate actions to address an Unrestricted Report.
5. *Perceived Barriers to Reporting Sexual Assault*
 - In 1,101 units (57.37%), more than 25% of members perceived *three or more barriers* to reporting sexual assault within their unit.
6. *Unit Prevention Climate*
 - In 1,622 units (84.52%), 90% or more of the members indicated they would take an intervening *action* in a bystander scenario.
7. *Restricted Reporting Knowledge*
 - Six-hundred fifteen units (32.04%) scored a mean of 75% or higher on the *Restricted Reporting Knowledge* questions.

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Sexual Assault Prevention and Response Climate Report: Department of Defense and Reserve Component Results

1. Introduction

The purpose of this document is to report Department of Defense (DoD) and Reserve Component results of the Sexual Assault Prevention and Response (SAPR) climate assessment data collected on the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) from 1 January 2014 to 28 February 2014.

Analysts provide the DoD SAPR climate report to the Sexual Assault Prevention and Response Office (SAPRO) on a monthly basis. This March 2014 SAPR climate report is the first to display DEOCS 4.0 data, collected from 1 January 2014 to 28 February 2014 (the previous two complete months). Each subsequent report will include the three most recent complete months of data collected on the DEOCS. For example, the SAPR climate report delivered in April 2014 will include results collected from 1 January 2014 to 31 March 2014, covering the three months of January, February, and March.

The report is divided into four sections. First, the introduction (the current section) provides background information regarding (1) the policy requiring Equal Opportunity (EO) and SAPR climate assessment, (2) the DEOCS as a tool and a solution to assess Command Climate, and (3) SAPR items developed for the DEOCS to provide a more complete picture of climate. Remaining sections of this report detail the methods used (Section 2), the results at both the individual and unit-levels of analysis (Section 3), and a summary of the results (Section 4).

1.1 Command Climate Policy

DoD and the Services are directing increased attention to Command Climate, to include both EO and SAPR climates. This is evident in increasing detail within policies at both the DoD and Service levels. Pertinent guidance includes:

- **DoD Directive 1350.2**, Section 6.2.2, “Require[s] Commanders to assess their organization EO climate, preferably as part of their assumption of command, and schedule follow-up assessments periodically during their command tenure.”
- **National Defense Authorization Act for Fiscal Year 2013 (NDAA for FY13)**, requires that “the Commander of each military command and other units specified by the Secretary of Defense for purposes of the policy shall conduct, within 120 days after the Commander assumes command and at least annually thereafter while retaining command, a climate assessment of the command or unit for purposes of preventing and responding to sexual assaults” (Section 572).
- **Secretary of Defense released a Sexual Assault Prevention and Response memo dated 6 May 2013**. This memo levies an additional requirement on all Commanders that conduct Command Climate Surveys. The requirement states: “Enhancing Commander Accountability: To enhance accountability and improve insight into subordinate command climate, the USD (P&R) shall require that the results of FY13 National Defense Authorization Act-mandated annual command climate surveys will now also be provided to the next level up in the chain of command.”

Commanders in the field and fleet utilize the DEOCS to fulfill the requirement to assess their Command Climate.

1.2 DEOMI Organizational Climate Survey

The DEOCS is a management tool that allows Commanders to assess critical organizational climate dimensions that can impact the organization’s effectiveness as well as meet policy requirements. It is a confidential, command-requested organizational development survey used to assess the shared perceptions of an organization’s members as related to equal opportunity, sexual assault prevention and response, and organizational effectiveness.

The DEOCS, previously referred to as the Military Equal Opportunity Climate Survey (MEOCS), was first administered in 1990. In 2005, the MEOCS transitioned into the DEOCS and, for the first time, was available as an online survey. Over the years, usage of the DEOCS grew substantially, from 154,381 surveys administered in Fiscal Year 2005 (FY05) to 1,812,429 surveys administered in Fiscal Year 2013 (FY13). Table 1 displays details of DEOCS administration from FY05 to FY13.

On 1 January 2014, DEOMI released the latest version of the DEOCS. The DEOCS 4.0 was created to replace its predecessor, DEOCS 3.3.5. The DEOCS 4.0 enhancements resulted from DEOMI working closely with each of the Services to identify their emerging requirements. This updated version provides DoD organizational leaders with an improved assessment instrument that includes easier, more intuitive interpretation; more explicit prescriptive actions; and additional measures such as hazing, demeaning behaviors, and retention, to characterize climate more comprehensively.

Table 1.
Number of Unit Requests and Surveys Administrated for the DEOCS from FY05 to FY13

Fiscal Year	Number of Unit Requests	Number of Surveys Administered	Response Rate
2013^a	8,383	1,812,429	53%
2012	8,780	1,821,718	53%
2011	8,108	1,711,988	53%
2010	6,653	1,365,270	55%
2009	5,244	1,224,471	52%
2008	3,168	802,595	54%
2007	2,334	683,139	54%
2006	1,815	605,477	56%
2005	428	154,381	61%

Note. ^a Within FY13, there was a gap in DEOCS operations from 1 October 2012 to 27 February 2013.

1.3 The SAPR Section of the DEOCS

The DEOCS houses specific items to assess SAPR climate, providing Commanders with knowledge they need to understand and address the SAPR climate within their units. This section provides an overview of the collaboration between SAPRO and DEOMI to develop the SAPR climate assessment within the DEOCS.

1.3.1 Defense Equal Opportunity Management Institute and DoD Sexual Assault Prevention and Response Office Collaboration

On 26 October 2010, SAPRO and DEOMI formed a Working Integrated Product Team to address several areas for collaboration on SAPR. One such area of collaboration was the development, validation, and release of SAPR-focused questions for inclusion on the DEOCS. The Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS) recommended this collaboration in December 2009.

1.3.2 SAPR Climate Instrument Development

In 2011, DEOMI, with the guidance of SAPRO, developed questions for inclusion on the DEOCS 3.3.5 that measure the climate associated with sexual assault prevention and response within organizations. The online version of the DEOCS 3.3.5 with the SAPR climate questions was launched on 2 March 2012.

The DEOCS 3.3.5 SAPR climate questions were modified to meet National Defense Authorization Act for Fiscal Year 2013 requirements to assess the command climate for purposes of preventing and responding to sexual assaults. DoD SAPRO met with Service heads to discuss and formulate the revisions to the DEOCS 3.3.5 SAPR climate questions. The development process consisted of the four phases listed below.

- 1. Item Revision.** DoD SAPRO formed the DoD Strategic Plan Oversight and Metrics Development Meeting Working Group to discuss and formulate the revisions. The goal of the working group was to harmonize sexual assault surveys across DoD. Revisions to the DEOCS 3.3.5 SAPR questions included (1) the addition of two “feelings of safety from being sexually assaulted” questions, (2) expanding items related to “perceptions of leadership support/behaviors” in the prevention and response of sexual assault, (3) modifying the “perceived barriers to reporting sexual assault” question, (4) expanding on the Restricted Reporting knowledge question, (5) adding a behaviorally based bystander intervention question, and (6) adding questions to measure perceptions of social and professional retaliation if a sexual assault was reported to the chain of command. DEOMI and SAPRO coordinated and incorporated feedback from the working group into the SAPR climate questions.
- 2. Item Review.** Next, SAPRO provided the questions to DoD’s Office of General Counsel (OGC) for review. DEOMI and SAPRO made modifications based on the advice of OGC.
- 3. Pilot Test.** DEOMI pilot tested the DEOCS 4.0 SAPR questions on the research blocks of the DEOCS from 30 August 2013 to 4 September 2013. A total of 3,899 respondents completed the pilot survey.

4. **Validation.** Using the responses collected during the pilot study, analysts tested the psychometric properties of the questions. The questions were analyzed for content, reliability, and factor structure. In particular, item-level descriptive statistics, exploratory factor analysis, reliability analyses, confirmatory factor analysis, and unit-level aggregation were examined and utilized to finalize SAPR climate questions on the DEOCS.

On 1 January 2014, DEOMI released DEOCS 4.0, which included the new and revised SAPR climate questions. The SAPR section on DEOCS 4.0 contains seven measures. Five of the measures assess climate, one assesses behavior (behavioral intent and past behavior), and one assesses knowledge. The five measures that assess climate include: (1) *Perceptions of Safety*, (2) *Chain of Command Support*, (3) *Publicity of SAPR Information*, (4) *Unit Reporting Climate*, and (5) *Perceived Barriers to Reporting Sexual Assault*. The behavior scale is (6) *Unit Prevention Climate (Bystander Intervention)* and the knowledge scale is (7) *Restricted Reporting Knowledge*. Although the seven measures assess climate, behavior, and knowledge, for brevity, they will subsequently be referred to as SAPR climate measures. The SAPR climate measures inform Commanders, the Services, and decision makers on the current status of SAPR climate within commands and across DoD.

2. Method

This section provides the methodology used to collect and analyze DEOCS data. Section 2.1 details the procedure used to administer the DEOCS. Section 2.2 describes the instruments used to measure SAPR climate and demographic information. Section 2.3 describes the analytic strategy used to clean and evaluate the DEOCS data. Section 2.4 describes the participants included in the DoD sample and Reserve Component sample.

2.1 Procedure

The DEOCS takes about 25 minutes to complete and provides multiple opportunities for respondents to enter their personalized comments. The core survey contains 95 items. This number can vary depending on demographic selections in the beginning of the survey. The survey has four major groupings: (1) EO/Equal Employment Opportunity (EEO)/Fair Treatment, (2) Organizational Effectiveness (OE), (3) Perceptions of Discrimination/Sexual Harassment, and (4) SAPR. Commanders can also elect to add up to 10 locally developed questions (LDQs) and five short answer question (SAQs). All comments (verbatim) are sent to Commanders and are not presented within the current report.

The Survey Administrator, in most cases, requests the DEOCS assessment on behalf of a Unit Commander. The Survey Administrator may be a DEOMI trained Equal Opportunity Advisor or someone who is serving as the EO advisor to the Commander and is responsible for overseeing the assessment process to include requesting, receiving, and distributing online survey password letters.

The Survey Administrator has access to the DEOCS management system developed specifically to manage the assessment from beginning to end. This individual specifies the start and stop dates for the online survey. Surveys typically remain open for 21 to 30 days. Survey Administrators have access to completion rates and have the ability to modify the stop date at

any time during this process. The Survey Administrator typically sends a memo from the Commander to personnel informing and encouraging members to complete the voluntary survey; this memo also includes instructions for how to complete the survey. The Survey Administrator or Commander may opt to send reminders to personnel to complete the survey.

Since its launch on 1 January 2014, 127,590 individuals have completed the DEOCS 4.0. The DEOCS averages a 50% - 60% response rate, making this a far reaching and impactful readiness tool.

2.2 Measures

This section contains a description of the seven measures assessing SAPR climate: (1) *Perceptions of Safety*, (2) *Chain of Command Support*, (3) *Publicity of SAPR Information*, (4) *Unit Reporting Climate*, (5) *Perceived Barriers to Reporting Sexual Assault*, (6) *Unit Prevention Climate*, and (7) *Restricted Reporting Knowledge*. Additionally, this section contains a description of the demographic questions collected on the DEOCS. Refer to Appendix A to view the full text of the demographic and SAPR climate questions.

2.2.1 Perceptions of Safety

Measure. *Perceptions of Safety* refers to members' feelings of safety from being sexually assaulted where they currently live and perform their work/duties. Two questions measure *Perceptions of Safety*; each item is measured on a four-point scale, where respondents may select *very unsafe*, *unsafe*, *safe*, or *very safe*. The item stems are:

To what extent do you feel safe from being sexually assaulted where you currently live?

To what extent do you feel safe from being sexually assaulted where you perform your work/duties?

Scoring. Results of the *Perceptions of Safety* questions are displayed by frequency of the *very unsafe*, *unsafe*, *safe*, and *very safe* response options. The *Perceptions of Safety* results are also displayed by combining the *very unsafe* and *unsafe* response options into an "unsafe" category and combining the *safe* and *very safe* response options into a "safe" category. The unit-level means of the *Perceptions of Safety* questions are displayed by assigning numerical values to each anchor where "1" equals *very unsafe*, "2" equals *unsafe*, "3" equals *safe*, and "4" equals *very safe*.

2.2.2 Chain of Command Support

Measure. *Chain of Command Support* refers to members' perceptions of the extent to which command behaviors are targeted towards preventing sexual assault and creating an environment where members would feel comfortable reporting a sexual assault. Seven questions measure *Chain of Command Support*; each item is measured on a four-point scale assessing extent to which each item is perceived, where respondents may select *not at all*, *slight extent*, *moderate extent*, or *great extent*. The item stems are:

To what extent does your chain of command:
• Promote a unit climate based on “respect and trust”
• Refrain from sexist comments and behaviors
• Actively discourage sexist comments and behaviors
• Provide sexual assault prevention and response training that interests and engages you
• Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior
• Encourage victims to report sexual assault
• Create an environment where victims feel comfortable reporting sexual assault

Scoring. The *Chain of Command Support* index is calculated by first assigning numerical values to each anchor, where “1” equals *not at all*, “2” equals *slight extent*, “3” equals *moderate extent*, and “4” equals *great extent*, and then computing individuals’ mean responses to the seven *Chain of Command Support* questions. The *Chain of Command Support* index ranges from “1” to “4,” with higher scores indicating a more favorable response. Reliability¹ for the *Chain of Command Support* index is adequate ($\alpha = .88$).

2.2.3 Publicity of SAPR Information

Measure. *Publicity of SAPR Information* refers to the extent to which members perceive that SAPR-related information and resources are publicly displayed and openly communicated. Three questions measure *Publicity of SAPR Information*; each item is measured on a four-point scale assessing the extent to which each item is perceived, where respondents may select *not at all*, *slight extent*, *moderate extent*, or *great extent*. The item stems are:

To what extent does your chain of command:
• Publicize the outcomes of sexual assault courts-martial
• Publicize sexual assault reporting resources (e.g., Sexual Assault Response Coordinator contact information; Victim Advocate contact information; awareness posters; sexual assault hotline phone number)
• Publicize the Restricted (confidential) Reporting option for sexual assault

Scoring. The *Publicity of SAPR Information* index is calculated by first assigning numerical values to each anchor where, “1” equals *not at all*, “2” equals *slight extent*, “3” equals *moderate extent*, and “4” equals *great extent*, and then computing individuals’ mean responses to the three *Publicity of SAPR Information* questions. The *Publicity of SAPR Information* index ranges from “1” to “4,” with higher scores indicating a more favorable response. Reliability for the *Publicity of SAPR Information* index is adequate ($\alpha = .73$).

2.2.4 Unit Reporting Climate

Measure. *Unit Reporting Climate* measures the extent to which members perceive that the chain of command would take appropriate actions to address an Unrestricted Report of sexual assault

¹ All reliability analyses were conducted using Cronbach’s alpha.

and the extent to which social and professional retaliation would occur if a sexual assault was reported. Ten questions measure *Unit Reporting Climate*; each item is measured on a four-point scale assessing likelihood, where respondents may select *not at all likely*, *slightly likely*, *moderately likely*, or *very likely*. The item stems are:

If someone were to report a sexual assault to your current chain of command, how likely is it that:
• The chain of command would take the report seriously
• The chain of command would keep knowledge of the report limited to those with a need to know
• The chain of command would forward the report outside the unit to criminal investigators
• The chain of command would take steps to protect the safety of the person making the report
• The chain of command would support the person making the report
• The chain of command would take corrective action to address factors that may have led to the sexual assault
• Unit members would label the person making the report a troublemaker*
• Unit members would support the person making the report
• The alleged offender(s) or their associates would retaliate against the person making the report*
• The career of the person making the report would suffer*

Note: Items with an asterisk (*) are reverse coded.

Scoring. The *Unit Reporting Climate* index is calculated by first assigning numerical values to each anchor where, “1” equals *not at all likely*, “2” equals *slightly likely*, “3” equals *moderately likely*, and “4” equals *very likely*, and then computing individuals’ mean responses to the 10 *Unit Reporting Climate* questions. Three of the 10 questions within this scale are negatively worded; therefore these items are reverse coded prior to calculating the index. The items requiring reverse coding are indicated above with an asterisk (*). The *Unit Reporting Climate* index ranges from “1” to “4,” with higher scores indicating a more favorable response. Reliability for the *Unit Reporting Climate* index is adequate ($\alpha = .87$).

2.2.5 Perceived Barriers to Reporting Sexual Assault

Measure. *Perceived Barriers to Reporting Sexual Assault* refers to the type and frequency of barriers to reporting sexual assault that individuals perceive within their unit/organization. Members are asked to select all that may apply from eight potential barriers, along with two additional options: “Another reason other than what is provided above” and “There are no barriers that would prevent victims from reporting a sexual assault.” The item reads:

In your current unit/organization, which of the following would be the most likely reasons why a victim of sexual assault would not report the incident? (Select all that apply)
• Negative impact to career or progress
• Loss of privacy/confidentiality
• Fear of professional retaliation for making the report
• Fear of social retaliation for making the report
• Lack of confidence in the military justice system
• Lack of confidence in the chain of command
• Takes too much time and effort to report
• Not knowing how to make a sexual assault report
• Another reason other than what is provided above
• There are no barriers that would prevent victims from reporting a sexual assault

Scoring. The *Perceived Barriers to Reporting Sexual Assault* index is calculated by counting the number of barriers perceived by each respondent and classifying responses into the categories of “Zero Barriers Perceived,” “One to Two Barriers Perceived,” or “Three or More Barriers Perceived.” Individuals are classified as perceiving zero barriers within their unit if they select “There are no barriers that would prevent victims from reporting a sexual assault.” The responses to the other nine options are counted and classified into “One to Two Barriers Perceived” or “Three or More Barriers Perceived,” accordingly.

2.2.6 Unit Prevention Climate

Measure. *Unit Prevention Climate*, also known as *Bystander Intervention Climate*, refers to individuals’ intentions to act if they were to observe a situation that may lead to a sexual assault. These items are actionable items that allow Commanders to utilize the results in order to employ solutions. *Unit Prevention Climate* is measured with three or four behavioral questions, the number of questions vary depending on responses. The first item is situation-based and asks respondents to indicate which *action* they would take if in a given situation. The second item presents respondents with a scenario and asks at *which point they would most likely intervene* if they witnessed the escalating situation. The third item asks if respondents *observed* a situation they believed could have led to a sexual assault within the past 12 months. If respondents answered “yes” to the observation of a high risk situation question, they are prompted to answer a fourth question to identify the *response* that most closely resembled their actions.

1. The *action* item is:

Suppose you see someone secretly putting something in another person's drink. You're unsure what it was. Which of the following are you <u>most likely</u> to do in this kind of situation? (Select one)
<input type="radio"/> Nothing
<input type="radio"/> Leave to avoid any kind of trouble
<input type="radio"/> Watch the situation to see if it escalates
<input type="radio"/> Seek assistance from someone to help deal with the situation
<input type="radio"/> Tell the drink owner what you saw
<input type="radio"/> Confront the person who put the substance in the drink

Scoring. The *action* item is scored by coding the response options into either an intervening action or no intervening action. "Seek assistance from someone to help deal with the situation," "Tell the drink owner what you saw," and "Confront the person who put the substance in the drink" are identified as intervening actions; all other responses are identified as no intervening action.

2. The *point of intervention* item is:

Imagine you go to a bar with a group of people whom you just met. What is the <u>earliest point</u> at which you would intervene in the following escalating situation? (Select one)
<input type="radio"/> A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition
<input type="radio"/> The senior leader buys a second and third drink for the same person despite his/her repeated objections
<input type="radio"/> The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
<input type="radio"/> The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters
<input type="radio"/> You see the senior leader quietly escorting the intoxicated person out of the bar
<input type="radio"/> As they leave, the person resists the senior leader and says, "No"
<input type="radio"/> In this scenario, I would not intervene at any point

3. The *observation* item is:

In the past 12 months, I observed a situation that I believe was, or could have led to, a sexual assault.
<input type="radio"/> Yes
<input type="radio"/> No

If respondents answered “yes” to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions.

4. The *response* to the observation item is:

In response to this situation: (Select the one response that most closely resembles your actions)
• I stepped in and separated the people involved in the situation
• I asked the person who appeared to be at risk if they needed help
• I confronted the person who appeared to be causing the situation
• I created a distraction to cause one or more of the people to disengage from the situation
• I asked others to step in as a group and diffuse the situation
• I told someone in a position of authority about the situation
• I considered intervening in the situation, but I could not safely take any action
• I decided to not take action

Scoring. Frequencies are computed and displayed for each response option of the *point of intervention, observation, and response* items.

2.2.7 Restricted Reporting Knowledge

Measure. *Restricted Reporting Knowledge* measures individuals’ knowledge of the Restricted Reporting option. DoD’s Confidentiality Policy permits victims of sexual assault to report the crime to specified individuals to ensure the victim receives medical care, treatment, and counseling without notifying command or law enforcement officials. This is known as the Restricted Reporting option. The DEOCS contains a question designed to test respondent’s knowledge of the Restricted Reporting option. This question reads:

All of the following people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report.
• Sexual Assault Response Coordinator
• Victim Advocate
• Military Service Healthcare Personnel
• Anyone in my chain of command
• Criminal investigator and Military Police Officer

Scoring. The *Restricted Reporting Knowledge* index is calculated by computing individuals’ mean percentage of correct responses. “Sexual Assault Response Coordinator,” “Victim Advocate,” and “Military Service Healthcare Personnel” can take a Restricted Report and “Anyone in my chain of command” and “Criminal investigator and Military Police Officer” cannot take a Restricted Report. Each response is coded as correct (“1”) or incorrect (“0”) and the mean percentage correct is calculated and displayed in the *Restricted Reporting Knowledge* index; this index ranges from 0 to 100%.

2.2.8 Demographic Questions

On the DEOCS, there are several demographic questions regarding respondents' gender, ethnicity, race, residence, deployment status, military/civilian status, federal rank, military branch, and active duty status. Individuals who indicate they are military personnel answer nine questions, omitting the question that asks about civilian grade. Participants who indicate they are federal civilian employees answer seven demographic questions, omitting questions regarding military grade, branch, and active duty status. Additional demographic information is collected from the Survey Administer. The Survey Administer specifies the Branch of Service information for the organization requesting the DEOCS.

The current report displays SAPR climate results by demographic subgroup, namely: Male, Female, Junior Enlisted Male, Junior Enlisted Female, Junior Enlisted, Non-Commissioned Officer (NCO), Senior Non-Commissioned Officer (Sr. NCO), Junior Officer, Senior Officer, Military, and Federal Civilian. While people of all ranks and gender can be vulnerable to sexual assault, results for the subgroups of Junior Enlisted Male and Junior Enlisted Female are displayed because they represent groups that typically experience higher prevalence of sexual assault. Refer to Appendix B for definitions of the subgroup classifications.

2.3 Analytic Strategy

This section contains details on the analyses used to populate this report. This section describes the data cleaning strategy as well as statistics used at the individual-level and unit-level of analysis.

2.3.1 Data Cleaning

After data collection, analysts conducted a series of simultaneous screening checks. Data was screened for careless/uniform respondents (Steps 1-3) and outliers (Step 4). Cases failing multiple screening checks were removed from the dataset.

First, data was screened for careless/uniform respondents (Steps 1-3). Careless/uniform respondents are those respondents identified with a zero standard deviation within a given scale, indicating that they did not discriminate among the positively and negatively worded items contained within that scale. During check 1, *Unit Reporting Climate* questions were examined as indicator items for careless/uniform responding. During check 2, individuals indicating uniform responding on the EO/EEO questions were identified. During check 3, individuals identified as careless/uniform respondents on the OE questions were identified.

