

33. (DoD) Please provide the following information regarding the DEOMI command climate surveys:

33a. What questions used in the DEOMI climate surveys and the methodology used to develop the questions and administer the surveys?

DoD	<p>*RSP Note* All documents provided through the non-publically accessible links have been downloaded and have been attached to the corresponding responses.</p> <p>A copy of the questions used in the DEOMI climate surveys and the methodology used to develop the questions and administer the surveys are provided as an attachment at Q#33 using the following link: https://pmev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx</p>
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33b. How are the results of the DEOMI surveys used?

DoD	<p>The DEOCS is a management tool that allows commanders to proactively assess critical organizational climate dimensions that can impact the organization's effectiveness. 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 and organizational effectiveness. Commanders routinely utilize the results from the survey and validate the perceptions presented through interviews and /or focus groups.</p> <p>SAPR results are provided to commanders in order to inform them on perceptions of SAPR climate within the unit. Additionally, the results are also provided to DoD SAPRO on a monthly basis and to the Services on a quarterly basis. This information will inform commanders, the Services, DoD SAPRO, and decision makers on the current status of SAPR climate within commands and across the DoD.</p>
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33c. Who in DoD has access to these results?

DoD	<p>*RSP Note* All documents provided through the non-publically accessible links have been downloaded and have been attached to the corresponding responses.</p> <p>Unit level results are provided directly to the survey administrator, requesting unit commander, and the next level up in the chain of command. Higher level commanders (Battalion, Brigade, MAJCOM, Echelon II commanders, etc.) requesting multiple or roll up reports are provided directly to the requesting party by the DEOCS Support Team. Additionally, DEOCS results are provided quarterly and annually to Service HQ/EO offices and, SAPR results that are collected from units within a specified time period are combined into a monthly report and provided to DoD SAPRO. Service specific results are reported to Service's POCs provided by DoD SAPRO, on a quarterly basis.</p>
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Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

	<p>Service specific reports of the SAPR command climate as measured by the DEOCS and other services command climate assessments, when available, are provided to requesting military services on a quarterly basis. Currently, seven reports are developed and provided to POCs designated by DoD SAPRO. The reports are provided to respective service POCs for the Army, Air Force, Navy, Marine Corps, National Guard, Reserve Component, and Joint Commands. A copy of the USD(P&R) Command Climate Assessment Memo is provided at Q#31 using the following link:</p> <p>https://pmev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx</p>
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33d. How long are survey results retained, and where?

DoD	<p>Individual DEOCS results are retained for 90 days. Summary raw data are retained indefinitely for historical and comparative purposes. Data is maintained on CD and secured in the DEOMI Directorate of Research. The data does not contain participants' names or SSN; the only identifiers are assigned unit numbers (through DEOCS personnel) and demographic information (including rank). No information pertaining to the unit is included in data analysis, and demographic information is aggregated to the sample level (e.g., means and percentages). Therefore, within the data that is retained, no one individual or unit can be identified.</p>
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33e. How is survey data compiled for review by senior commanders and Service/Department leadership?

DoD	<p>As stated above, senior level commanders, if not the requesting commander, are provided overall multiple or roll up reports upon request based on their level of command (Battalion, Brigade, MAJCOM, Echelon II commanders, etc). All Service/Department (Service HQ/EO offices) leadership are provided annual reports. Additionally, as of March 2013, DEOMI offers all flag officers and SES employees a senior level consultation service that includes DEOCS analysis, executive summary, and telephonic out-briefs.</p> <p>SAPR climate data is compiled monthly and reported to DoD SAPRO. The monthly SAPR Climate Report contain the previous four months of data collected across the DoD. Within each monthly report, data collected over the specified time period is displayed (a) across the DoD and Reserve Component at the individual-level of analyses, broken out by various demographic subgroups (e.g., majority/minority status, rank, gender) and (b) at the unit-level of analysis. On a quarterly basis, trend analyses comparing the data of the SAPR climate questions from inception (March 2012) to present are displayed.</p> <p>SAPR climate data is also compiled quarterly for each service branch and reported to the respective service SAPRO. Each quarterly service-specific report contains four months of data and is reported by basic demographics (e.g., service branch, organization, racial demographics, majority/minority, ethnicity, gender, military/civilian, rank). The four months that are included are displayed in parallel to the monthly DoD report of the same time period. Trend data is included in these reports on a quarterly basis and includes data from previous quarters.</p>
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Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

33f. Any trends identified in DEOMI surveys, including, but not limited to, issues noted in different types of command, for example, training commands or deployed commands.