During check 4, the distribution of each SAPR climate scale score (where applicable) was analyzed and respondents who scored more than 3.29 standard deviations above or below the mean within their demographic subgroup were identified and flagged as outliers.²

² See Tabachnick, B. G., & Fidell, L. S. (2007). *Using multivariate statistics*. Boston: Pearson/Allyn & Bacon.

If a respondent's total number of indicators/flags from checks 1 to 4 exceeded two or more, this respondent was removed from the dataset.

Between January 2014 and February 2014, 127,590 respondents completed the online DEOCS 4.0. During the data cleaning process, 5,587 (4.4%) respondents were removed for failing multiple screen checks; therefore, 122,003 respondents remained in the "clean" dataset.³ Results in the remainder of this report are presented for the "clean" dataset.

2.3.2 Individual-Level

At the individual-level, analyses were conducted and displayed by item and by scale (index), where applicable. Analyses conducted on the individual-level data included descriptive statistics; namely, percentages and means. Results are displayed across all DoD personnel. Results specific to Reserve Component personnel are also displayed. Across DoD and within the Reserve Component, individual-level results are displayed by the subgroups of: Male, Female, Junior Enlisted Male, Junior Enlisted Female, Junior Enlisted, Non-Commissioned Officer, Senior Non-Commissioned Officer, Junior Officer, Senior Officer, Military, and Federal Civilian.

Individual-level results displayed in this report are representative of the individuals who completed the DEOCS between 1 January 2014 and 28 February 2014 ($n = 122,003$) and, therefore, may not be representative of the entire DoD.

2.3.3 Unit-Level

The unit-level analysis provides the SAPR climate results for units in which Commanders requested the DEOCS and unit members opted to participate. Unit refers to a collection of at least 16 individuals who report to the Commander requesting the DEOCS administration. When surveys are requested, Unit Identification Code (UIC; USN, USMC, & USA Only), Personal Accounting Symbol (PAS; USAF Only), or the Operational Facilities (OPFAC; USCG Only) codes are collected. The DEOCS team provided SAPR analysts with a grouping variable that can identify who belongs to which unit for unit aggregation purposes. Units are aggregated to the unit-level through this grouping variable. These units vary in size. For example, Commanders in the Air Force requesting the DEOCS may oversee a single Squadron, Group, or Wing. Therefore, a unit may comprise multiple commands. To ensure confidentiality, a minimum of 16 responses are necessary within a unit to generate a DEOCS report. Only units with 16 or more respondents are included in the unit-level results of the current report.

This report displays aggregated unit-level results for the SAPR climate measures through frequencies of unit means and unit percentages. Unit-level mean scores are displayed for *Perceptions of Safety* items. Unit-level mean scale scores are displayed for *Chain of Command Support*, *Publicity of SAPR Information*, *Unit Reporting Climate*, and *Restricted Reporting Knowledge* (unit mean percent correct). Unit-level percentages are displayed for *Perceived Barriers to Reporting Sexual Assault* (percent of unit perceiving three or more barriers) and the

³ Forty-eight respondents had a missing response on one or more of the demographic questions; 110 respondents had one or more missing responses on the SAPR climate questions.

action item of the *Unit Prevention Climate* (unit mean percent of individuals who would intervene). All results are displayed such that higher means and percentages are favorable except for *Perceived Barriers to Reporting Sexual Assault*, where higher percentages indicate a greater proportion of unit members perceiving three or more barriers.

Unit-level results displayed in this report are representative of the units that had 16 or more members complete the DEOCS between 1 January 2014 and 28 February 2014 ($n = 1,919$) and, therefore, may not be representative of the entire DoD.

2.4 Participants

This section describes the participants who completed the DEOCS between 1 January 2014 and 28 February 2014 ($n = 122,003$). Additionally, this section contains the demographic characteristics across the DoD sample and within the Reserve Component sample. Refer to Appendix B for definitions of the demographic subgroup classifications.

Table 2 displays the number of surveys completed for each month of the data detailed within this report. Refer to Appendix C for descriptive statistics displayed by month.

Table 2.
Number of DEOCS Respondents by Month

Month	Number of Respondents
January 2014	36,703
February 2014	85,300

2.4.1 DoD Sample Demographics

This section contains results detailing the demographic characteristics of the DoD sample ($n = 122,003$). The Branch of Service variable is displayed according to the Survey Administrators' classifications of their organizations. The classifications of this sample are as follows: 73,898 Army (61%), 13,290 Navy (11%), 2,545 Marine Corps (2%), 20,303 Air Force (17%), 931 Coast Guard (1%), 9,666 National Guard Bureau (NGB; 8%), 1,370 DoD Joint Command (1%) personnel. The majority of respondents within this sample are male (99,189; 81%). For further information regarding the composition of the sample, refer to Table 3.

Table 3.
Demographics of DoD Sample⁴

	<i>n</i>	%
Branch of Service		
Army	73,898	61%
Navy	13,290	11%
Marine Corps	2,545	2%
Air Force	20,303	17%
Coast Guard	931	1%

⁴ Sample sizes for percentages displayed in the table may exceed 100% due to rounding.

	<i>n</i>	%
National Guard	9,666	8%
DoD Joint Command	1,370	1%
Component		
Active Duty	81,980	88%
Reserve	11,138	12%
Gender		
Male	99,189	81%
Female	22,766	19%
Seniority		
Junior Enlisted (E1 – E3)	18,179	17%
Non-Commissioned Officer (E4 – E6)	58,109	55%
Senior Non-Commissioned Officer (E7 – E9)	12,096	12%
Junior Officer (O1 – O3)	11,001	11%
Senior Officer (O – 4 and above)	5,339	5%
Seniority by Gender		
Junior Enlisted Male	15,176	83%
Junior Enlisted Female	3,003	17%
Employment Type		
Military	104,724	87%
Civilian	15,629	13%
Race/Ethnicity		
Hispanic	15,100	12%
Non-Hispanic	91,848	75%
Declined to respond	15,006	12%
American Indian or Alaskan Native	1,662	1%
Asian	3,951	3%
Black or African American	16,315	13%
Native Hawaiian or other Pacific Islander	1,552	1%
White	74,078	61%
Multiracial	4,334	4%
Declined to respond	20,111	16%
Residence		
On-base/post/station	41,960	34%
Off-base/post/station	79,993	66%

2.4.2 Reserve Component Sample Demographics

This section contains results detailing the demographic characteristics of the Reserve Component sample ($n = 11,138$). The sample contains 7,591 Army (68%), 1,796 Navy (16%), 737 Marine

Corps (7%), 992 Air Force (9%), and 20 Coast Guard (0%) personnel. The majority of respondents within this sample are male (8,921; 80%). For further information regarding the composition of the sample, refer to Table 4.

Table 4.
Demographics of Reserve Component Sample⁵

	<i>n</i>	%
Branch		
Army	7,591	68%
Navy	1,796	16%
Marine Corps	737	7%
Air Force	992	9%
Coast Guard	20	0%
Gender		
Male	8,921	80%
Female	2,217	20%
Seniority		
Junior Enlisted (E1 – E3)	1,422	13%
Non-Commissioned Officer (E4 – E6)	6,177	55%
Senior Non-Commissioned Officer (E7 – E9)	1,510	14%
Junior Officer (O1 – O3)	1,046	9%
Senior Officer (O – 4 and above)	983	9%
Seniority by Gender		
Junior Enlisted Male	1,154	81%
Junior Enlisted Female	268	19%
Race/Ethnicity		
Hispanic	1,668	15%
Non-Hispanic	8,241	74%
Declined to respond	1,229	11%
American Indian or Alaskan Native	128	1%
Asian	368	3%
Black or African American	1,691	15%
Native Hawaiian or other Pacific Islander	141	1%
White	6,815	61%
Multiracial	380	3%
Declined to respond	1,615	14%
Residence		
On-base/post/station	1,020	9%
Off-base/post/station	10,117	91%

⁵ Sample sizes for percentages displayed in the table may exceed 100% due to rounding.

3. Results

This section details the results of the data collected from 1 January 2014 to 28 February 2014 on the DEOCS. This data consists of 122,003 completed surveys across 2,582 organizations/units. Refer to Appendix D for results displayed by month.

3.1 Individual-Level Analysis of SAPR Climate Measures

The individual-level analysis provides the SAPR climate results for respondents who were given the opportunity and opted to participate in the DEOCS. The following subsections display results for the seven SAPR climate measures: *Perceptions of Safety*, *Chain of Command Support*, *Publicity of SAPR Information*, *Unit Reporting Climate*, *Perceived Barriers to Reporting Sexual Assault*, *Unit Prevention Climate*, and *Restricted Reporting Knowledge*. Each of these subsections contain two additional subsections; the first displays results for the entire DoD (including Active Duty, Reserve Component, NGB, and Federal Civilians) and the second displays results specific to the Reserve Component.

3.1.1 Perceptions of Safety

Perceptions of Safety includes two items related to how safe members feel from being sexually assaulted where they currently live and perform their work/duties. To aid interpretation, the “safety at home” item is further displayed in relation to whether respondents live on- or off-base/post/station. Results for this scale are presented at the item-level.

3.1.1.1 DoD Respondents’ Perceptions of Safety

This section displays DoD respondent results for *Perceptions of Safety*. Ninety-eight percent of respondents indicated that they felt either *safe* or *very safe* where they live and 98% of respondents indicated that they felt either *safe* or *very safe* at work. Figure 1 displays item-level frequencies of responses.

Figure 1.
DoD Respondents’ Item-Level Perceptions of Safety

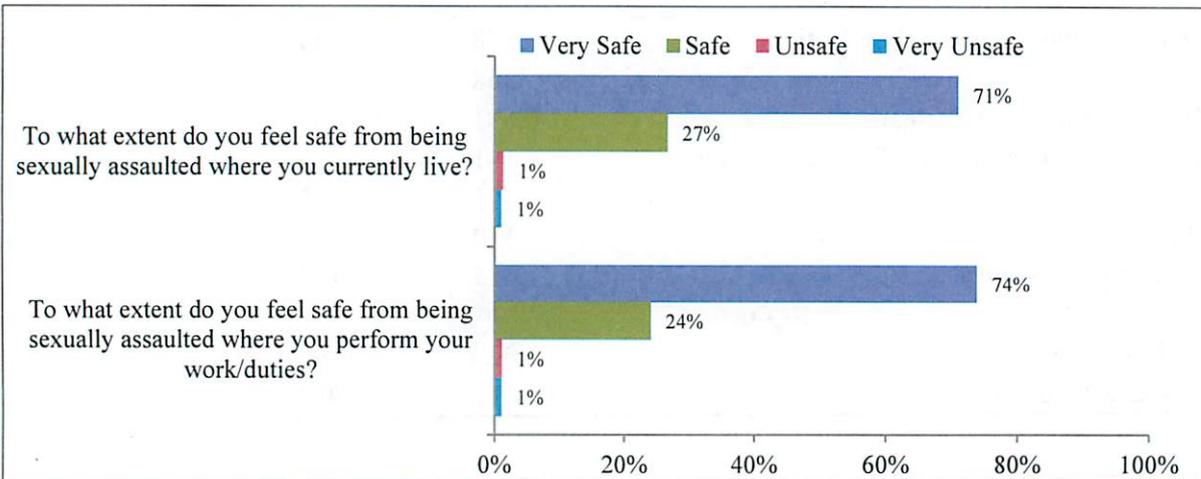


Table 5 displays *Perceptions of Safety* where individuals live and where they work, for demographic subgroups. Junior Enlisted Females had the lowest percentage of members who felt “safe” where they live, with 92% feeling “safe” where they live and 96% feeling “safe” at work.

Table 5.
DoD Respondents’ Perceptions of Safety by Demographic Subgroups

	To what extent do you feel safe from being sexually assaulted where you currently <u>live</u> ?		To what extent do you feel safe from being sexually assaulted where you <u>perform your work/duties</u> ?	
	Unsafe	Safe	Unsafe	Safe
DoD	2%	98%	2%	98%
Male	2%	98%	2%	98%
Female	4%	96%	3%	97%
Junior Enlisted Male	3%	97%	3%	97%
Junior Enlisted Female	8%	92%	4%	96%
Junior Enlisted	4%	96%	3%	97%
Non-Commissioned Officer	3%	97%	2%	98%
Senior Non-Commissioned Officer	1%	99%	1%	99%
Junior Officer	2%	98%	1%	99%
Senior Officer	2%	98%	1%	99%
Military	3%	97%	2%	98%
Civilian	2%	98%	2%	98%

Figure 2 further displays *Perceptions of Safety* where individuals live, subdivided by residence. Overall, 98% reported feeling *safe* or *very safe* living off-base/post station and 97% reported feeling *safe* or *very safe* living on-base/post/station.

Figure 2.
DoD Respondents’ Perceptions of Safety Where They Live by Residence

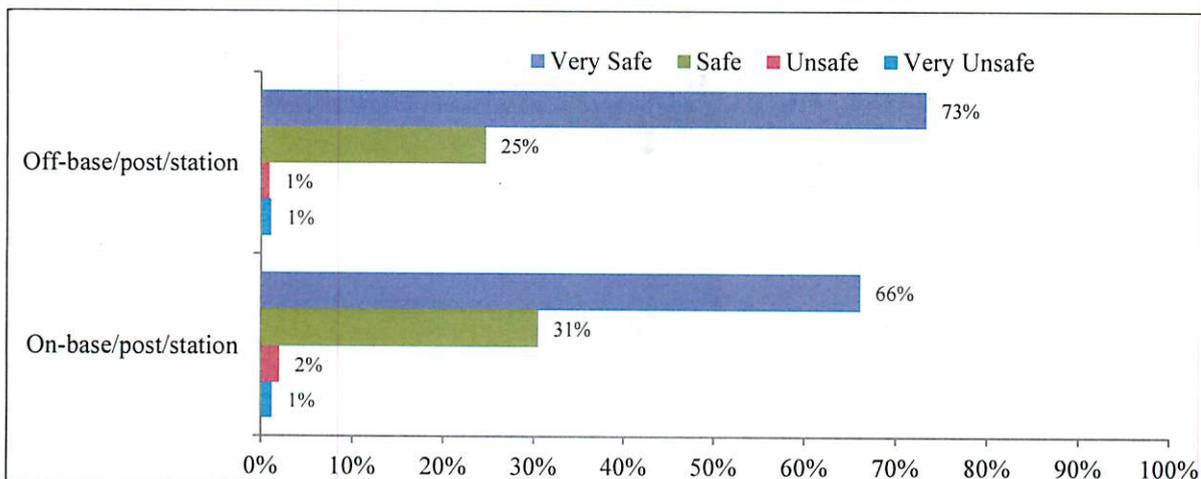


Table 6 displays *Perceptions of Safety* where individuals are stationed, for demographic subgroups. Junior Enlisted Females had the lowest percentage of members who felt “safe” where they live, with 92% feeling “safe” living on-base/post/station and 94% feeling “safe” living off-base/post/station.

Table 6.
DoD Respondents’ Perceptions of Safety Where They Live by Demographic Subgroups

	On-base/post/station		Off-base/post/station	
	Unsafe	Safe	Unsafe	Safe
DoD	3%	97%	2%	98%
Male	3%	97%	2%	98%
Female	7%	93%	3%	97%
Junior Enlisted Male	3%	97%	2%	98%
Junior Enlisted Female	8%	92%	6%	94%
Junior Enlisted	4%	96%	3%	97%
Non-Commissioned Officer	3%	97%	2%	98%
Senior Non-Commissioned Officer	2%	98%	1%	99%
Junior Officer	2%	98%	2%	98%
Senior Officer	2%	98%	1%	99%
Military	3%	97%	2%	98%
Civilian	3%	97%	2%	98%

3.1.1.2 Reserve Component Respondents’ Perceptions of Safety

This section displays Reserve Component respondent results for *Perceptions of Safety*. Ninety-eight percent of respondents indicated that they felt either *safe* or *very safe* where they live and 98% of respondents indicated that they felt either *safe* or *very safe* at work. Figure 3 displays item-level frequencies of responses.

Figure 3.
Reserve Component Respondents’ Item-Level Perceptions of Safety

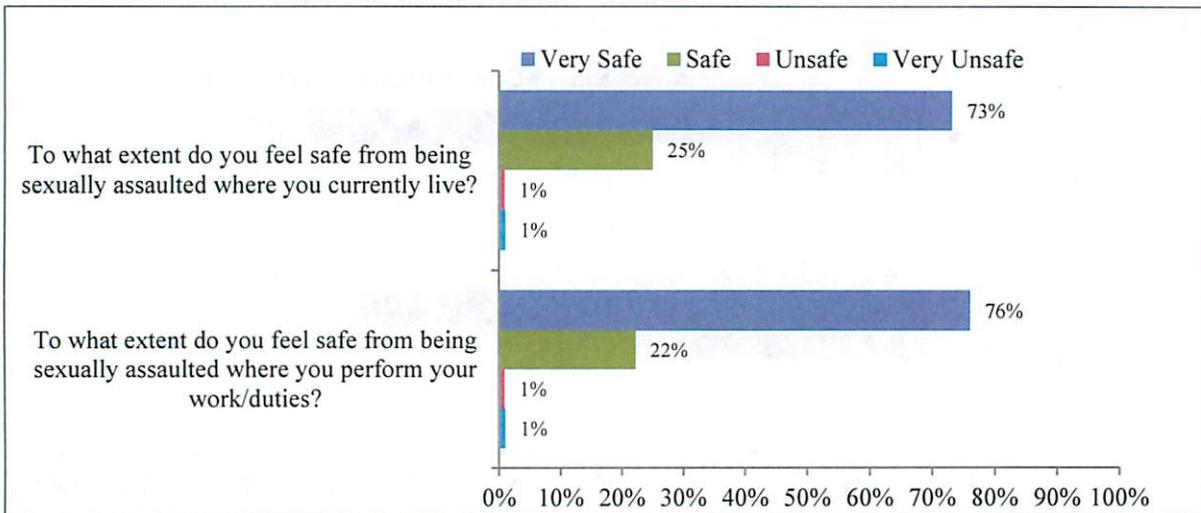


Table 7 displays *Perceptions of Safety* where individuals live and where they work, for demographic subgroups. Junior Enlisted Females had the lowest percentage of members who felt “safe” where they live, with 94% feeling “safe” where they live and 96% feeling “safe” at work.

Table 7.
Reserve Component Respondents’ Perceptions of Safety by Demographic Subgroups

	To what extent do you feel safe from being sexually assaulted where you currently <u>live</u> ?		To what extent do you feel safe from being sexually assaulted where you <u>perform your work/duties</u> ?	
	Unsafe	Safe	Unsafe	Safe
Reserve Component	2%	98%	2%	98%
Male	2%	98%	2%	98%
Female	3%	97%	3%	97%
Junior Enlisted Male	2%	98%	2%	98%
Junior Enlisted Female	6%	94%	4%	96%
Junior Enlisted	3%	97%	2%	98%
Non-Commissioned Officer	2%	98%	2%	98%
Senior Non-Commissioned Officer	2%	98%	2%	98%
Junior Officer	2%	98%	2%	98%
Senior Officer	2%	98%	2%	98%
Military	2%	98%	2%	98%
Civilian	2%	98%	2%	98%

Figure 4 further displays perceptions of safety where individuals live, subdivided by residence. Overall, 98% reported feeling *safe* or *very safe* living off-base/post station and 97% reported feeling *safe* or *very safe* living on-base/post/station.

Figure 4.
Reserve Component Respondents’ Perceptions of Safety Where They Live by Residence

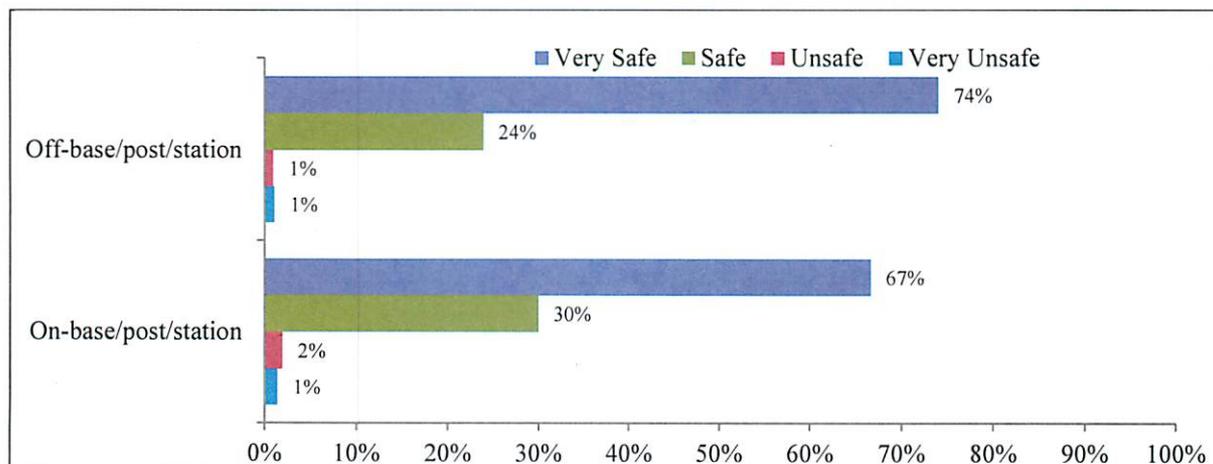


Table 8 displays *Perceptions of Safety* where individuals are stationed, for demographic subgroups. Junior Enlisted Females had the lowest percentage of members who felt “safe” where they live, with 90% feeling “safe” living on-base/post/station and 95% feeling “safe” living off-base/post/station.

Table 8.***Reserve Component Respondents' Perceptions of Safety Where They Live by Demographic Subgroups***

	On-base/post/station		Off-base/post/station	
	Unsafe	Safe	Unsafe	Safe
Reserve Component	3%	97%	2%	98%
Male	2%	98%	2%	98%
Female	7%	93%	3%	97%
Junior Enlisted Male	4%	96%	2%	98%
Junior Enlisted Female	10%	90%	5%	95%
Junior Enlisted	5%	95%	2%	98%
Non-Commissioned Officer	3%	97%	2%	98%
Senior Non-Commissioned Officer	3%	97%	2%	98%
Junior Officer	1%	99%	2%	98%
Senior Officer	3%	97%	2%	98%
Military	3%	97%	2%	98%
Civilian	2%	98%	2%	98%

3.1.2 Chain of Command Support

Chain of Command Support includes seven items related to command behaviors that target preventing sexual assault and creating an environment where members feel comfortable reporting sexual assault. Results for this scale are presented at the item-level and at the scale-level. The *Chain of Command Support* index is the scale mean of the seven *Chain of Command Support* items.

3.1.2.1 DoD Respondents' Perceptions of Chain of Command Support

This section displays DoD respondent results for *Chain of Command Support*. Respondents expressed the most positive perceptions on “Encourage victims to report sexual assault,” with 91% indicating their chain of command does this to a *moderate extent* or *great extent*. Respondents expressed the least positive perceptions on “Promote a unit climate based on respect and trust,” with 81% indicating their chain of command does this to a *moderate extent* or *great extent*. Figure 5 displays item-level frequencies of responses.

Figure 5.
DoD Respondents' Item-Level Perceptions of Chain of Command Support

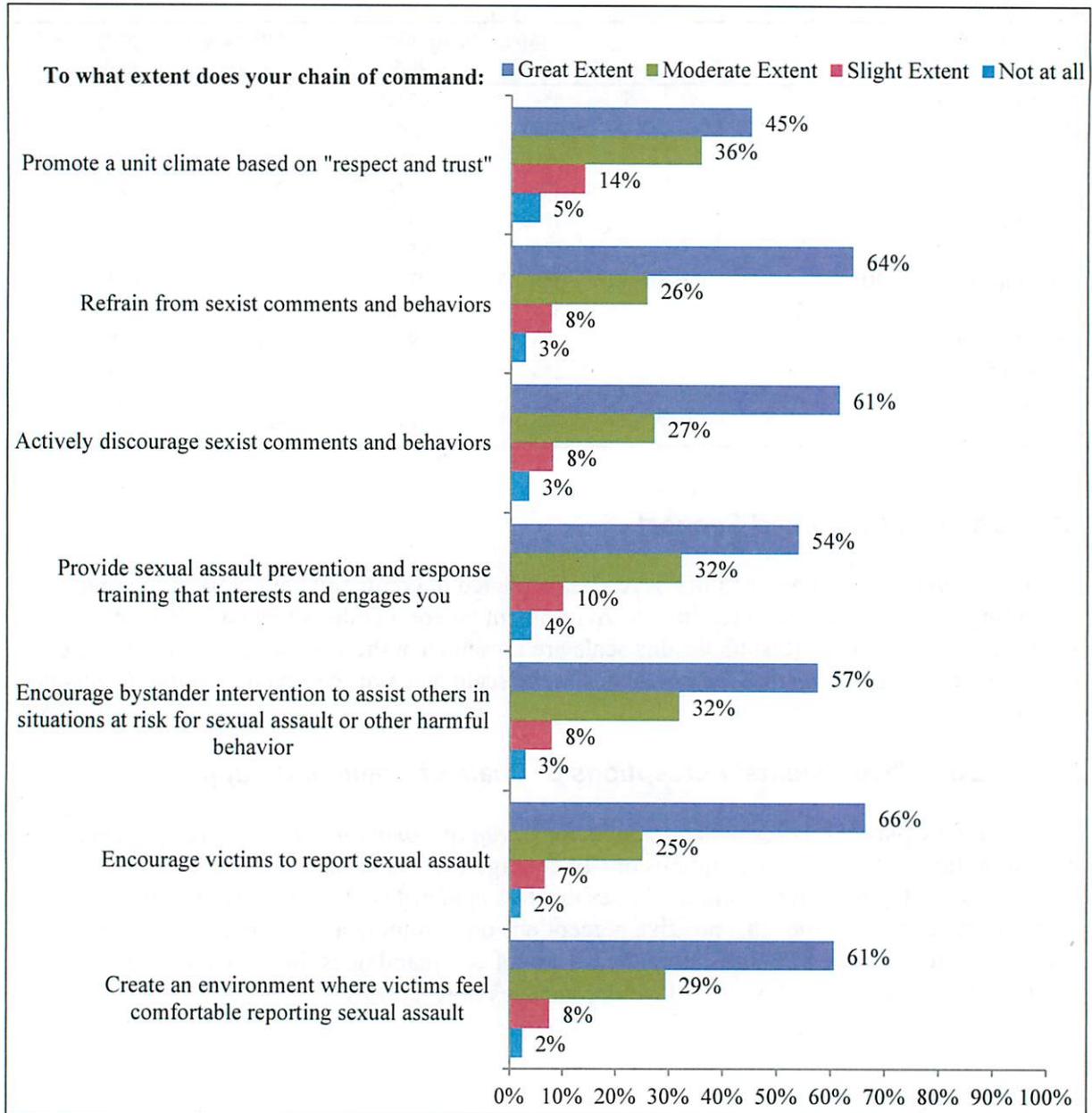
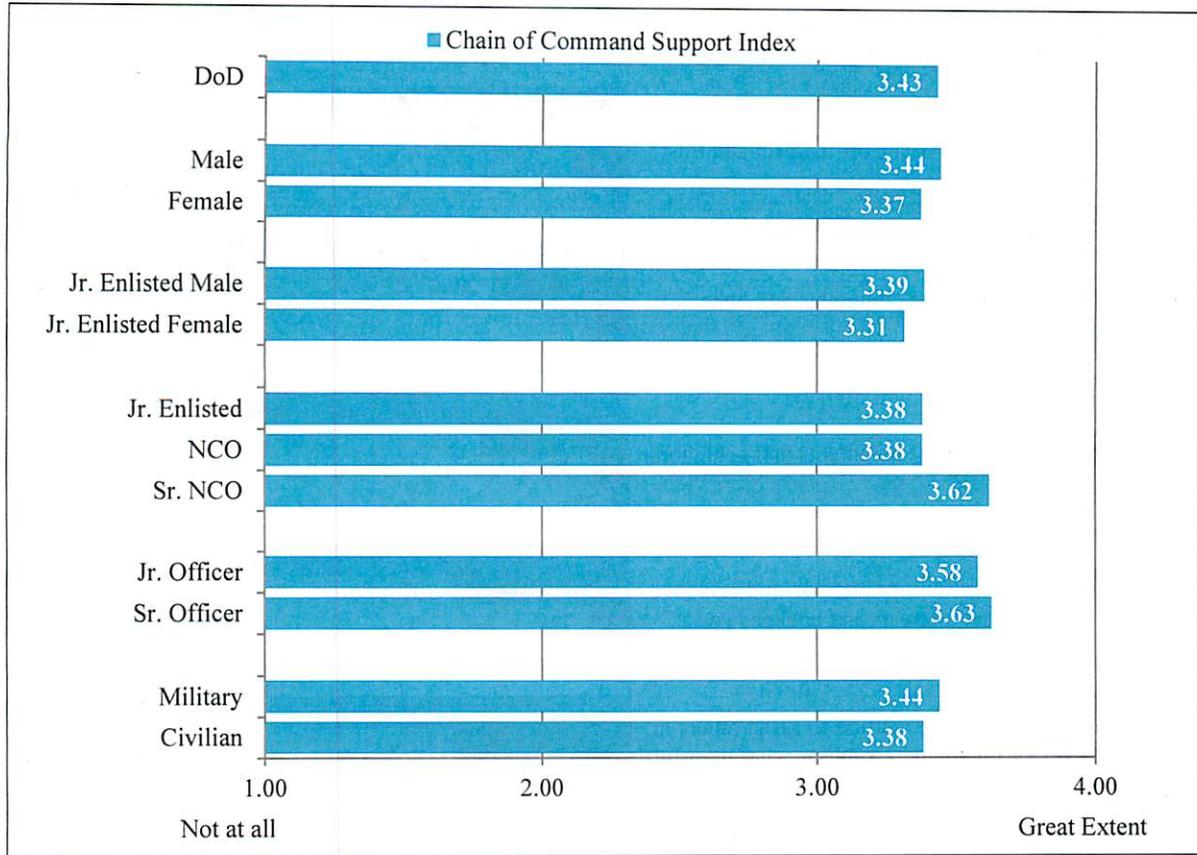


Figure 6 displays the *Chain of Command Support* index for demographic subgroups. Across DoD, mean scores fell within the range of *moderate* to *great extent* for the extent to which they perceived command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. Of the demographic subgroups, Senior Officers scored the highest on the *Chain of Command Support* index. Junior Enlisted Females scored the lowest on the *Chain of Command Support* index.

Figure 6.
DoD Respondents' Scale-Level Perceptions of Chain of Command Support by Demographic Subgroups



3.1.2.2 Reserve Component Respondents' Perceptions of Chain of Command Support

This section displays Reserve Component respondent results for *Chain of Command Support*. Respondents expressed the most positive perceptions on “Encourage victims to report sexual assault,” with 94% indicating their chain of command does this to a *moderate extent* or *great extent*. Respondents expressed the least positive perceptions on “Promote a unit climate based on ‘respect and trust’,” with 87% indicating their chain of command does this to a *moderate extent* or *great extent*. Figure 7 displays item-level frequencies of responses.

Figure 7.
Reserve Component Respondents' Item-Level Perceptions of Chain of Command Support

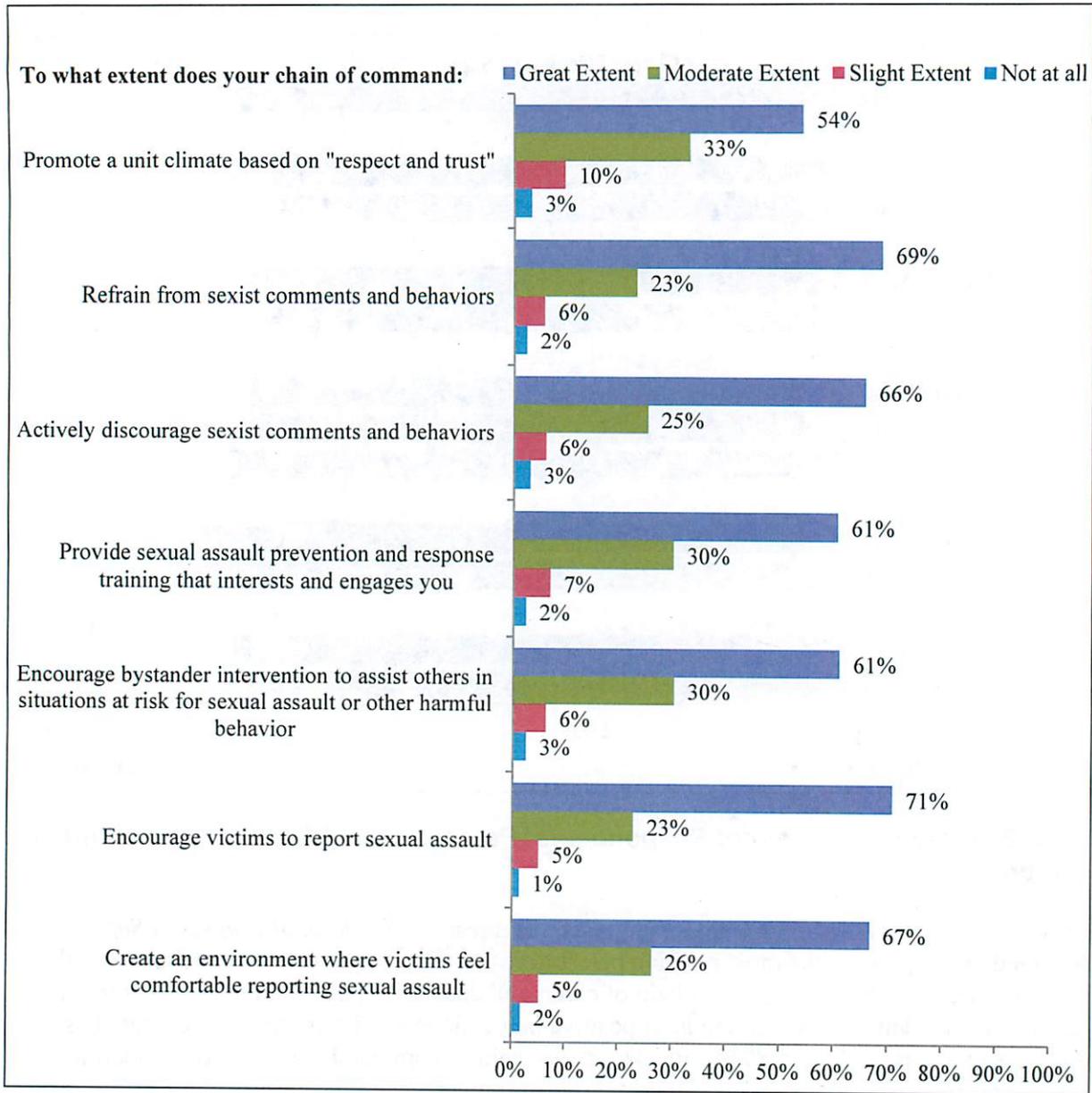
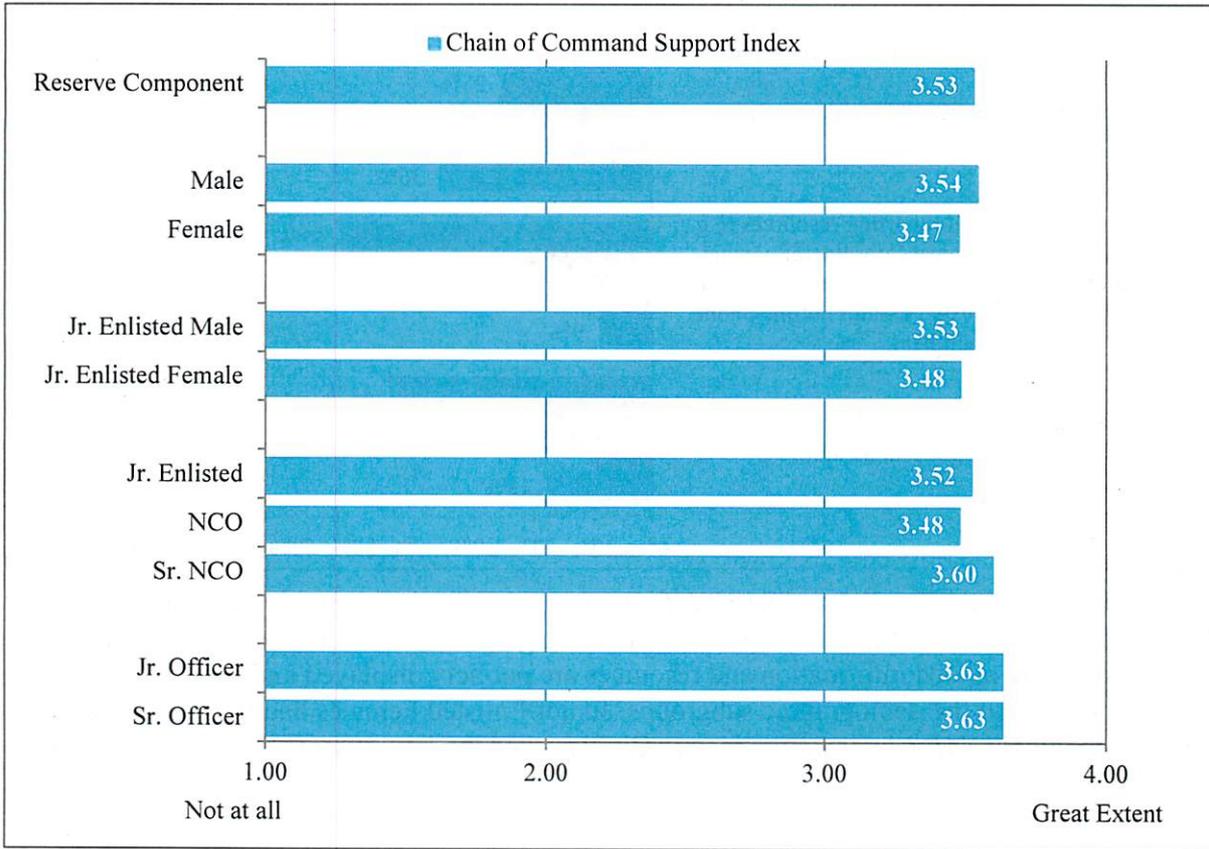


Figure 8 displays the *Chain of Command Support* index for Reserve Component demographic subgroups. Within the Reserve Component, mean scores fell within the range of *moderate* to *great extent* for the extent to which they perceived command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. Of the demographic subgroups, Junior Officers and Senior Officers scored the highest on the *Chain of Command Support* index. Females scored the lowest on the *Chain of Command Support* index.

Figure 8.
Reserve Component Respondents' Scale-Level Perceptions of Chain of Command Support by Demographic Subgroups



3.1.3 Publicity of SAPR Information

Publicity of SAPR Information includes three items related to the extent that SAPR information and resources are publicly displayed and communicated. Results for this scale are presented at the item-level and at the scale-level. The *Publicity of SAPR Information* index is the scale mean of the three *Publicity of SAPR Information* items.

3.1.3.1 DoD Respondents' Perceptions of Publicity of SAPR Information

This section displays DoD respondent results for *Publicity of SAPR Information*. Respondents expressed the most positive perceptions on “Publicize sexual assault reporting resources,” with 82% indicating their chain of command does this to a *moderate extent* or *great extent*. Respondents expressed the least positive perceptions on “Publicize the outcomes of sexual assault courts-martial,” with 51% indicating their chain of command does this to a *moderate extent* or *great extent*. Figure 9 displays item-level frequencies of responses.

Figure 9.

DoD Respondents' Item-Level Perceptions of Publicity of SAPR Information

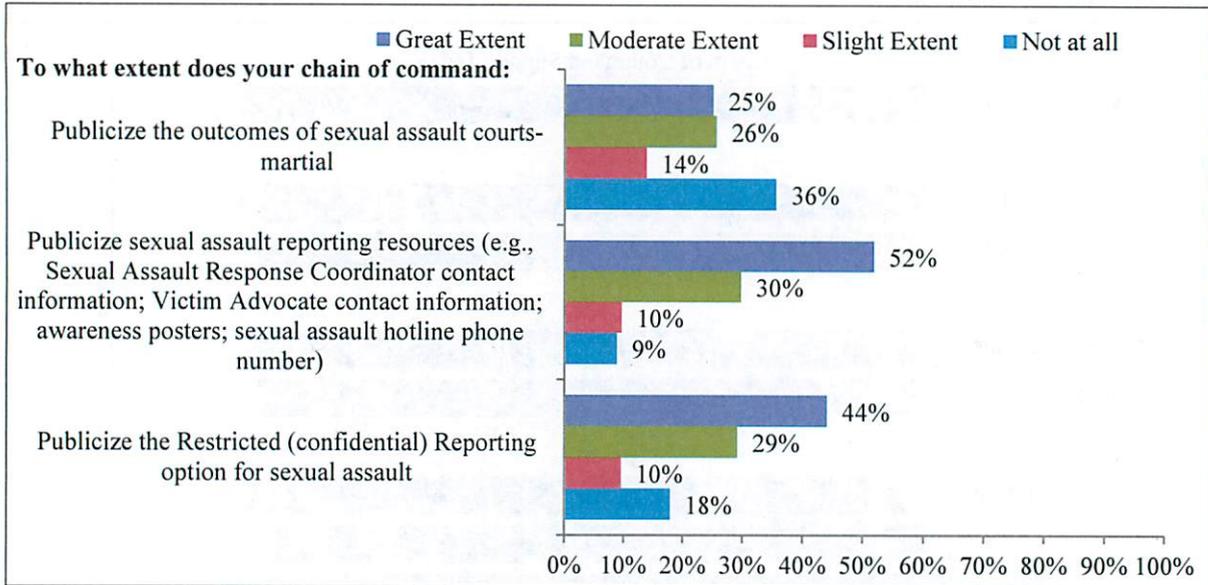
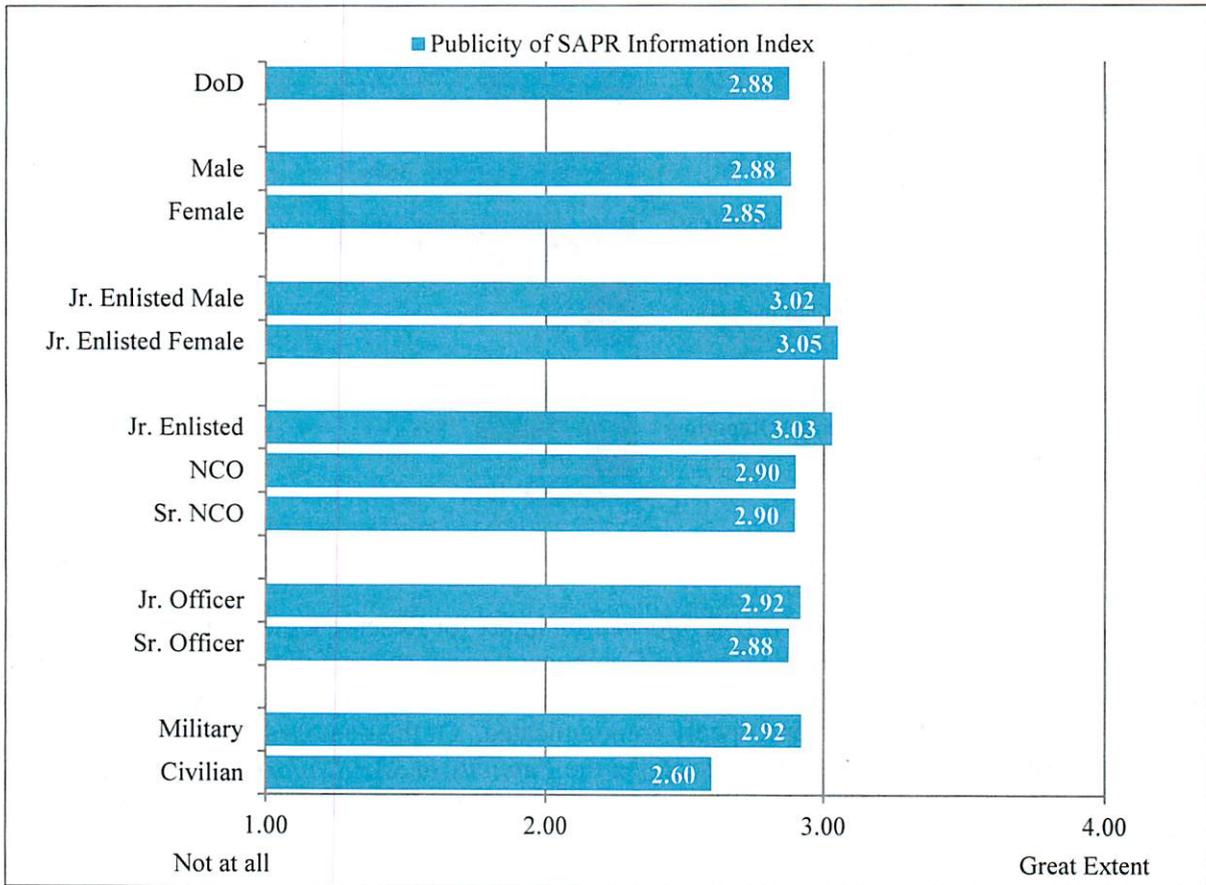


Figure 10 displays the *Publicity of SAPR Information* index for demographic subgroups. Across DoD, mean scores fell within the range of *moderate* to *great extent* for the extent to which they perceived SAPR-related information and resources are publicly displayed and openly communicated. Of the demographic subgroups, Junior Enlisted Females had the highest score on the *Publicity of SAPR Information* index. Civilians had the lowest score on the *Publicity of SAPR Information* index.

Figure 10.
DoD Respondents' Scale-Level Perceptions of Publicity of SAPR Information by Demographic Subgroups



3.1.3.2 Reserve Component Respondents' Perceptions of Publicity of SAPR Information

This section displays Reserve Component respondent results for *Publicity of SAPR Information*. Respondents expressed the most positive perceptions on “Publicize sexual assault reporting resources,” with 83% indicating their chain of command does this to a *moderate extent* or *great extent*. Respondents expressed the least positive perceptions on “Publicize the outcomes of sexual assault courts-martial,” with 52% indicating their chain of command does this to a *moderate extent* or *great extent*. Figure 11 displays item-level frequencies of responses.

Figure 11.