DoD	<p>*RSP Note* All documents provided through the non-publicly accessible links have been downloaded and have been attached to the corresponding responses.</p> <p>At this time trend data is not analyzed by type of command; however, DEOMI does have the capability of providing trends by deployment status. Trend data is reported quarterly within the monthly DoD SAPR Climate Report and within the quarterly Service Specific Climate Reports based on basic demographic variables.</p> <p>The key DoD findings of the trend analyses comparing FY13 Q3 data to FY13 Q4 data follows:</p> <ul style="list-style-type: none">• Perceptions of Leadership Support. Civilians had more negative Perceptions of Leadership Support for SAPR in FY13 Q4 compared to FY13 Q3. There were no significant changes in Perceptions of Leadership Support for SAPR within any of the remaining subgroups between these data collection periods.• Perceptions of Barriers to Reporting. Civilians perceived more barriers to reporting sexual assault in FY13 Q4 compared to FY13 Q3. There were no other statistically significant trends between data collection periods.• Bystander Intervention Climate. The subgroups of Active Duty/NGB, Majority, Minority, Military, Male, Enlisted, and Junior Enlisted reported an increased likelihood of intervening to prevent sexual assault in FY13 Q4 compared to FY13 Q3. Civilians displayed a statistically significant negative trend between FY13 Q3 and FY13 Q4. There were no other statistically significant trends between these two collection periods.• Knowledge of Reporting Options. The subgroups of Majority, Civilian and Female answered the Knowledge of Sexual Assault Reporting Options question correctly more often in FY13 Q4 than they did in the FY13 Q3. The Reserve Component demonstrated a significantly lower percentage of correct responses between these two data collection periods. There were no other statistically significant trends between these two collection periods. <p>A copy of the October 2013 “Sexual Assault Prevention and Response Climate Report: DoD-Wide Analyses and Results” can be found at Q#33 using the following link: https://pmev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx</p>
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Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.

Sexual Assault Prevention and Response (SAPR) Climate Report:

DoD-Wide Analyses and Results

OCTOBER 2013



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES

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SAPR Monthly Report No. 13 - 13

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SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR) CLIMATE REPORT: DOD-WIDE ANALYSES AND 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 3.3.5 and Air Force Unit Climate Assessment (UCA) contain six questions that tap four sub-dimensions of the SAPR climate factor:

1. *Perceptions of Leadership Support for SAPR*
2. *Perceptions of Barriers to Reporting Sexual Assault*
3. *Bystander Intervention Climate*
4. *Knowledge of Sexual Assault Reporting Options*

The purpose of the current document is to report (a) the results of the SAPR climate tool on DEOCS 3.3.5 and the Air Force UCA collected between 25 May 2013 to 24 September 2013 across the Department of Defense (DoD) and Reserve Component, (b) unit-level results and (c) DoD trends between the 2012 Baseline data collection (2 March 2012 – 17 September 2012), Fiscal Year 2013 Quarter 3 (FY13 Q3; 27 February 2013 – 24 June 2013) and Fiscal Year 2013 Quarter 4 (FY13 Q4; 25 June 2013 – 24 September 2013) data.¹

The key findings of these data for each of the four SAPR sub-dimensions are as follows:

1. *Perceptions of Leadership Support for SAPR*
 - On average, personnel across the DoD and within the Reserve Component expressed positive *Perceptions of Leadership Support for SAPR* efforts.
 - Officers expressed the most positive *Perceptions of Leadership Support for SAPR* efforts. Junior Enlisted, Minorities, and Females expressed less positive perceptions than Officers, although the averages for all subgroups are within the positive perception range.
2. *Perceptions of Barriers to Reporting Sexual Assault*
 - Across the DoD, 59% of Females and 42% of Males perceived three or more barriers to reporting sexual assault. Similarly, within the Reserve Component, 56% of Females and 41% of Males perceived three or more barriers to reporting sexual assault.

¹ The SAPR Climate questions were first added to the DEOCS on 2 March 2012. Due to contractual issues, the DEOCS was offline between 17 September 2012 and 27 February 2013. UCA data collected during 17 September 2012 and 27 February 2013 is not reported within this document. These issues caused a gap between 2012 Baseline data and FY13 Q3 data. Additionally, this is why collection periods differ in length. Barring all future contractual issues, future data collection periods will uniformly be three months and roughly align with the fiscal year quarters.