Reserve Component Respondents' Item-Level Perception of Publicity of SAPR Information

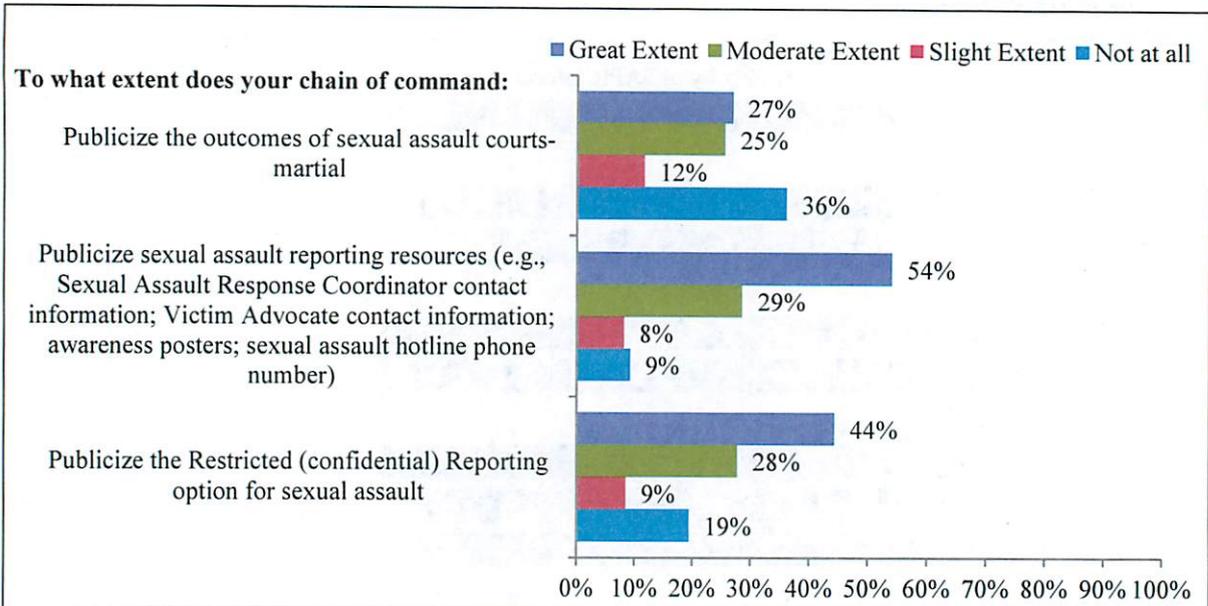
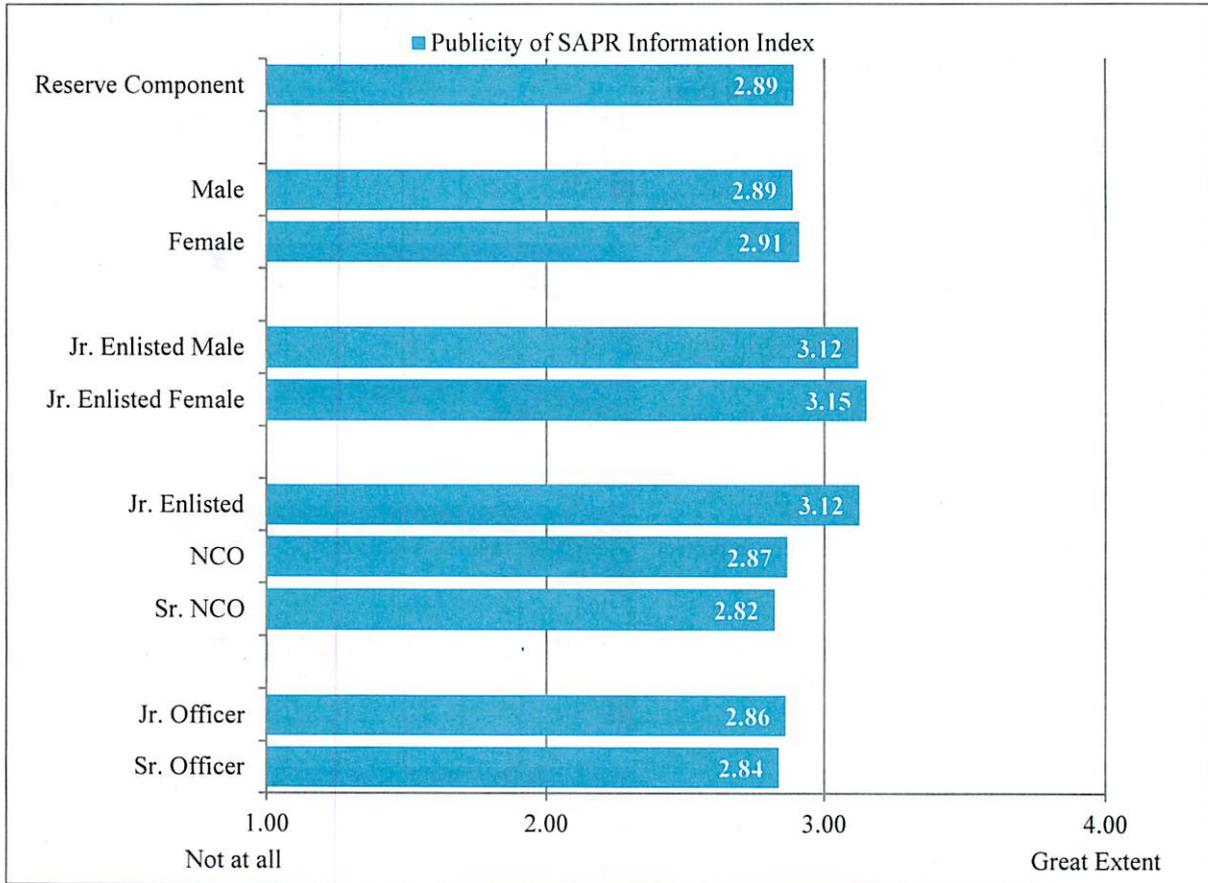


Figure 12 displays the *Publicity of SAPR Information* index for Reserve Component demographic subgroups. Within the Reserve Component, mean scores fell within the range of *moderate* to *great extent* for the extent to which they perceived SAPR-related information and resources are publicly displayed and openly communicated. Of the demographic subgroups, Junior Enlisted Females had the highest score on the *Publicity of SAPR Information* index. Senior Non-Commissioned Officers had the lowest score on the *Publicity of SAPR Information* index.

Figure 12.
Reserve Component Respondents' Scale-Level Perception of Publicity of SAPR Information by Demographic Subgroups



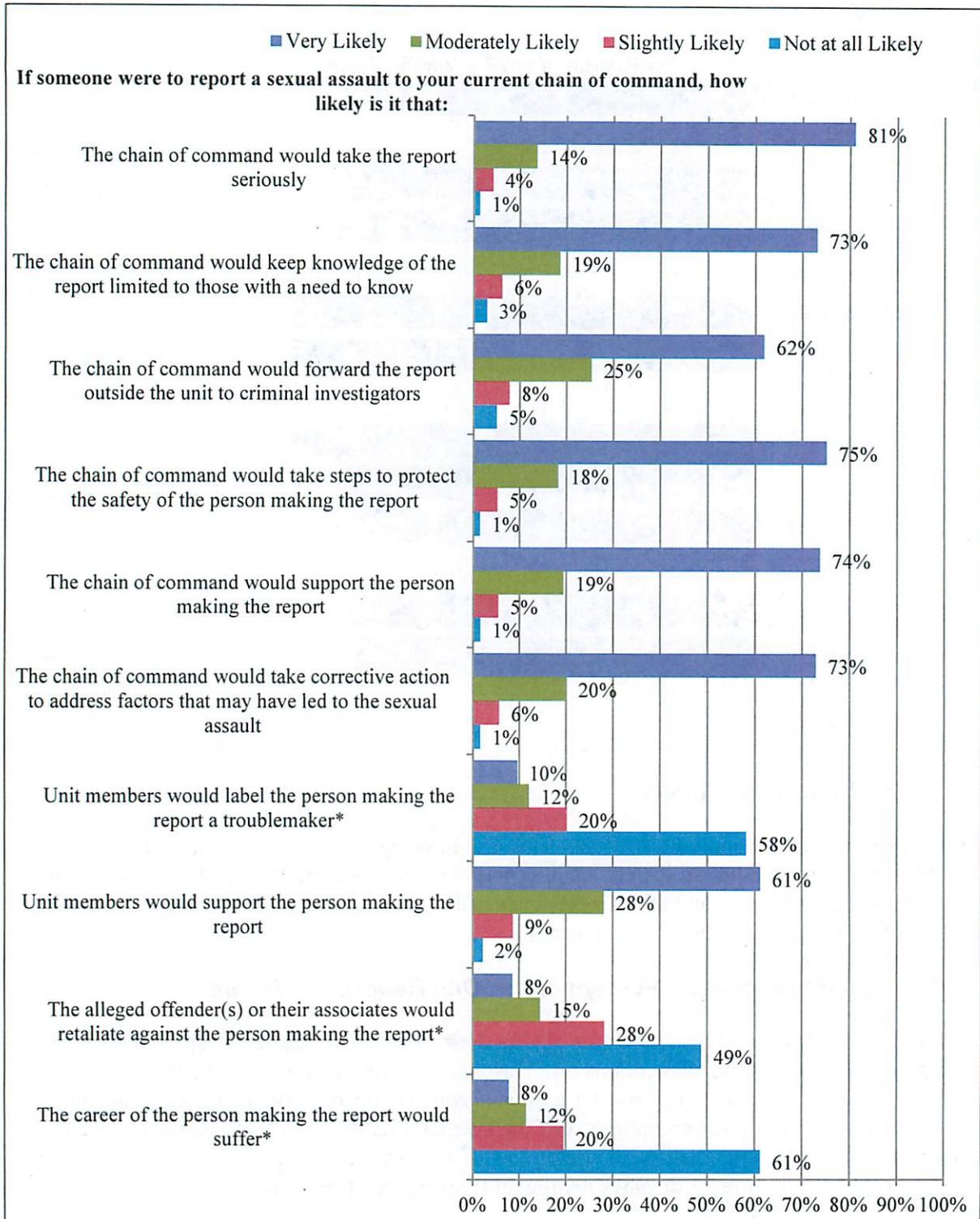
3.1.4 Unit Reporting Climate

Unit Reporting Climate includes 10 items related to how the chain of command and unit members would respond to an Unrestricted Report of sexual assault. Results for this scale are presented at the item-level and at the scale-level. The *Unit Reporting Climate* index is the scale mean of the 10 *Unit Reporting Climate* items.

3.1.4.1 DoD Respondents' Perceptions of Unit Reporting Climate

This section displays DoD respondent results for *Unit Reporting Climate*. Respondents expressed the most positive perceptions on “The chain of command would take the report seriously,” with 95% indicating a response of *moderately likely* or *very likely*. Respondents expressed the least positive perceptions on “The alleged offender(s) or their associates would retaliate against the person making the report,” with 77% indicating a response of *slightly likely* or *not at all likely*. Figure 13 displays item-level frequencies of responses.

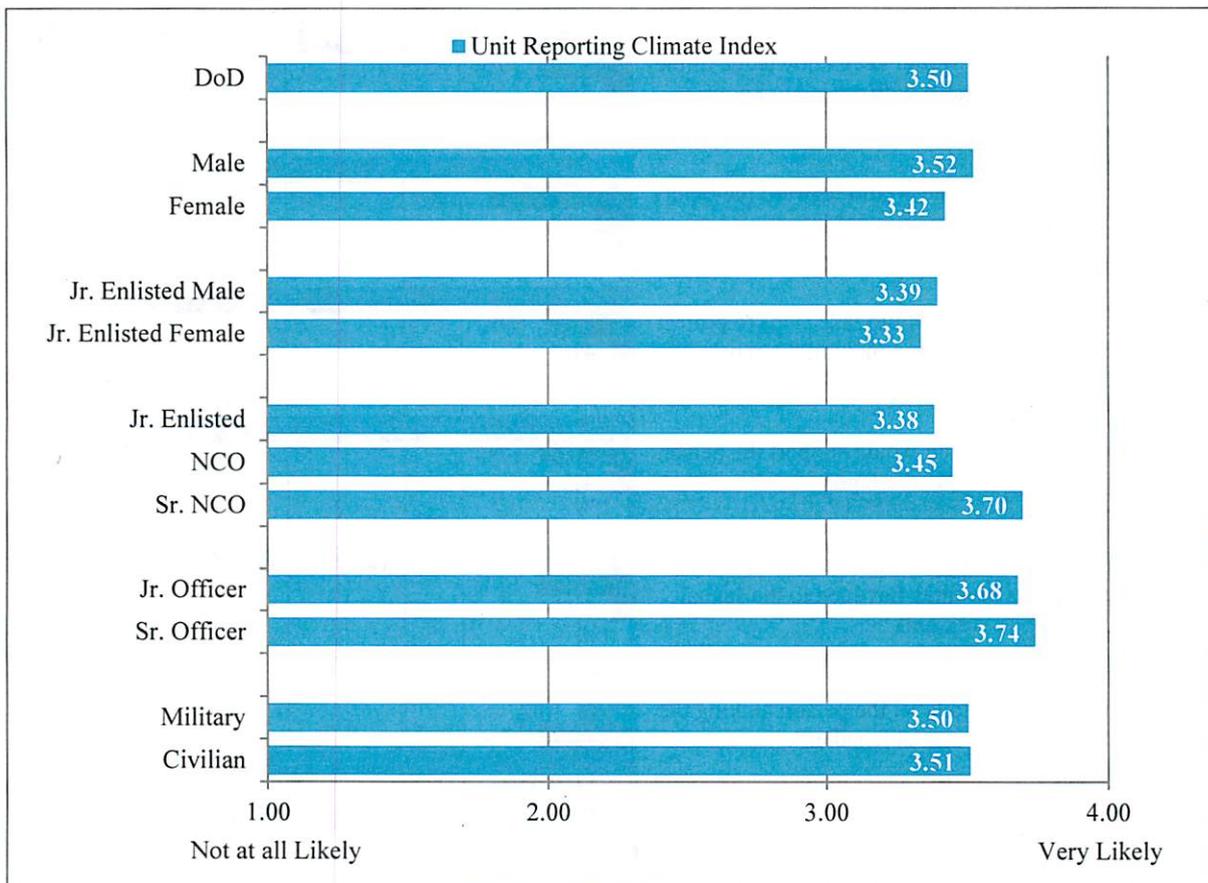
Figure 13.
DoD Respondents' Item-Level Perceptions of Unit Reporting Climate



Note. Items with an asterisk (*) indicate questions that are negatively worded. For these items, the response option of “very likely” is unfavorable and “not at all likely” is favorable.

Figure 14 displays the *Unit Reporting Climate* index for demographic subgroups. Across DoD, mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which they perceived that the chain of command would take appropriate actions to address an Unrestricted Report. Of the demographic subgroups, Senior Officers had the highest score on the *Unit Reporting Climate* index. Junior Enlisted Females had the lowest score on the *Unit Reporting Climate* index.

Figure 14.
DoD Respondents' Scale-Level Perceptions of Unit Reporting Climate by Demographic Subgroups

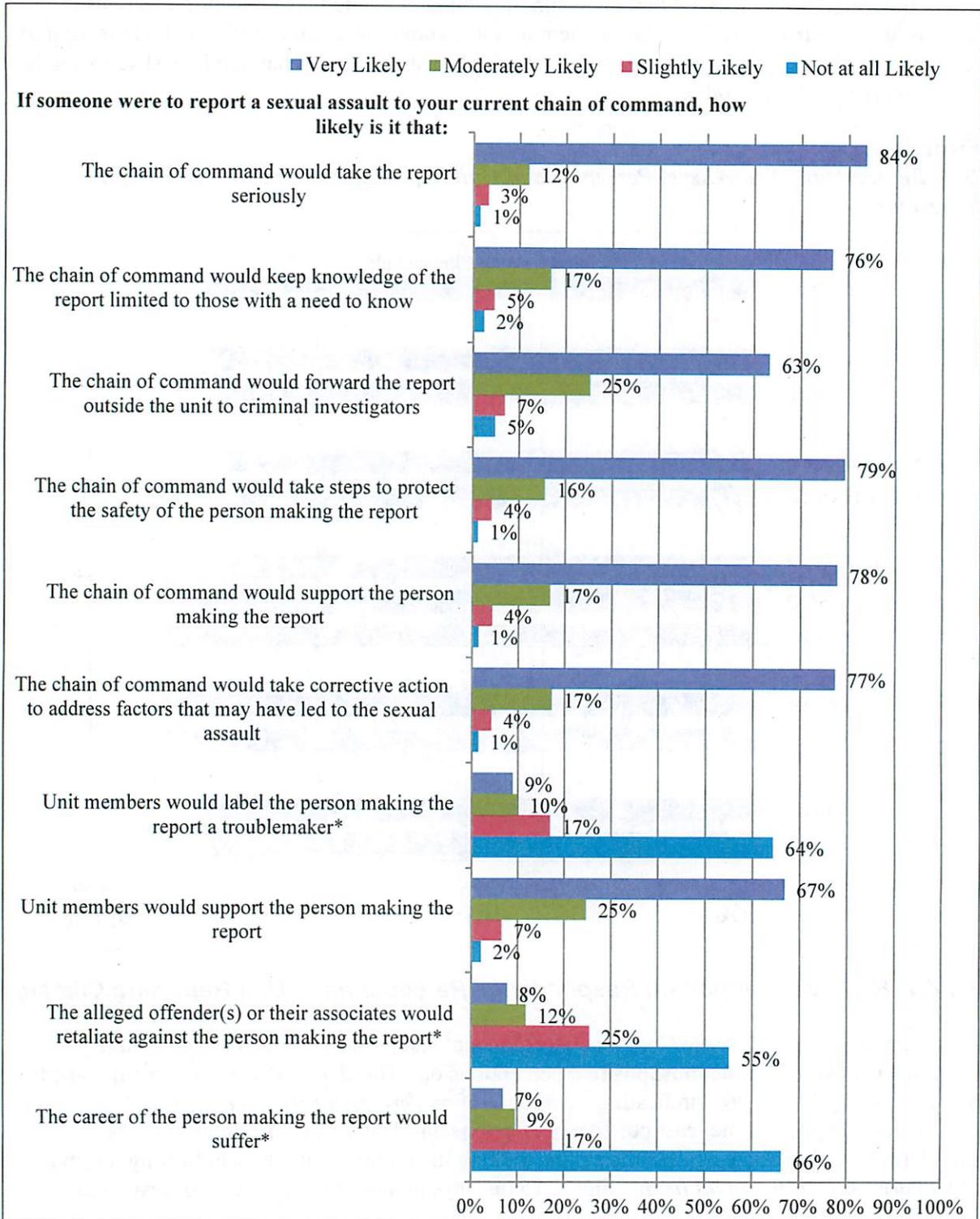


3.1.4.2 Reserve Component Respondents' Perceptions of Unit Reporting Climate

This section displays Reserve Component respondent results for *Unit Reporting Climate*. Respondents expressed the most positive perceptions on “The chain of command would take the report seriously,” with 96% indicating a response of *moderately likely* or *very likely*. Respondents expressed the least positive perceptions on “The alleged offender(s) or their associates would retaliate against the person making the report,” with 80% indicating a response of *slightly likely* or *not at all likely*. Figure 15 displays item-level frequencies of responses.

Figure 15.

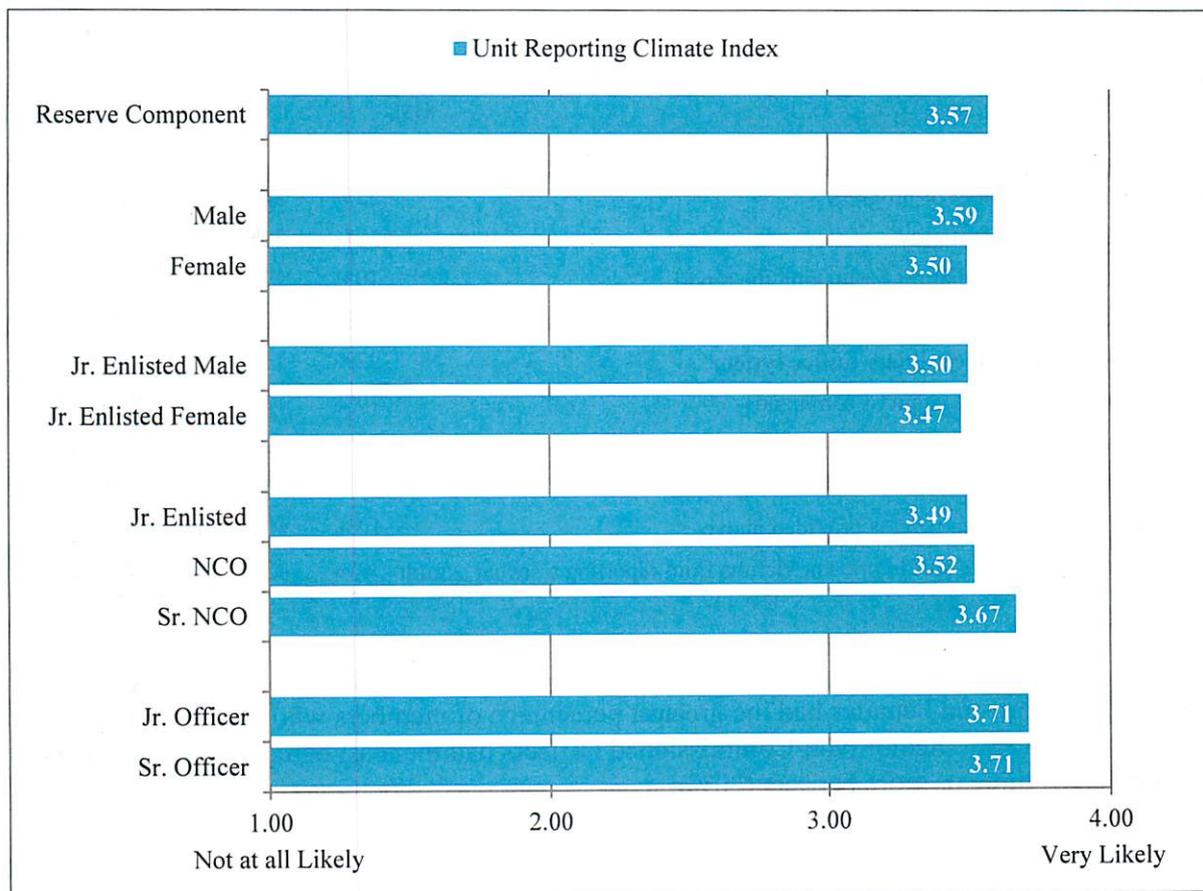
Reserve Component Respondents' Item-Level Perceptions of Unit Reporting Climate



Note. Items with an asterisk (*) indicate questions that are negatively worded. For these items, the response option of "very likely" is unfavorable and "not at all likely" is favorable.

Figure 16 displays the *Unit Reporting Climate* index for Reserve Component demographic subgroups. Within the Reserve Component, mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which they perceived that the chain of command would take appropriate actions to address an Unrestricted Report. Of the demographic subgroups, Junior Officers and Senior Officers had the highest scores on the *Unit Reporting Climate* index. Junior Enlisted Females had the lowest score on the *Unit Reporting Climate* index.

Figure 16.
Reserve Component Respondents' Scale-Level Perceptions of Unit Reporting Climate by Demographic Subgroups



3.1.5 Perceived Barriers to Reporting Sexual Assault

Perceived Barriers to Reporting Sexual Assault includes eight barriers that members select if they believe the barrier would make an individual less likely to report sexual assault within their unit. Additionally, respondents may select the option of “other” or “no barriers.” Results for this scale are displayed by the frequency each barrier is perceived and then displayed by the *Perceived Barriers to Reporting Sexual Assault* index. The *Perceived Barriers to Reporting Sexual Assault* index aggregates the number of responses an individual selects into *zero barriers to reporting*, *one to two barriers to reporting*, and *three or more barriers to reporting*.

3.1.5.1 DoD Respondents' Perceived Barriers to Reporting Sexual Assault

This section displays DoD respondent results for *Perceived Barriers to Reporting Sexual Assault*. Overall, the most frequently perceived barrier to reporting sexual assault was “Loss of privacy/confidentiality” (32%). Table 9 displays the frequency each barrier was perceived by demographic subgroups.

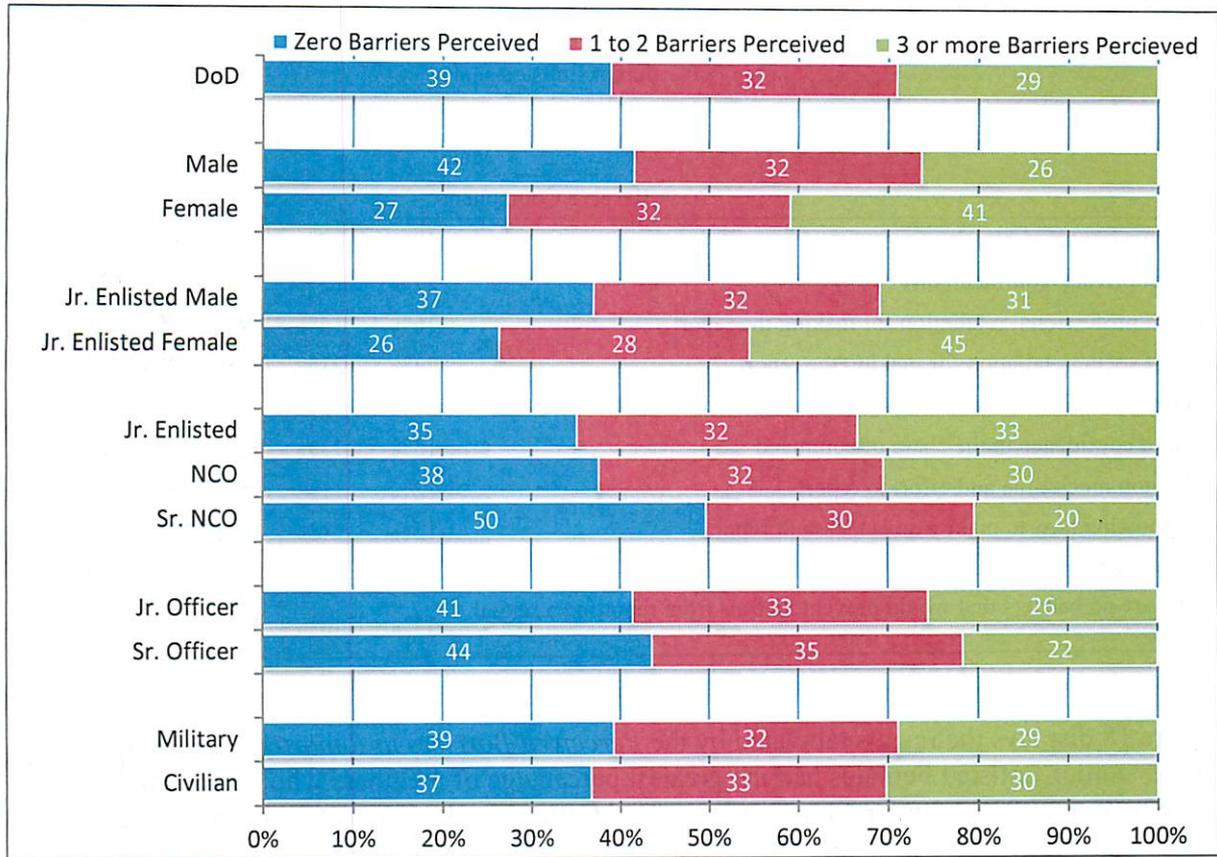
Table 9.
DoD Item-Level Percentage of Personnel Who Perceived Barriers to Reporting Sexual Assault by Demographic Subgroups

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	DoD
Negative impact to career or progress	22%	20%	30%	24%	32%
Loss of privacy/confidentiality	32%	29%	45%	29%	43%
Fear of professional retaliation for making the report	19%	17%	28%	21%	32%
Fear of social retaliation for making the report	28%	26%	36%	31%	43%
Lack of confidence in the military justice system	22%	21%	29%	22%	32%
Lack of confidence in the chain of command	19%	17%	27%	20%	29%
Takes too much time and effort to report	13%	12%	15%	16%	21%
Not knowing how to make a sexual assault report	10%	10%	12%	14%	16%
Another reason other than what is provided above	10%	10%	11%	13%	13%
There are no barriers that would prevent victims from reporting a sexual assault	39%	42%	27%	37%	26%

Figure 17 displays the results tabulated by the *Perceived Barriers to Reporting Sexual Assault* index. Junior Enlisted Females had the greatest percentage of members who perceived three or more barriers (45%). Senior Non-Commissioned Officers had the least percentage of members who perceived three or more barriers (20%).

Figure 17.

DoD Percentage of Personnel Who Perceived Barriers to Reporting Sexual Assault (Barriers to Reporting Index)



3.1.5.2 Reserve Component Respondents' Perceived Barriers to Reporting Sexual Assault

This section displays Reserve Component respondent results for *Perceived Barriers to Reporting Sexual Assault*. Overall, the most frequently perceived barrier to reporting sexual assault was "Loss of privacy confidentiality" (27%). Table 10 displays the frequency each barrier was perceived by demographic subgroups.

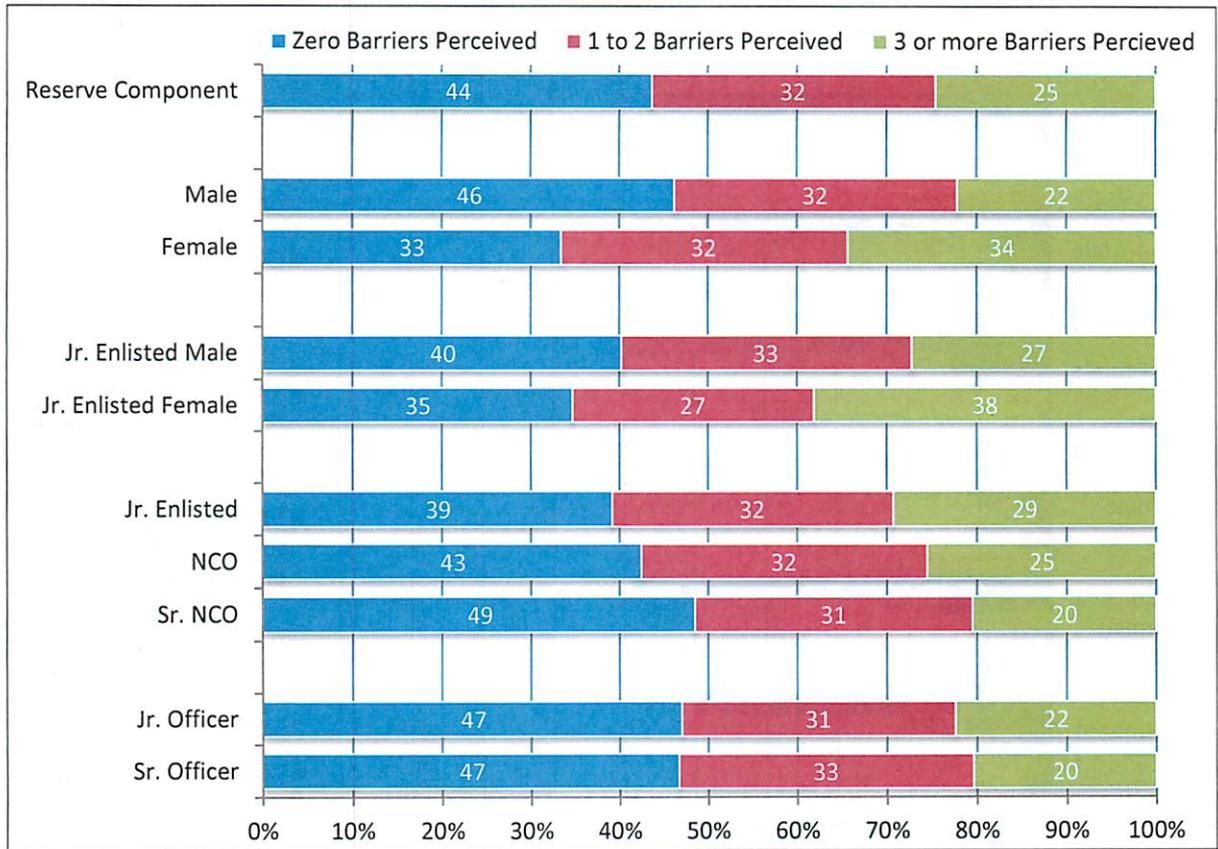
Table 10.
Reserve Component Item-Level Percentage of Personnel Who Perceived Barriers to Reporting Sexual Assault by Demographic Subgroups

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	Reserve Component
Negative impact to career or progress	19%	17%	26%	20%	28%
Loss of privacy/confidentiality	27%	25%	37%	26%	32%
Fear of professional retaliation for making the report	16%	14%	24%	18%	31%
Fear of social retaliation for making the report	23%	21%	30%	30%	36%
Lack of confidence in the military justice system	20%	18%	27%	18%	21%
Lack of confidence in the chain of command	15%	13%	22%	16%	19%
Takes too much time and effort to report	12%	11%	15%	15%	20%
Not knowing how to make a sexual assault report	12%	11%	14%	14%	19%
Another reason other than what is provided above	10%	10%	11%	13%	14%
There are no barriers that would prevent victims from reporting a sexual assault	44%	46%	33%	40%	35%

Figure 18 displays the results tabulated by the *Perceived Barriers to Reporting Sexual Assault* index. Junior Enlisted Females had the greatest percentage of members who perceived three or more barriers (38%). Senior Non-Commissioned Officers and Senior Officers had the least percentage of members who perceived three or more barriers (20%).

Figure 18.

Reserve Component Percentage of Personnel Who Perceived Barriers to Reporting Sexual Assault



3.1.6 Unit Prevention Climate (Bystander Intervention)

Unit Prevention Climate includes situation based items related to *how* members would intervene and at *what point* they would intervene. An additional behavior-based item asks if the individual had observed a high risk situation and how the individual responded. Results for these questions are presented at the item-level.

3.1.6.1 DoD Respondents' Perceptions of Unit Prevention Climate

This section displays DoD respondent results for *Perceptions of Unit Prevention Climate*. Figure 19 displays item-level frequencies of responses for the *action* question, by demographic subgroups. Ninety-four percent of DoD respondents indicated that they would take an intervening action if they witnessed a situation that might lead to sexual assault (selecting either *seeking assistance*, *telling the person*, or *confronting the service member*).

Figure 19.
DoD Responses to Unit Prevention Climate Action Question

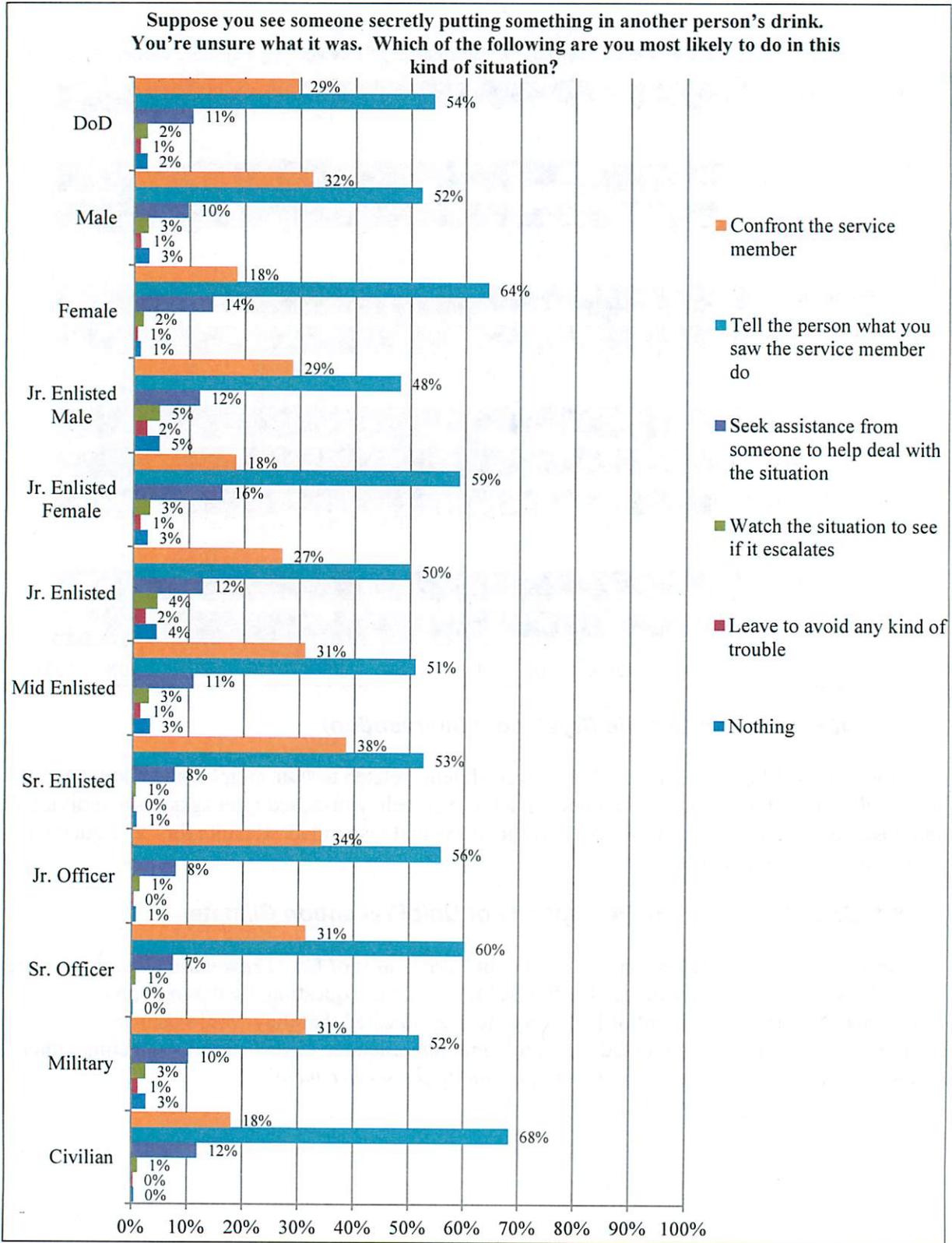


Table 11 displays item-level frequencies of responses for the *point of intervention* question, by demographic subgroups. Sixty-eight percent of DoD respondents indicated that they would intervene if they witnessed a colleague being pressured to drink alcohol (response options 1 or 2).

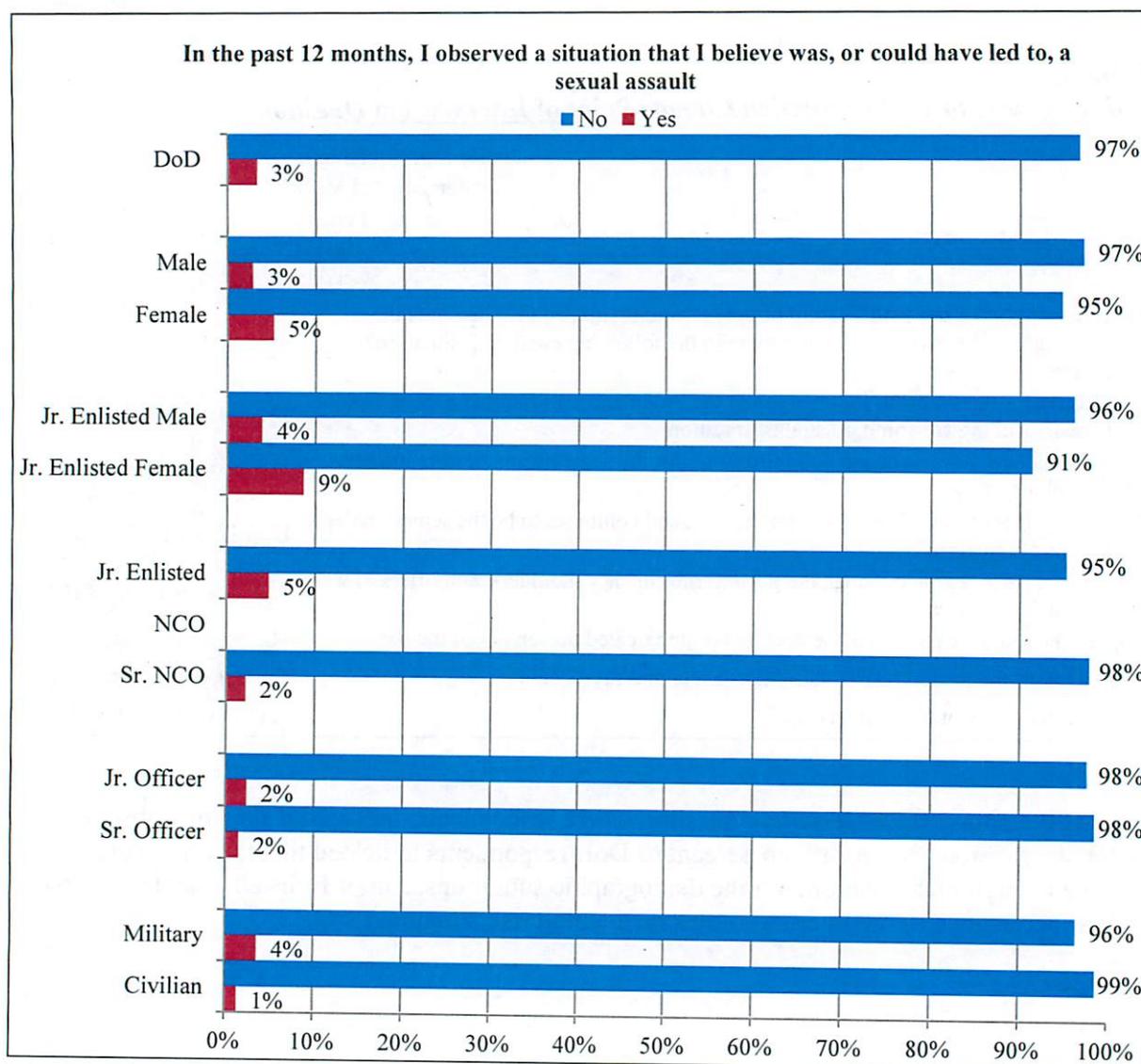
Table 11.

DoD Response to Unit Prevention Climate Point of Intervention Question

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	DoD
Imagine you go to a bar with a group of people whom you just met. What is the <u>earliest point</u> at which you would intervene in the following escalating situation? (Select one)					
A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition	34%	34%	36%	30%	33%
The senior leader buys a second and third drink for the same person despite his/her repeated objections	34%	34%	37%	27%	31%
The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention	12%	12%	12%	14%	13%
The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters	7%	8%	6%	11%	10%
You see the senior leader quietly escorting the intoxicated person out of the bar	3%	3%	3%	5%	5%
As they leave, the person resists the senior leader and says, "No."	6%	6%	5%	8%	5%
In this scenario, I would not intervene	3%	3%	3%	5%	3%

Figure 20 displays the *observation* question where respondents indicated if they had observed a high risk situation. Ninety-seven percent of DoD respondents indicated that they had not observed a high risk situation. Of the demographic subgroups, Junior Enlisted Females had the highest percentage of members who observed a high risk situation (9%).

Figure 20.
DoD Percentage of Respondents Who Observed a High Risk Situation by Demographic Subgroup



For the individuals who observed a high risk situation, Table 12 displays item-level frequencies of responses, indicating how individuals reacted to the situation. Eighty-eight percent of DoD respondents indicated that they took some action.

Table 12.

DoD Respondents' Reported Response Taken Following High Risk Situations

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	DoD
I stepped in and separated the people involved in the situation	20%	20%	18%	19%	18%
I asked the person who appeared to be at risk if they needed help	18%	17%	22%	15%	19%
I confronted the person who appeared to be causing the situation	17%	18%	14%	17%	12%
I created a distraction to cause one or more of the people to disengage from the situation	12%	13%	10%	13%	8%
I asked others to step in as a group and diffuse the situation	7%	8%	7%	8%	7%
I told someone in a position of authority about the situation	14%	11%	20%	9%	25%
I considered intervening in the situation, but I could not safely take any action	4%	5%	3%	7%	2%
I decided to not take action	8%	9%	6%	11%	10%

Note. The following sample sizes include individuals who responded “yes” to the observed a high risk situation question: DoD *n* = 4,026; Male *n* = 2,836; Female *n* = 1,189; Junior Enlisted Male *n* = 589; and Junior Enlisted Female *n* = 260.

3.1.6.2 Reserve Component Respondents' Unit Prevention Climate

This section displays Reserve Component respondent results for *Perceptions of Unit Prevention Climate*.

Figure 21 displays item-level frequencies of responses for the *action* question, by demographic subgroups. Ninety-five percent of Reserve Component respondents indicated that they would take an intervening action if they witnessed situation that may lead to sexual assault (selecting either *seeking assistance*, *telling the person*, or *confronting the service member*).

Figure 21.
Reserve Component Responses to Unit Prevention Climate Action Question

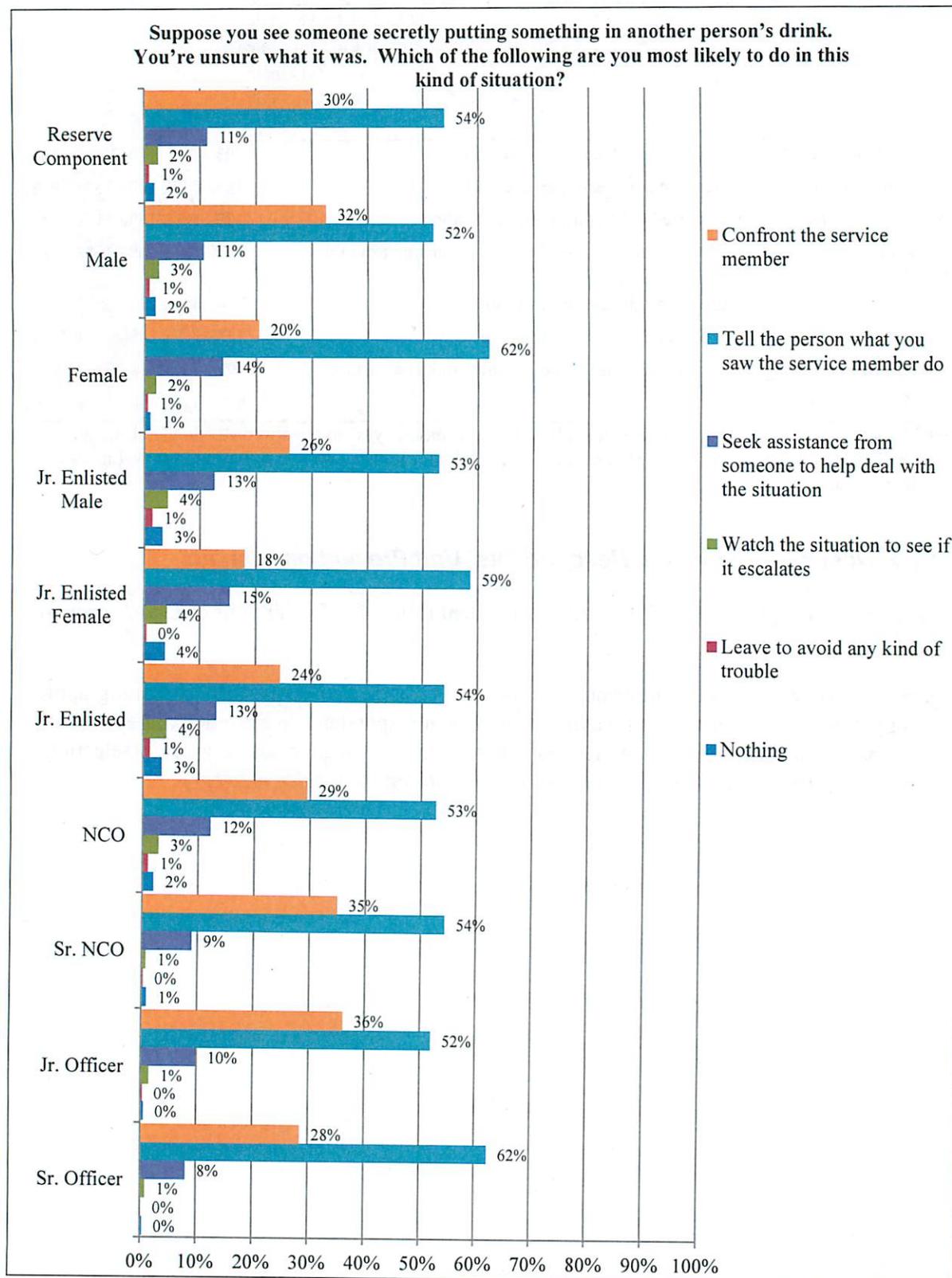


Table 13 displays item-level frequencies of responses for the *point of intervention* question, by demographic subgroups. Sixty-eight percent of Reserve Component respondents indicated that they would intervene if they witnessed a colleague being pressured to drink alcohol (response options 1 or 2).

Table 13.

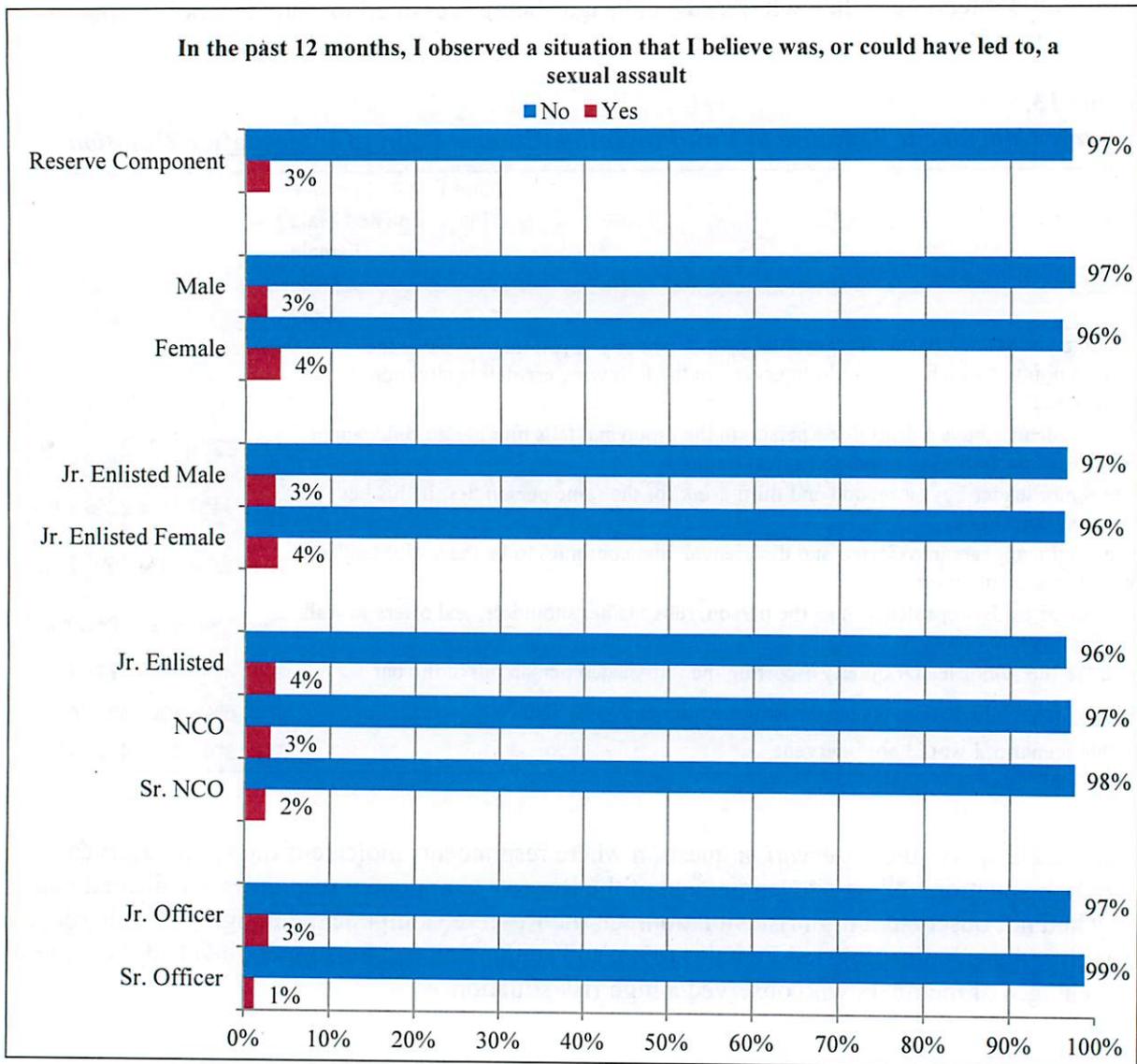
Reserve Component Response to Unit Prevention Climate Point of Intervention Question

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	DoD
Imagine you go to a bar with a group of people whom you just met. What is the <u>earliest point</u> at which you would intervene in the following escalating situation? (Select one)					
A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition	33%	32%	36%	27%	35%
The senior leader buys a second and third drink for the same person despite his/her repeated objections	35%	34%	35%	32%	30%
The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention	12%	12%	13%	15%	12%
The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters	7%	7%	6%	10%	9%
You see the senior leader quietly escorting the intoxicated person out of the bar	4%	4%	3%	5%	4%
As they leave, the person resists the senior leader and says, "No."	6%	6%	5%	8%	6%
In this scenario, I would not intervene	3%	3%	2%	4%	4%

Figure 22 displays the *observation* question where respondents indicate if they had observed a high risk situation. Ninety-seven percent of the Reserve Component respondents indicated that they had not observed a high risk situation. Of the Reserve Component demographic subgroups, Females (4%), Junior Enlisted Females (4%), and Junior Enlisted Personnel (4%) had the highest percentages of members who observed a high risk situation.

Figure 22.

Reserve Component Percentage of Respondents Who Observed a High Risk Situation



For the individuals who observed a high risk situation, Table 14 displays item-level frequencies of responses, indicating how individuals reacted to the situation. Eighty-six percent of Reserve Component respondents indicated that they took some action.

Table 14.

Reserve Component Respondents' Reported Response Taken Following High Risk Situations

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	Reserve Component
I stepped in and separated the people involved in the situation	14%	17%	6%	10%	--
I asked the person who appeared to be at risk if they needed help	22%	21%	25%	20%	--
I confronted the person who appeared to be causing the situation	15%	15%	15%	18%	--
I created a distraction to cause one or more of the people to disengage from the situation	10%	10%	9%	2%	--
I asked others to step in as a group and diffuse the situation	9%	6%	15%	12%	--
I told someone in a position of authority about the situation	16%	15%	20%	12%	--
I considered intervening in the situation, but I could not safely take any action	5%	7%	2%	8%	--
I decided to not take action	9%	8%	9%	18%	--

Note. The following sample sizes include individuals who responded “yes” to the observed a high risk situation question: Reserve Component $n = 313$; Male $n = 224$; Female $n = 89$; Junior Enlisted Male $n = 40$; and Junior Enlisted Female $n = 10$. The results for Junior Enlisted Females are not displayed due to the small sample size ($n = 10$).

3.1.7 Restricted Reporting Knowledge

Restricted Reporting Knowledge asks respondents to indicate which individuals can and cannot take a Restricted Report. Results for this scale are presented at the item-level and at the scale-level. The *Restricted Reporting Knowledge* index is the scale mean of the five *Restricted Reporting Knowledge* items.

3.1.7.1 DoD Respondents' Restricted Reporting Knowledge

This section displays DoD respondent results for *Restricted Reporting Knowledge*. Eighty-seven percent of DoD respondents correctly identified the “Sexual Assault Response Coordinator” as being able to take a Restricted Report and 45% of respondents correctly identified “Criminal investigator and Military Police Officer” as unable to take a Restricted Report. Table 15 displays the percent of correct responses for each item, by demographic subgroup.

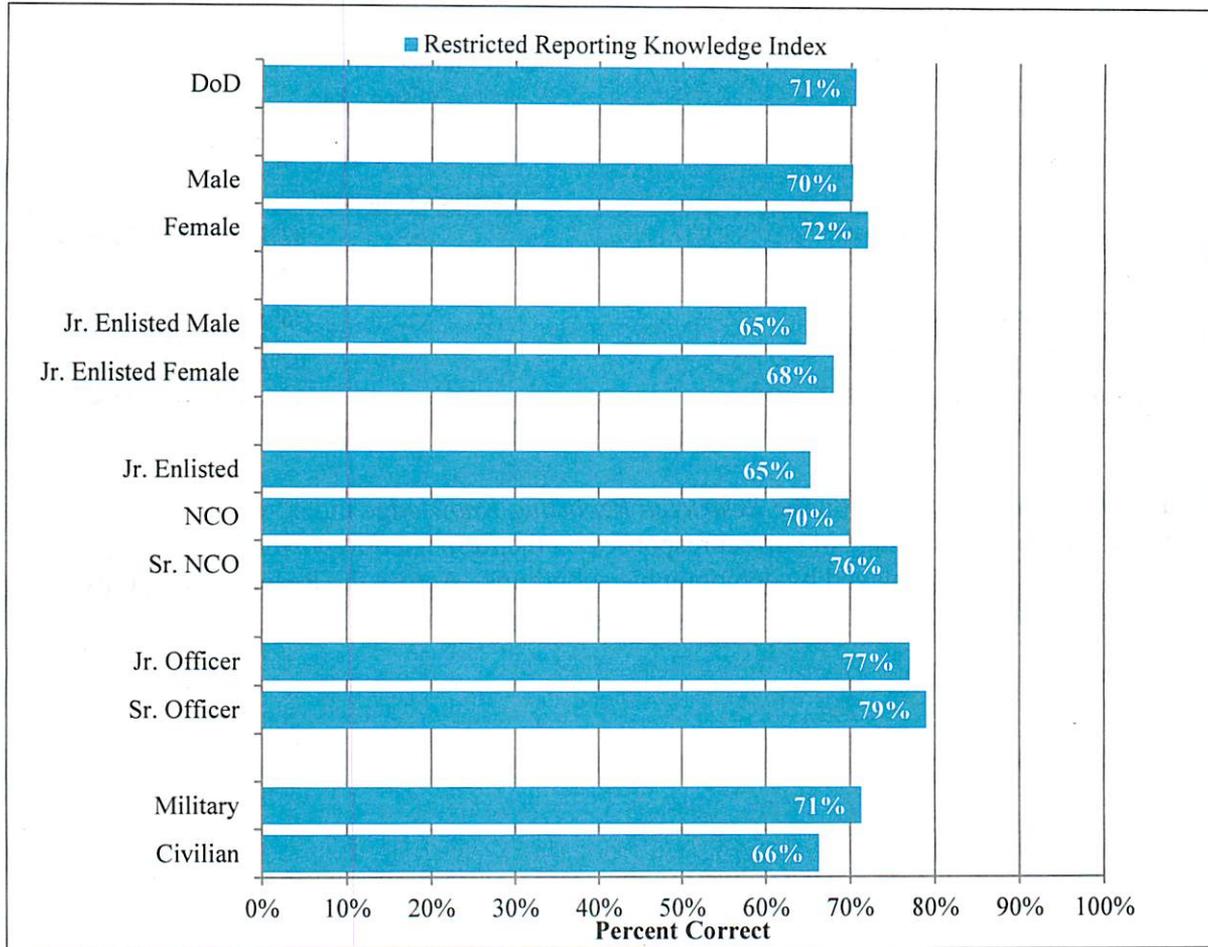
Table 15.
DoD Respondents' Item-Level Percent Correct Restricted Reporting Knowledge by Demographic Subgroups

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	DoD
Sexual Assault Response Coordinator	87%	87%	88%	86%	86%
Victim Advocate	79%	79%	79%	78%	78%
Military Service Healthcare Personnel	76%	75%	77%	73%	76%
Anyone in my chain of command	67%	66%	72%	50%	59%
Criminal investigator and Military Police Officer	45%	44%	45%	37%	42%

Figure 23 displays the scores on the *Restricted Reporting Knowledge* index, which is calculated based on the mean percentage of correct responses on the *Restricted Reporting Knowledge* question. Results are displayed by demographic subgroups. Across the DoD, the mean score on the *Restricted Reporting Knowledge* index was 71%.

Figure 23.

DoD Respondents' Scale-Level Restricted Reporting Knowledge by Demographic Subgroups



3.1.7.2 Reserve Component Respondents' Restricted Reporting Knowledge

This section displays Reserve Component respondent results for *Restricted Reporting Knowledge*. Eighty-seven percent of Reserve Component respondents correctly identified the “Sexual Assault Response Coordinator” as being able to take a Restricted Report and 35% of respondents correctly identified “Criminal investigator and Military Police Officer” as unable to take a Restricted Report. Table 16 displays the percent of correct responses for each item, by demographic subgroup.

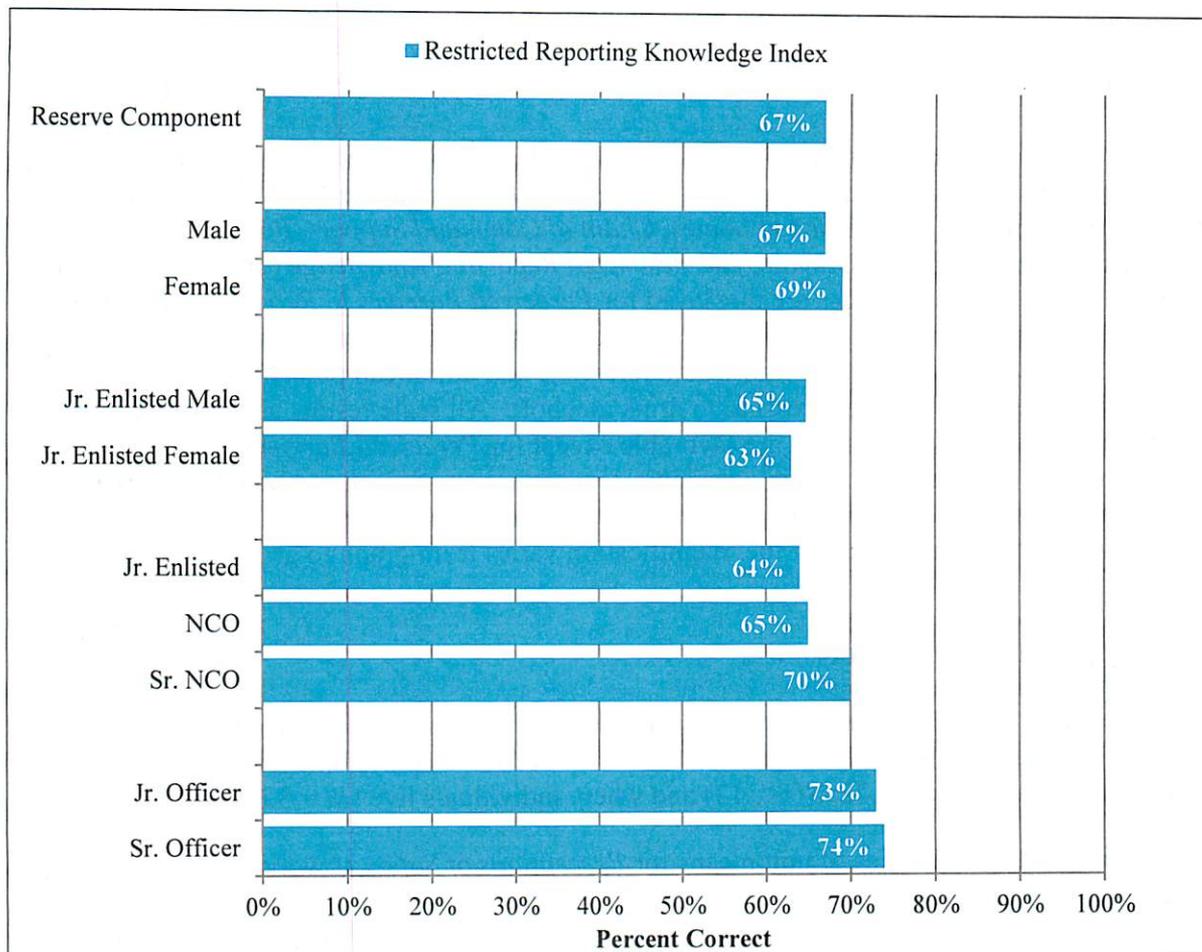
Table 16.

Reserve Component Respondents' Item-Level Percent Correct Restricted Reporting Knowledge by Demographic Subgroups

	Junior Enlisted Female	Junior Enlisted Male	Female	Male	Reserve Component
Sexual Assault Response Coordinator	87%	87%	90%	88%	89%
Victim Advocate	77%	77%	77%	81%	71%
Military Service Healthcare Personnel	76%	76%	77%	69%	79%
Anyone in my chain of command	62%	61%	65%	52%	50%
Criminal investigator and Military Police Officer	35%	34%	37%	34%	27%

Figure 24 displays the scores on the *Restricted Reporting Knowledge* index, which is calculated based on the mean percentage of correct responses on the *Restricted Reporting Knowledge* question. Results are displayed by demographic subgroups. Across the Reserve Component, the mean score on the *Restricted Reporting Knowledge* index was 67%.

Figure 24.
Reserve Component Respondents' Scale-Level Restricted Reporting Knowledge by Demographic Subgroups



3.2 Unit-Level Analyses of SAPR Climate Measures

The unit-level analysis provides the SAPR climate scale results for units in which Commanders requested the DEOCS and unit members opted to participate. The DEOCS is a unit-level assessment tool, requiring a minimum of 16 responses to generate a DEOCS report. The results collected from units with at least 16 responses are then aggregated to the unit-level through a grouping variable that identifies unit membership by respondents. Aggregation refers to moving variables from a lower level of analysis to a higher level of analysis. In this case, individual scores were aggregated to the organization/unit-level of analysis. Care must be taken in the interpretation of the unit-level results, as individual-level information may be lost. Additionally, unit results may not be reflective of the entire DoD; instead, results reflect units that participated in the DEOCS from 1 January 2014 to 28 February 2014.

Across the units assessed from 1 January 2014 to 28 February 2014, 2,582 units administered the DEOCS; 1,919 of these units contained 16 or more respondents and are included within the unit-

level analyses presented in this report. Results occasionally reflect partial units as some surveys may have remained open beyond 28 February 2014.

Of the units included in this report, the mean unit size is 62 members. The units are 1% DoD/Joint Command ($n = 16$), 9% Navy ($n = 169$), 17% Air Force ($n = 318$), 61% Army ($n = 1,171$), 2% Marine Corps ($n = 28$), 1% Coast Guard ($n = 22$), and 10% NGB ($n = 195$).

This section displays aggregated unit-level results for the SAPR climate measures through frequencies of unit means and unit percentages. Unit-level mean scores are displayed for *Perceptions of Safety* (at work and at home), *Chain of Command Support*, *Publicity of SAPR Information*, *Unit Reporting Climate*, and *Restricted Reporting Knowledge* (unit mean percent correct). Unit-level percentages are displayed for *Perceived Barriers to Reporting Sexual Assault* (percent of unit perceiving three or more barriers) and *Unit Prevention Climate* items (mean unit percent of individuals who would intervene and unit mean percent of individuals who would intervene at the point of pressure to drink alcohol). All scale results are displayed such that higher means and percentages are favorable except for *Perceived Barriers to Reporting Sexual Assault*, where higher percentages indicate a greater amount of unit members perceiving three or more barriers. Within the figures, the vertical axis displays frequencies of units in increments of 50. Please note that the magnification varies from graph to graph for ease of viewing.

3.2.1 Perceptions of Safety

Unit-level analysis of *Perceptions of Safety* includes 1,919 units that completed the DEOCS between 1 January 2014 and 28 February 2014. This section displays unit-level *Perceptions of Safety*, both at work ($M = 3.72$; $SD = .13$) and where individuals live ($M = 3.69$; $SD = .13$).

Figure 25 depicts frequencies of unit means for *Perceptions of Safety* at work. In 1,918 of 1,919 units' (99.95%), mean scores fell within the range of *safe* to *very safe* (numeric range of 3.00 to 4.00) for *Perceptions of Safety* at work, one unit's (.05%) mean score fell within the range of *unsafe* to *safe* (numeric range of 2.00 to 2.99), and no unit mean scores fell within the range of *very unsafe* to *unsafe* (numeric range of 1.00 to 1.99) for *Perceptions of Safety* at work.

Figure 25.
Frequency of Unit-Level Mean "Perceptions of Safety" at Work

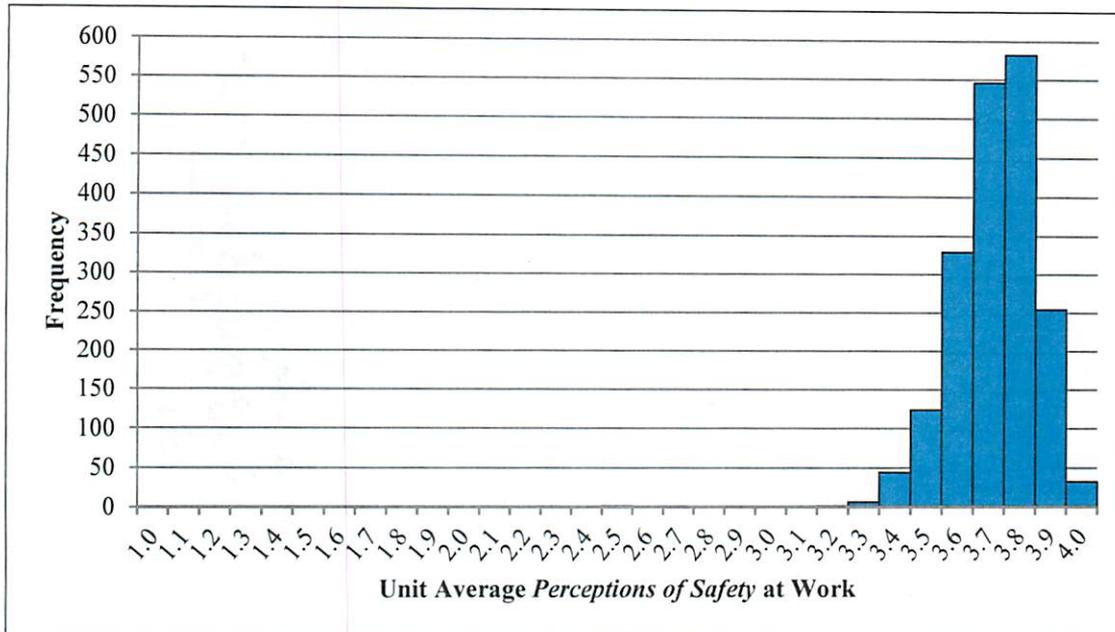
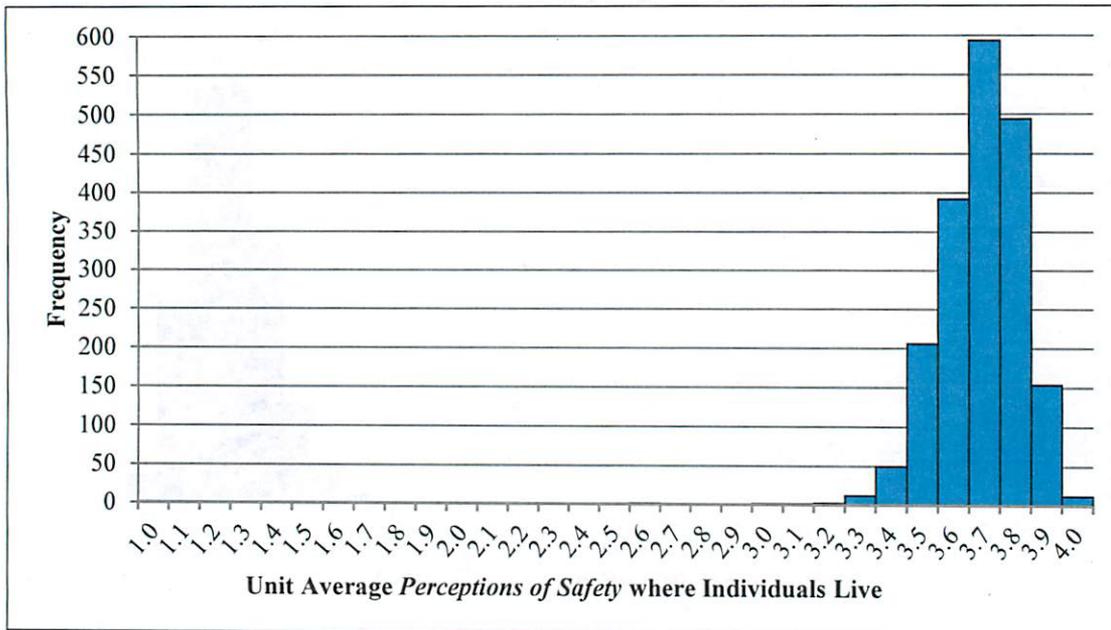


Figure 26 depicts frequencies of unit means for *Perceptions of Safety* where individuals live. In 1,918 of 1,919 units (99.95%), mean scores fell within the range of *safe* to *very safe* (numeric range of 3.00 to 4.00) for *Perceptions of Safety* where individuals live, one unit's (.05%) mean score fell within the range of *unsafe* to *safe* (numeric range of 2.00 to 2.99), and no unit mean scores fell within the range of *very unsafe* to *unsafe* (numeric range of 1.00 to 1.99) for *Perceptions of Safety* where individuals live.

Figure 26.

Frequency of Unit-Level Mean "Perceptions of Safety" Where Individuals Live

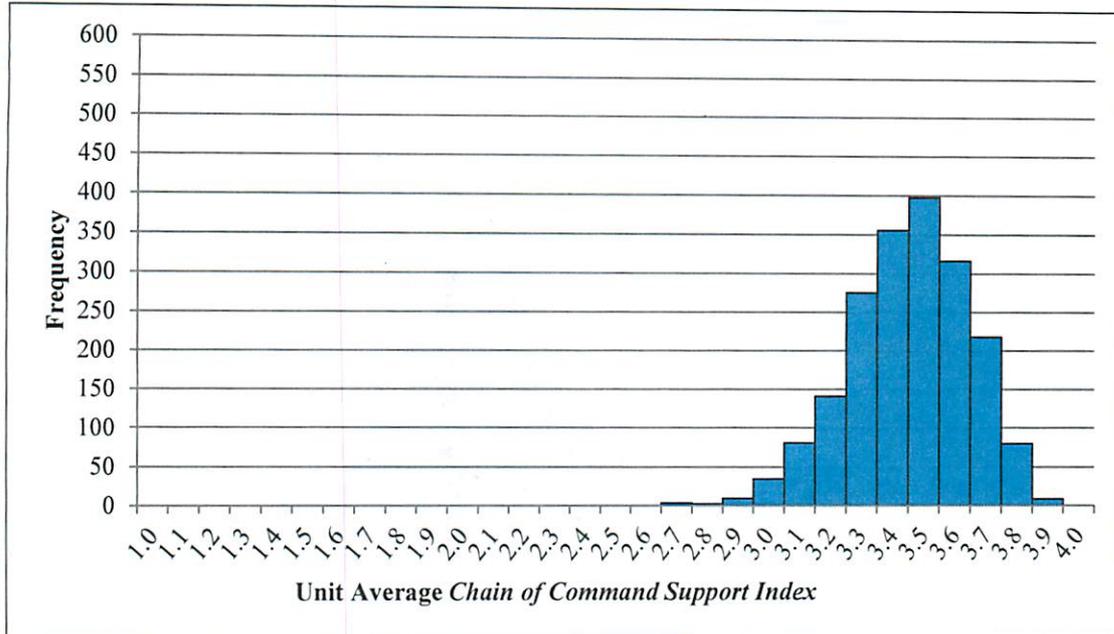


3.2.2 Chain of Command Support

This section displays unit-level analysis (1,919 units) of *Chain of Command Support* ($M = 3.45$; $SD = .19$).

Figure 27 depicts frequencies of unit means for *Chain of Command Support*. In 1,905 of 1,919 units' (99.27%), mean scores fell within the range of *moderate to great extent* of *Chain of Command Support* (numeric range of 3.00 to 4.00), 14 units' (.73%) mean scores fell within the range of *slight to moderate extent* (numeric range of 2.00 to 2.99), and no unit mean scores fell within the range of *not at all to slight extent* (numeric range of 1.00 to 1.99).

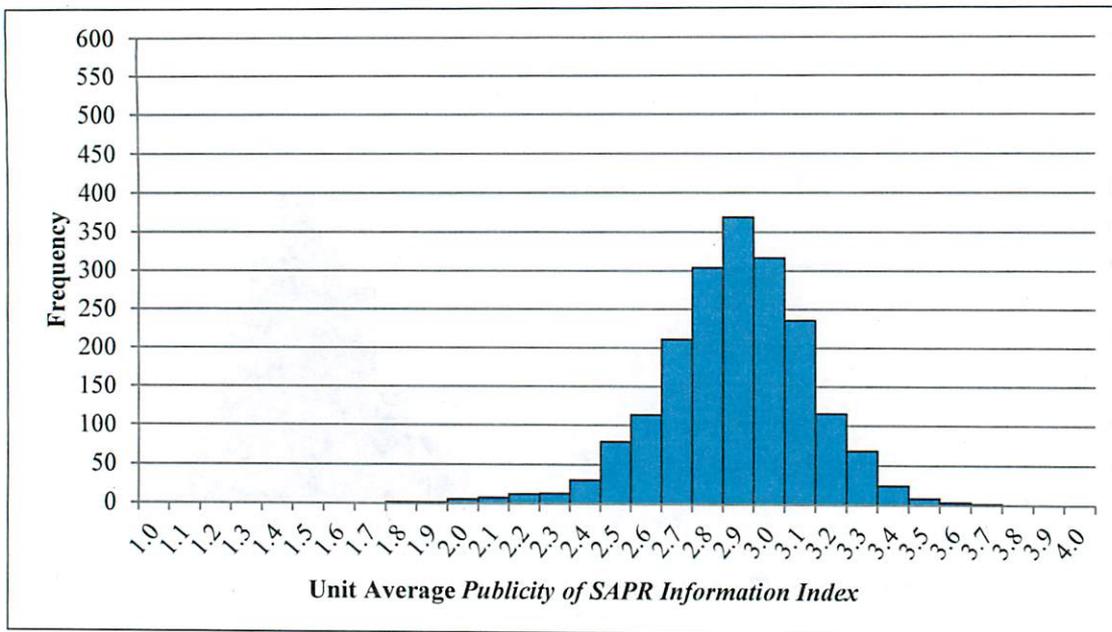
Figure 27.
Frequency of Unit-Level Means of Chain of Command Support Index



3.2.3 Publicity of SAPR Information

This section displays unit-level analysis (1,919 units) of *Publicity of SAPR Information* ($M = 2.89$; $SD = .24$). Figure 28 depicts frequencies of unit means for *Publicity of SAPR Information*. In 773 of 1,919 units (40.32%) mean scores fell within the range of *moderate to great extent* to which they perceive SAPR-related information and resources are publicly displayed and openly communicated (numeric range of 3.00 to 4.00), 1,144 units' (59.68%) mean scores fell within the range of *slight to moderate extent* (numeric range of 2.00 to 2.99), and two units' (.10%) mean scores fell within the range of *not at all to slight extent* (numeric range of 1.00 to 1.99).

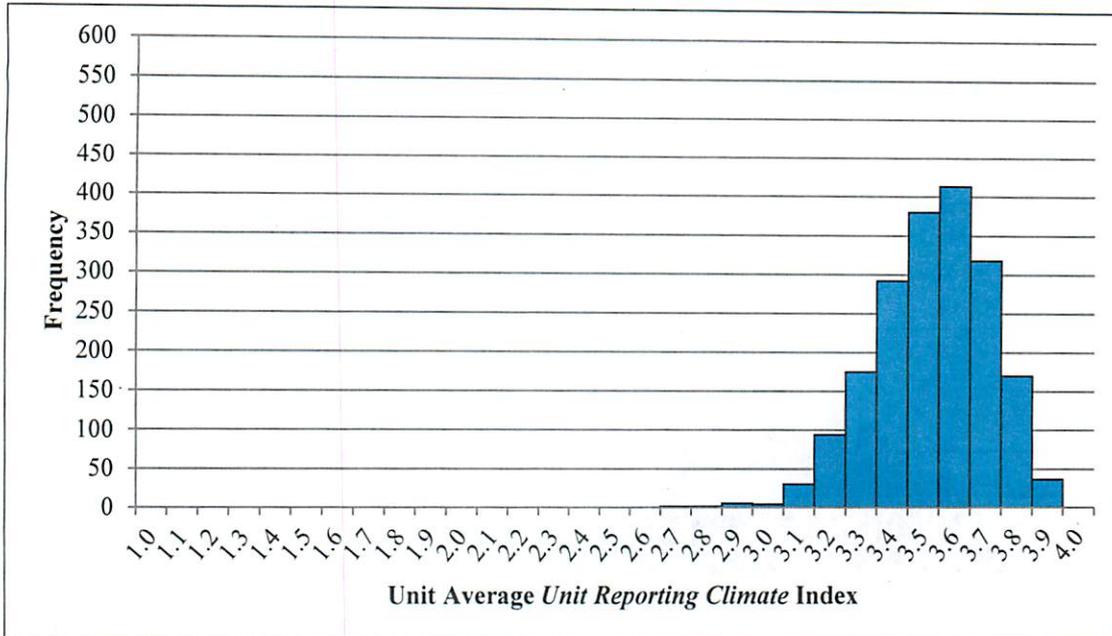
Figure 28.
Frequency of Unit-Level Means of Publicity of SAPR Information Index



3.2.4 Unit Reporting Climate

This section displays unit-level analysis (1,919 units) of *Unit Reporting Climate* ($M = 3.53$; $SD = .18$). Figure 29 depicts frequencies of unit means for *Unit Reporting Climate*. In 1,912 of 1,919 units (99.64%), mean scores fell within the range of *moderate* to *very likely* (numeric range of 3.00 to 4.00), seven units' (.36%) mean scores fell within the range of *slightly* to *moderate likely* (numeric range of 2.00 to 2.99), and no unit mean scores fell within the range of *not at all* to *slightly likely* (numeric range of 1.00 to 1.99).

Figure 29.
Frequency of Unit-Level Means of Unit Reporting Climate Index

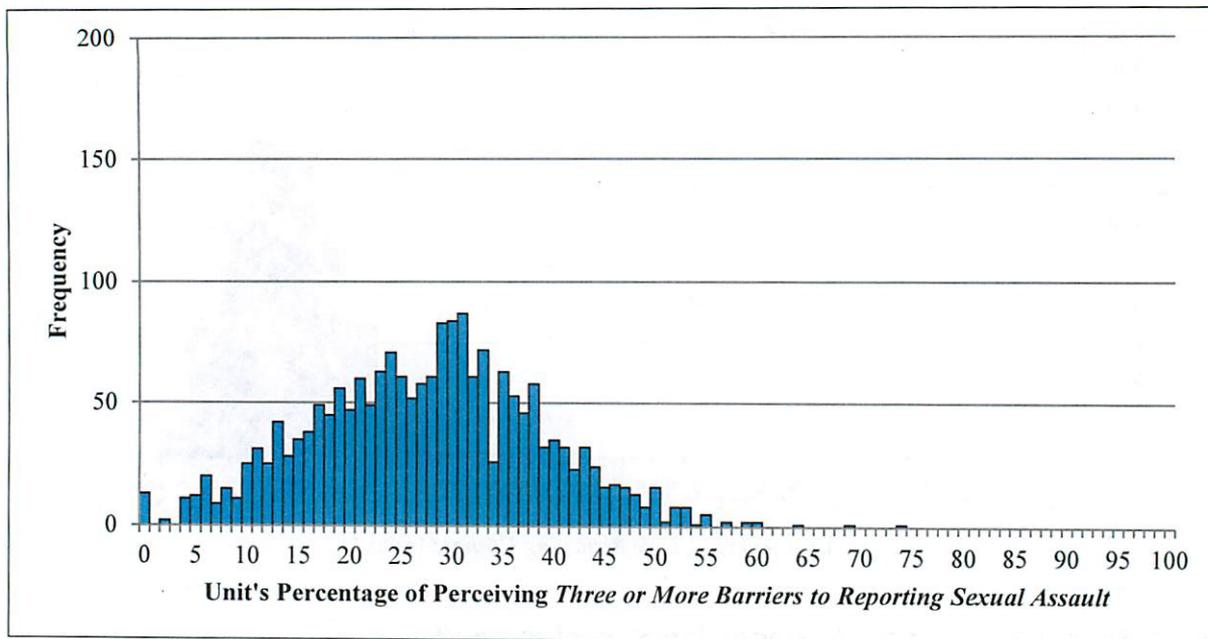


3.2.5 Perceived Barriers to Reporting Sexual Assault

This section displays unit-level analysis (1,919 units) of *Perceived Barriers to Reporting Sexual Assault*. On average, units experienced a mean of 27.55% members who perceive *three or more barriers* to reporting sexual assault ($SD = 11.06$).

Figure 30 depicts frequencies of unit percentages of members who perceive *three or more barriers* to sexual assault. In this figure, higher percentages indicate units with more individuals perceiving *three or more barriers*, therefore higher percentages are less favorable than lower percentages. In 1,101 units (57.37%), more than 25% of members perceived *three or more barriers* to reporting sexual assault within their unit; in 818 units (42.63%), 25% or less of the members perceived *three or more barriers* to reporting sexual assault within their unit.

Figure 30.
Frequency of Unit-Level Percentages of Perceiving Three or More Barriers to Reporting Sexual Assault

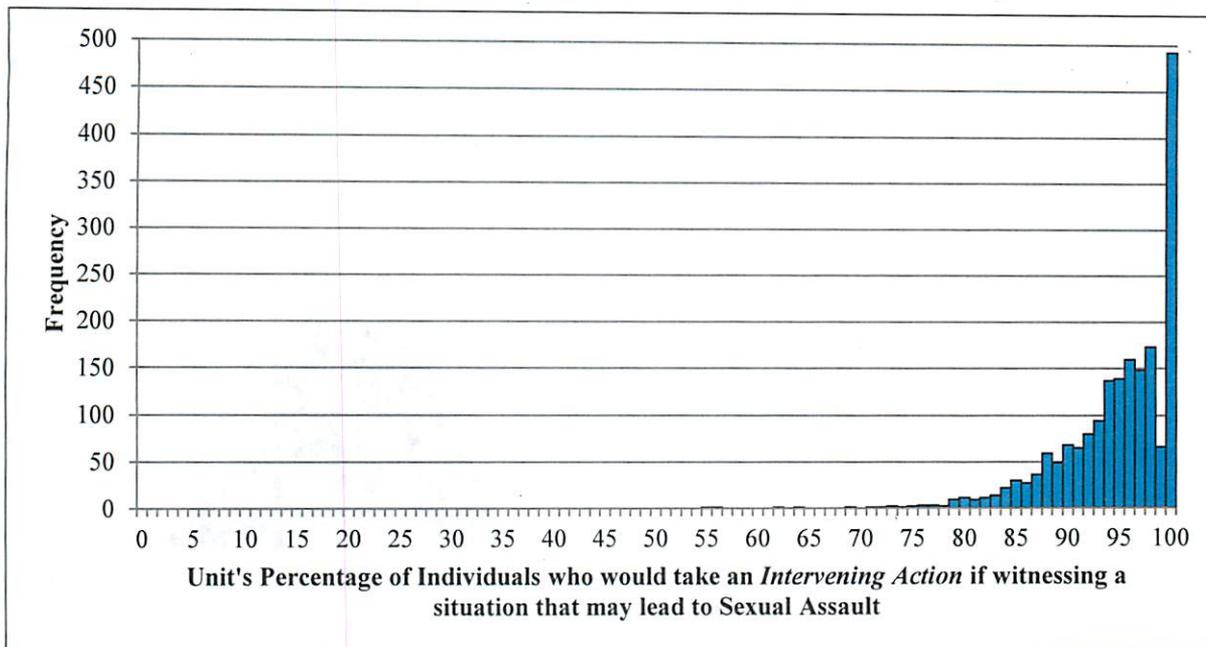


3.2.6 Unit Prevention Climate (Bystander Intervention)

This section displays unit-level analysis (1,919 units) of *Unit Prevention Climate*. On average, units experienced a mean of 94.76% members who reported that they would take an intervening *action* if they witnessed a situation that might lead to sexual assault ($SD = 5.43$).

Figure 31 depicts frequencies of unit percentages of the intervening *action* question. In 1,622 units (84.52%), 90% or more of the members indicated they would take an intervening *action*; in 297 (15.48%) units, less than 90% of the members indicated they would take an intervening *action*.

Figure 31.
Frequency of Unit Percentage of Individuals Who Would Take an Intervening Action

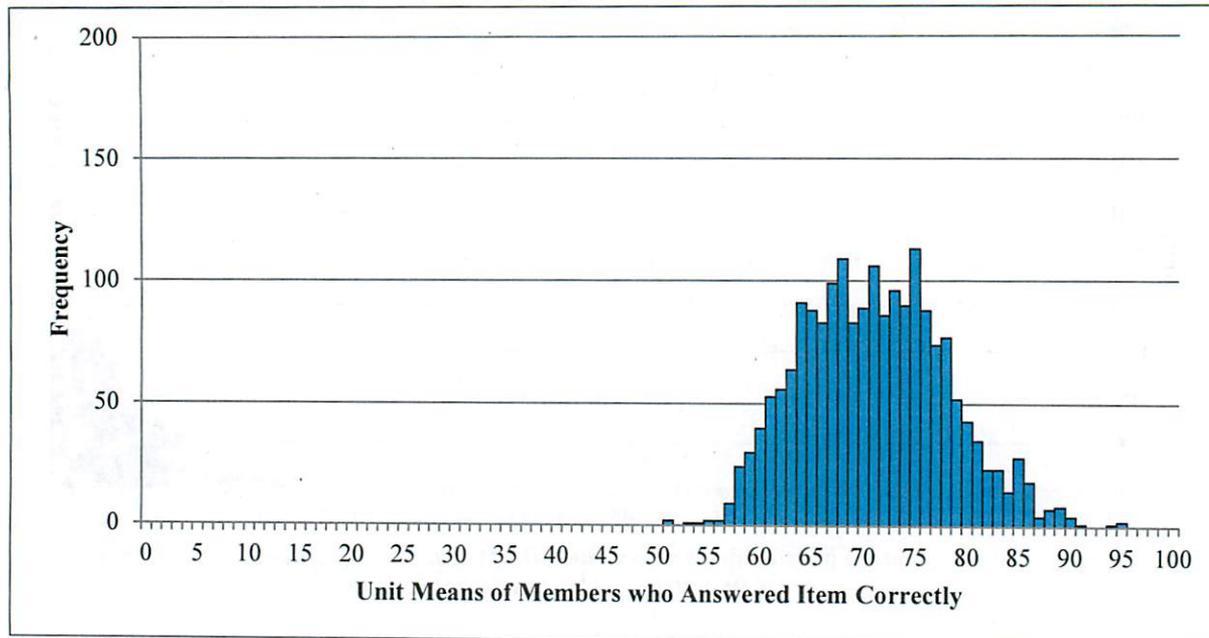


3.2.7 Restricted Reporting Knowledge

This section displays unit-level analysis (1,919 units) of *Restricted Reporting Knowledge* ($M = 70.98$; $SD = 6.97$). Figure 32 depicts frequencies of unit means for the percentage of correct responses on the *Restricted Reporting Knowledge* question. Six-hundred fifteen units (32.04%) scored a mean of 75% or higher on the *Restricted Reporting Knowledge* questions; 1,304 units (67.95%) had a mean of less than 75% on the *Restricted Reporting Knowledge* questions.

Figure 32.

Frequency of Unit Means of the Restricted Reporting Knowledge Questions



4. Summary

The current report contains data on the SAPR climate results collected between 1 January 2014 and 28 February 2014 from 122,003 respondents within DoD and the Reserve Component. Results are presented at the individual-level of analysis and unit-level of analysis.

4.1 Summary of Individual-Level Results

Across DoD and within the Reserve Component, 98% of respondents indicated that they felt either *safe* or *very safe* where they live and 98% indicate they felt *safe* or *very safe* where they work. Within DoD, Junior Enlisted Females displayed the lowest *Perceptions of Safety* (92% felt “safe” where they live; 96% felt “safe” where they work). Within the Reserve Component, Junior Enlisted Females displayed the lowest *Perceptions of Safety* (94% felt “safe” where they live; 96% felt “safe” where they work).

For *Chain of Command Support* across DoD, the most favorably rated item was “Encourage victims to report sexual assault” (91%) and the least favorably rated item was “Promote a unit of climate based on ‘respect and trust’” (81%). Senior Officers had the highest mean on the *Perceptions of Chain of Command Support*. Junior Enlisted Females had the lowest mean on the *Perceptions of Chain of Command Support*. Within the Reserve Component, the most favorably rated *Chain of Command Support* item was “Encourage victims to report sexual assault” (94%) and least favorably rated item was “Promote a unit of climate based on ‘respect and trust’” (87%). Junior Officers and Senior Officers had the highest mean on the *Chain of Command Support* index. Females had the lowest mean on the *Chain of Command Support* index.

For *Publicity of SAPR Information* across DoD and within the Reserve Component, the most favorably rated item was “Publicize sexual assault reporting resources” (DoD = 82%; Reserve Component = 83%) and the least favorably rated item was “Publicize outcomes of sexual assault courts-martial” (DoD = 51%; Reserve Component = 52%). Across DoD and within the Reserve Component, Junior Enlisted Females had the highest mean on the *Publicity of SAPR Information* index. Across DoD, Civilians had the lowest mean on the *Publicity of SAPR Information* index. Within the Reserve Component, Senior Non-Commissioned Officers had the lowest mean on the *Publicity of SAPR Information* index.

Across DoD and within the Reserve Component, the most favorably rated *Unit Reporting Climate* item was “The chain of command would take the report seriously” (DoD = 95%; Reserve Component = 96%) and least favorably rated item was “The alleged offender(s) or their associates would retaliate against the person making the report,” (DoD = 77%; Reserve Component = 80%). Across DoD, Senior Officers had the highest mean on the *Unit Reporting Climate* index. Junior Enlisted Females had the lowest mean on the *Unit Reporting Climate* index. Within the Reserve Component, Junior Officers and Senior Officers had the highest mean on the *Unit Reporting Climate* index. Junior Enlisted Females had the lowest mean on the *Unit Reporting Climate*.

For *Perceived Barriers to Reporting Sexual Assault* across DoD and within the Reserve Component, the most frequently cited barrier to reporting sexual assault was “Loss of privacy/confidentiality (DoD = 32%; Reserve Component = 27%). Junior Enlisted Females had the greatest percent of members who perceived three or more barriers (DoD = 45%; Reserve Component = 38%). Senior Non-Commissioned Officers and Reserve Component Senior Officers had the least percent of members who perceived three or more barriers (DoD = 20%; Reserve Component = 20%).

For *Unit Prevention Climate*, 94% of DoD respondents and 95% of Reserve Component respondents reported that they would take an intervening action. Sixty-eight percent of DoD and Reserve Component respondents reported that they would intervene if they witnessed a colleague being pressured to drink alcohol. Ninety-seven percent of DoD and Reserve Component respondents indicated that they did not observe a high risk situation. Of the DoD demographic subgroups, Junior Enlisted Females had the highest percent of members who observed a high risk situation (9%). Of the Reserve Component demographic subgroups, Females (4%), Junior Enlisted Females (4%), and Junior Enlisted personnel (4%) had the highest percent of members who observed a high risk situation. Of those who observed a high risk situation, 88% of DoD respondents and 86% of Reserve Component respondents indicated that they took some action.

Restricted Reporting Knowledge asked respondents to indicate which individuals can and cannot take a Restricted Report. Across DoD and Reserve Component, the most accurately answered item was “Sexual Assault Response Coordinator” (87% correctly responded). The least accurately answered item was “Criminal investigator and Military Police Officer” (DoD = 45%; Reserve Component = 35%). The *Restricted Reporting Knowledge* index for DoD was 71% and for the Reserve Component was 67%.

4.2 Summary of Unit-level Results

A total of 2,582 units administered the DEOCS between 1 January 2014 and 28 February 2014; 1,919 of these units contained 16 or more respondents and are included within the unit-level analyses presented in this report. In 1,918 units (99.95%), means for both of the *Perceptions of Safety* items fell within the range of *safe* to *very safe*. In 1,905 units (99.27%), the mean score for *Chain of Command Support* fell within the range of *moderate* to *great extent* to which command behaviors are targeted towards preventing sexual assault and creating an environment where members feel comfortable reporting a sexual assault. In 773 units (40.32%), mean scores for *Publicity of SAPR Information* fell within the range of *moderate* to *great extent* to which respondents perceive SAPR-related information and resources are publicly displayed and openly communicated. In 1,912 units (99.64%), mean scores for *Unit Reporting Climate* fell within the range of *moderate* to *very likely* for the extent to which they perceived that the chain of command would take appropriate actions to address an Unrestricted Report. In 1,101 units (57.37%), more than 25% of members perceived *three or more barriers* to reporting sexual assault within their unit. In 1,622 units (84.52%), 90% or more of members indicated they would take an intervening *action* in a bystander scenario. Further, 615 units (32.04%) scored a mean of 75% or higher on the *Restricted Reporting Knowledge* questions.

**Appendix A.
DEOCS 4.0 Demographic and SAPR
Questions**

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Organizational Climate Survey (DEOCS)

DEMOGRAPHIC QUESTIONS

The information provided below WILL NOT be used to identify you. It is used by a computer to identify groups of people (e.g., Male, Female, etc.). If fewer than five responses are given for a particular group, those responses are not reported for that group.

I am

- Male
- Female

Are you Spanish/Hispanic/Latino?

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

RACE (Mark one or more races to indicate what you consider yourself to be)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian/Other Pacific Islander
- White
- Decline to respond

Where do you reside?

- On-base/post/station
- Off-base/post/station

Are you currently deployed?

- No
- Yes (CONUS)
- Yes (OCONUS)

I am a(n):

- Military
- Federal Civilian
- Other

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Organizational Climate Survey (DEOCS)

What is your pay grade? (MILITARY ONLY)

- E1—E3
- E4—E6
- E7—E9
- W1—W5
- O1—O3
- O4—Above

MY BRANCH OF SERVICE (MILITARY ONLY)

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

I am a(n): (MILITARY ONLY)

- Active duty member (including Coast Guard)
- Traditional Guardsman (Drilling)
- Guardsman on Active-Duty
- Traditional Reservist (Drilling)
- Reservist on Active-Duty
- N/A

As a federal civilian employee, in which category are you a member? (CIVILIAN ONLY)

- Civilian (Grades 1—8 or equivalent)
- Civilian (Grades 9—15 or equivalent)
- SES (All grades)

Note. These screens are similar to those respondents see when completing the DEOCS. The demographic question screens have green headings. The SAPR question screens have blue headings.

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
Organizational Climate Survey (DEOCS)

SEXUAL ASSAULT PREVENTION AND RESPONSE

70. To what extent do you feel safe from being sexually assaulted where you currently live?

- Very safe
- Safe
- Unsafe
- Very Unsafe

71. To what extent do you feel safe from being sexually assaulted where you perform your work/duties?

- Very safe
- Safe
- Unsafe
- Very Unsafe

72. To what extent does your chain of command:

a. Promote a unit climate based on "respect and trust"

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

b. Refrain from sexist comments and behaviors

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

c. Actively discourage sexist comments and behaviors

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

d. Provide sexual assault prevention and response training that interests and engages you

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
Organizational Climate Survey (DEOCS)

72. To what extent does your chain of command:

e. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

f. Publicize the outcomes of sexual assault courts-martial

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

g. Publicize sexual assault reporting resources (e.g., Sexual Assault Response Coordinator contact information; Victim Advocate contact information; awareness posters; sexual assault hotline phone number)

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

h. Publicize the Restricted (confidential) Reporting option for sexual assault

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

i. Encourage victims to report sexual assault

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

j. Create an environment where victims feel comfortable reporting sexual assault

- Great Extent
- Moderate Extent
- Slight Extent
- Not at all

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
Organizational Climate Survey (DEOCS)

73. If someone were to report a sexual assault to your current chain of command, how likely is it that:

a. The chain of command would take the report seriously

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

b. The chain of command would keep knowledge of the report limited to those with a need to know

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

c. The chain of command would forward the report outside the unit to criminal investigators

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

d. The chain of command would take steps to protect the safety of the person making the report

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

e. The chain of command would support the person making the report

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

f. The chain of command would take corrective action to address factors that may have led to the sexual assault

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
Organizational Climate Survey (DEOCS)

73. If someone were to report a sexual assault to your current chain of command, how likely is it that:

g. Unit members would label the person making the report a troublemaker

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

h. Unit members would support the person making the report

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

i. The alleged offender(s) or their associates would retaliate against the person making the report

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

j. The career of the person making the report would suffer

- Very Likely
- Moderately Likely
- Slightly Likely
- Not at all Likely

74. In your current unit/organization, which of the following would be the most likely reasons why a victim of sexual assault would not report the incident? (select all that apply)

- Negative impact to career or progress
- Loss of privacy/confidentiality
- Fear of professional retaliation for making the report
- Fear of social retaliation for making the report
- Lack of confidence in the military justice system
- Lack of confidence in the chain of command
- Takes too much time and effort to report
- Not knowing how to make a sexual assault report
- Another reason other than what is provided above
- There are no barriers that would prevent victims from reporting a sexual assault

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Organizational Climate Survey (DEOCS)

75. Suppose you see someone secretly putting something in another person's drink. You're unsure what it was. Which of the following are you most likely to do in this kind of situation? (Select one)

- Nothing
- Leave to avoid any kind of trouble
- Watch the situation to see if it escalates
- Seek assistance from someone to help deal with the situation
- Tell the drink owner what you saw
- Confront the person who put the substance in the drink

76. Imagine you go to a bar with a group of people whom you just met. What is the earliest point at which you would intervene in the following escalating situation? (Select one)

- A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition
- The senior leader buys a second and third drink for the same person despite his/her repeated objections
- The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters
- You see the senior leader quietly escorting the intoxicated person out of the bar
- As they leave, the person resists the senior leader and says, "No."
- In this scenario, I would not intervene at any point

77. **All of the following people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report.**

a. Sexual Assault Response Coordinator

- YES, can take a Restricted Report
- NO, cannot take a Restricted Report

b. Victim Advocate

- YES, can take a Restricted Report
- NO, cannot take a Restricted Report

c. Military Service Healthcare Personnel

- YES, can take a Restricted Report
- NO, cannot take a Restricted Report

d. Anyone in my chain of command

- YES, can take a Restricted Report
- NO, cannot take a Restricted Report

e. Criminal investigator and Military Police Officer

- YES, can take a Restricted Report
- NO, cannot take a Restricted Report

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
Organizational Climate Survey (DEOCS)

78. In the past 12 months, I observed a situation that I believe was, or could have led to, a sexual assault.

- YES
- NO

78a. In response to this situation: (Select the one response that most closely resembles your actions)

- I stepped in and separated the people involved in the situation
- I asked the person who appeared to be at risk if they needed help
- I confronted the person who appeared to be causing the situation
- I created a distraction to cause one or more of the people to disengage from the situation
- I asked others to step in as a group and diffuse the situation
- I told someone in a position of authority about the situation
- I considered intervening in the situation, but I could not safely take any action
- I decided to not take action

Note. Questions 70 and 71 measure *Perceptions of Safety*. Questions 72a – 72e and 72i – 72j measure *Chain of Command Support*. Questions 72f – 72h measure *Publicity of SAPR Information*. Question 73 measures *Unit Reporting Climate*. Question 74 measures *Perceived Barriers to Reporting Sexual Assault*. Questions 75 – 78a measure *Unit Prevention Climate*. Question 77 measures *Restricted Reporting Knowledge*.

Appendix B.
Definitions of Subgroups

003365

This report displays results for various demographic subgroups. The table below describes the criteria used to create the subgroup samples. Respondents indicate membership in these categories by responding to each of the demographic questions.

Table 17.
Definitions of the Subgroup Classifications

Subgroup	Classifications
DoD	Active duty military, Reserve Component, National Guard, Federal Civilians, and Other (e.g., respondents who chose not to identify, cadets, midshipmen, etc.)
Reserve Component	Army Reserve, Navy Reserve, Air Force Reserve, Coast Guard Reserve, and Marine Corps Reserve
Military	Active duty military, Reserve Component, and National Guard
Civilian	Federal Civilians
Junior Enlisted	E-1 through E-3
Non-Commissioned Officer	E-4 through E-6
Senior Non-Commissioned Officer	E-7 through E-9
Junior Officer	O-1 through O-3 and all Warrant Officers
Senior Officer	O-4 and above

Appendix C.
Descriptive Statistics by Month

003367

Table 18.
DEOCS Respondent Demographics by Month

	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
Branch of Service⁶				
Army	24,104	66	49,794	58
Navy	3,985	11	9,305	11
Marine Corps	503	1	2,042	2
Air Force	5,280	14	15,023	18
Coast Guard	247	1	684	1
National Guard	2,168	6	7,498	9
DoD Joint Command	416	1	954	1
Component				
Active Duty	24,982	88	56,998	88
Reserve	3,429	12	7,709	12
Gender				
Male	29,585	81	69,604	82
Female	7,098	19	15,668	18
Race/Ethnicity				
American Indian or Alaska Native	465	1	1,197	1
Asian	1,298	4	2,653	3
Black or African American	4,966	14	11,349	13
Native Hawaiian or Pacific Islander	418	1	1,134	1
White	22,216	61	51,862	61
Multiracial	1,284	3	3,050	4
Decline to respond	6,056	17	14,055	16
Hispanic	4,589	13	10,511	12
Non-Hispanic	27,667	75	64,181	75
Decline to respond	4,426	12	10,580	12
Type of Employment				
Military	31,381	87	73,343	87
Civilian	4,717	13	10,912	13
Officer	5,341	17	10,999	15
Enlisted	26,040	83	62,344	85
Seniority				
Junior Enlisted	5,029	16	13,150	18
Non-Commissioned Officer	17,217	55	40,892	56
Senior Non-Commissioned Officer	3,794	12	8,302	11

⁶ The Branch of Service variable is displayed according to the Survey Administrator's classification of the organization.

Junior Officer	3,355	11	7,646	10
Senior Officer	1,986	6	3,353	5
Seniority by Gender				
Junior Enlisted Male	4,212	84	10,964	83
Junior Enlisted Female	817	16	2,186	17
Deployment Status (Q. Are you currently deployed?)				
No	31,452	86	73,853	87
Yes (CONUS)	891	2	2,148	3
Yes (OCONUS)	4,340	12	9,272	11
Residence (Q. Where do you reside?)				
On-base/post/station	12,694	35	29,266	34
Off-base/post/station	23,988	65	56,005	66

Appendix D.
Item-level Results by Month

Table 19.
Perceptions of Safety Descriptive Statistics by Month

	January 2014		February 2014	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
To what extent do you feel safe from being sexually assaulted where you currently <u>live</u> ?	3.68	0.56	3.67	0.56
To what extent do you feel safe from being sexually assaulted where you <u>perform your work/duties</u> ?	3.71	0.53	3.70	0.55

Table 20.
Chain of Command Support Descriptive Statistics by Month

	January 2014		February 2014	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
To what extent does your chain of command:				
Promote a unit climate based on "respect and trust"	3.21	0.88	3.20	0.87
Refrain from sexist comments and behaviors	3.52	0.74	3.50	0.76
Actively discourage sexist comments and behaviors	3.49	0.77	3.45	0.79
Provide sexual assault prevention and response training that interests and engages you	3.38	0.81	3.35	0.82
Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior	3.47	0.75	3.43	0.76
Encourage victims to report sexual assault	3.58	0.70	3.55	0.71
Create an environment where victims feel comfortable reporting sexual assault	3.50	0.73	3.47	0.74
<i>Chain of Command Support Index</i>	3.45	0.58	3.42	0.60

Table 21.
Publicity of SAPR Information Descriptive Statistics by Month

	January 2014		February 2014	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
To what extent does your chain of command:				
Publicize the outcomes of sexual assault courts-martial	2.41	1.21	2.40	1.20
Publicize sexual assault	3.27	0.95	3.24	0.95

reporting resources (e.g., Sexual Assault Response Coordinator contact information; Victim Advocate contact information; awareness posters; sexual assault hotline phone number)				
Publicize the Restricted (confidential) Reporting option for sexual assault	3.00	1.12	2.98	1.11
<i>Publicity of SAPR Information Index</i>	2.89	0.89	2.87	0.88

Table 22.
Unit Reporting Climate Descriptive Statistics by Month

	January 2014		February 2014	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
If someone were to report a sexual assault to your current chain of command, how likely is it that:				
The chain of command would take the report seriously	3.76	0.57	3.74	0.59
The chain of command would keep knowledge of the report limited to those with a need to know	3.62	0.72	3.60	0.73
The chain of command would forward the report outside the unit to criminal investigators	3.46	0.83	3.43	0.84
The chain of command would take steps to protect the safety of the person making the report	3.69	0.63	3.67	0.64
The chain of command would support the person making the report	3.67	0.64	3.65	0.65
The chain of command would take corrective action to address factors that may have led to the sexual assault	3.66	0.65	3.64	0.66
Unit members would label the person making the report a troublemaker*	3.29	1.00	3.26	1.01
Unit members would support the person making the report	3.50	0.73	3.48	0.74
The alleged offender(s) or their associates would retaliate against the person making the report*	3.19	0.97	3.17	0.97
The career of the person making the report would suffer*	3.36	0.95	3.33	0.96
<i>Unit Reporting Climate Index</i>	3.52	0.53	3.50	0.54

Note. Items with an asterisk (*) indicate questions that are negatively worded. For these items, the response option of “very likely” is unfavorable and “not at all likely” is favorable.

Table 23.***Perceived Barriers to Reporting Sexual Assault Descriptive Statistics by Month***

	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
Overall				
Three or More barriers perceived	10,743	29	24,553	29
One to Two barriers perceived	11,604	32	27,515	32
No barriers perceived	14,338	39	33,140	39
Area perceived as a barrier:				
Negative impact to career or progress	7,989	22	18,669	22
Loss of privacy/confidentiality	11,739	32	27,416	32
Fear of professional retaliation for making the report	6,996	19	16,226	19
Fear of social retaliation for making the report	10,098	28	23,454	28
Lack of confidence in the military justice system	8,516	23	18,836	22
Lack of confidence in the chain of command	6,957	19	15,876	19
Takes too much time and effort to report	4,623	13	10,651	13
Not knowing how to make a sexual assault report	3,772	10	8,961	11
Another reason other than what is provided above	3,930	11	8,706	10
There are no barriers that would prevent victims from reporting a sexual assaults	14,338	39	33,140	39

Table 24.***Unit Prevention Climate Descriptive Statistics by Month***

	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
Suppose you see someone secretly putting something in another person's drink. You're unsure what it was. Which of the following are you <u>most likely</u> to do in this kind of situation?				
Nothing	757	2	2,100	2
Leave to avoid any kind of trouble	338	1	976	1
Watch the situation to see if it escalates	801	2	2,102	2
Seek assistance from someone to help deal with the situation	3,889	11	8,974	11
Tell the person what you saw the service member do	19,905	54	46,094	54
Confront the service member	10,995	30	24,964	29

	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
Imagine you go on temporary duty for some training. The first night you go to a restaurant/bar with a large group of colleagues, whom you just met. At what point would you intervene in the following escalating situation?				
A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition	12,839	35	28,784	34
The senior leader buys a second and third drink for the same person despite his/her repeated objections	12,677	35	28,991	34
The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention	4,205	11	10,303	12
The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters	2,571	7	6,568	8
You see the senior leader quietly escorting the intoxicated person out of the bar	1,143	3	2,906	3
As they leave, the person resists the senior leader and says, "No."	2,042	6	4,854	6
In this scenario, I would not intervene at any point	1,207	3	2,804	3
	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
In the past 12 months, I observed a situation that I believe was, or could have led to, a sexual assault				
Yes	1,213	3	2,813	3
No	35,477	97	82,440	97
In response to this situation: (Select the one response that most closely resembles your actions)				
I stepped in and separated the people involved in the situation	248	20	543	19
I asked the person who appeared to be at risk if they needed help	230	19	498	18
I confronted the person who appeared to be causing the situation	210	17	459	16
I created a distraction to cause one or more of the people to disengage from the situation	149	12	334	12
I asked others to step in as a group and diffuse the situation	74	6	221	8
I told someone in a position of authority about the situation	170	14	373	13
I considered intervening in the situation, but I could not safely	42	4	138	5

take any action				
I decided to not take action	90	7	247	9

Table 25.
Percentage Correct on the Restricted Reporting Knowledge by Month

	January 2014		February 2014	
	<i>n</i>	%	<i>n</i>	%
All of the following people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report:				
Sexual Assault Response Coordinator	32,012	87	73,951	87
Victim Advocate	29,289	80	67,260	79
Military Service Healthcare Personnel	28,065	76	64,042	75
Anyone in my chain of command	24,973	68	56,760	67
Criminal investigator and Military Police Officer	16,715	46	37,569	44
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
<i>Restricted Reporting Knowledge Index</i>	71.43	20.92	70.27	20.87

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2014 DoD Workplace and Gender Relations Survey (WGRS)

Purpose: This point paper is intended to provide information about the RAND Corporation approach for conducting the 2014 WGRS.

Background:

- The WGRS is the Department of Defense's (DoD) primary means for estimating the past-year prevalence (occurrence) of sexual assault and harassment among military Service members.
- Civilian and military research alike has established that sexual assault is an under-reported crime, meaning that the number of reports to law enforcement fall far short of the number of incidents estimated to exist using representative surveys of the population.
 - Since 2006, the DoD has used a scientifically conducted, representative survey of the Active and Reserve Components to estimate the extent of the problem of sexual assault in the US military.
- Given the significant interest in the results of the Fiscal Year (FY) 2012 survey, the Secretary of Defense directed that the FY14 survey be externalized to a non-DoD agency for an independent look at the problem.
- On December 20, 2013, the President of the United States directed the Secretary of Defense to provide him with a report on the Department's progress with regard to sexual assault prevention and response by December 1, 2014. Included in this report is to be an estimate of past-year sexual assault prevalence in the military.
- DoD contracted with RAND Corporation, a federally funded research and development center (FFRDC) to independently design, administer, and analyze the 2014 WGRS.
 - Prior to awarding the current contract, the Department considered a number of options to externalize the FY14 survey. Given the tight timeline to meet the requirements of the report to the President, the only valid, timely option was to use a pre-existing FFRDC contract.
- In addition to reporting prevalence of sexual assault and associated risk factors (e.g., sexual harassment, alcohol use, etc.), RAND will also conduct a critical review of the DoD's survey methodology, implement improvements for the 2014 WGRS to increase response rates and reduce non-response bias, and recommend additional improvements for future WGRS administrations by the Department.
 - DoD SAPRO provided RAND with a number of sources that voiced concern with the Department's FY12 survey approach and/or results, to include statements made to the Response Systems Panel, press accounts, and comments by stakeholders both internal and external to the Department. RAND was asked to evaluate and address these concerns in their methodological approach as appropriate.

Discussion:

- RAND's methodological approach will include:
 - A large survey sample. RAND will invite 100% of female Service members and 25% of all male Service members to take the survey. This approach will produce a sample of about 500,000 Service members – or one-third the active force.

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- An advisory panel. RAND will develop the survey in consultation with a panel of nationally-recognized experts in survey methodology, assessment of sexual assault and harassment, military law, and related topics. The panel will review and modify as indicated the sexual assault and harassment items to produce prevalence estimates that are more reflective of the offense definitions in Articles 120, 125, and 80 the Uniform Code of Military Justice.
- Three survey conditions (randomly assigned): (1) short-form survey that is focused on prevalence responses; (2) modified long-form survey that will address factors influencing sexual assault prevalence and the SAPR program; (3) DMDC's survey instrument used in 2012. The vast majority of respondents will be requested to take the short form survey, which will be designed to be taken in 10 minutes or less.
- Small sub-studies. To improve response rates to the survey, RAND will propose and, if approved by the appropriate authorities, employ commonly accepted techniques in civilian research to increase survey response rates. These sub-studies are still under design.
- While the Department has identified a number of requirements for the survey, the RAND Corporation is solely responsible for the survey's methodology, instrument design, data collection, and analysis. RAND has sub-contracted with Westat, a civilian research firm, to deploy and administer the survey.

Deadlines:

- Top-line prevalence rates will be provided to SAPRO no later than 1 November 2014, for inclusion into DoD's report to the President.
- Detailed results will be made available to the Department in time for the FY14 Annual Report on Sexual Assault in the Military, due to Congress by April 30, 2015.

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