- The most frequently perceived barrier to reporting sexual assault(s) is *stigma, shame, and fear* (Females = 58%; Males = 45%).
3. *Bystander Intervention Climate*
- On average, DoD personnel and members of the Reserve Component indicated a moderate to strong likelihood of intervening as a bystander to prevent sexual assault with 89% of DoD personnel indicating they would take an intervening action and 59% of DoD personnel indicating they would intervene if they witnessed a colleague being pressured to drink alcohol.
4. *Knowledge of Sexual Assault Reporting Options*
- Approximately 86% of DoD personnel and 84% of members of the Reserve Component answered the *Knowledge of Sexual Assault Reporting Options* question correctly.
 - Across the DoD, a greater percentage of Officers answered the *Knowledge of Sexual Assault Reporting Options* question correctly compared to Enlisted (92% versus 86%).

The key findings for the unit-level results are:

- **Perceptions of Leadership Support.** 6,304 of 6,816 units (92%) expressed positive *Perceptions of Leadership Support for SAPR*, while 512 units (8%) indicated somewhat positive *Perceptions of Leadership Support*.
- **Perceptions of Barriers to Reporting.** In 5,313 units (78%), more than half of the respondents perceived *one or more barriers* to reporting sexual assault within their unit; in 1,503 units (22%), half or more of the respondents perceived *no barriers* to reporting sexual assault within their unit.
- **Bystander Intervention Climate.** 125 units (2%) indicated there is a *strong* likelihood of *bystander intervention* within their unit; 6,135 units (90%) indicated there is a *moderate to strong* likelihood of *bystander intervention*, and 552 units (8%) indicated there is a *slight to moderate* likelihood of *bystander intervention* and 2 units indicated a *low likelihood of bystander intervention*.
- **Knowledge of Reporting Options.** 5,483 units (80%) contained at least an 80% correct response rate on the *Knowledge of Sexual Assault Reporting Options*; 1,333 units (20%) had less than an 80% correct response rate with 66 units (1%) falling below a 60% correct response rate.

The key **DoD findings of the trend analyses** comparing FY13 Q3 data to FY13 Q4 data are as follows:

- **Perceptions of Leadership Support.** Civilians had more negative *Perceptions of Leadership Support for SAPR* in FY13 Q4 compared to FY13 Q3. There were no

significant changes in Perceptions of Leadership Support for SAPR within any of the remaining subgroups between these data collection periods.

- **Perceptions of Barriers to Reporting.** Civilians perceived more barriers to reporting sexual assault in FY13 Q4 compared to FY13 Q3. All other subgroups experienced no statistically significant trends between data collection periods.
- **Bystander Intervention Climate.** The subgroups of Active Duty/NGB, Majority, Minority, Military, Male, Enlisted, and Junior Enlisted reported an increased likelihood of intervening to prevent sexual assault in FY13 Q4 compared to FY13 Q3. Civilians displayed a statistically significant negative trend between FY13 Q3 and FY13 Q4. All other subgroups experienced no statistically significant trends between these two collection periods.
- **Knowledge of Reporting Options.** The subgroups of Majority, Civilian and Female answered the *Knowledge of Sexual Assault Reporting Options* question correctly more often in FY13 Q4 than they did in the FY13 Q3. The Reserve Component demonstrated a significantly lower percentage of correct responses between these two data collection periods. All other subgroups experienced no statistically significant trends between these two collection periods.

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SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR) CLIMATE REPORT: DOD-WIDE ANALYSES AND RESULTS

1. Introduction

On 26 October 2010, the DoD Sexual Assault Prevention and Response Office (SAPRO) and Defense Equal Opportunity Management Institute (DEOMI) formed a Working Integrated Product Team (WIPT) to address several areas for collaboration on Sexual Assault Prevention and Response (SAPR). One such area of collaboration between DEOMI and SAPRO was the development, validation, and release of SAPR-focused questions for inclusion on the DEOMI Organizational Climate Survey (DEOCS). The Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS) recommended this collaboration in December 2009 (DTF-SAMS, Appendix K).

More recently, the National Defense Authorization Act for Fiscal Year 2013 (NDAA for FY13) was signed into effect 3 January 2013. Section 572 in the 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.”

The DEOCS is a management tool that allows commanders to proactively assess critical organizational climate dimensions that can impact the organization’s effectiveness. 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 and organizational effectiveness. The survey is ever-evolving to include today’s human relations topics based on needs and requests by field and fleet.

In FY12, the DEOCS was administered to over 1.8 million Service members and civilians across the DoD, by over 7,200 commanders, making this a far reaching and impactful readiness tool. During FY12, an average of 73,248 participants completed the online DEOCS and Unit Climate Assessment (UCA) each month. A monthly average of 124,003 participants completed the surveys from 25 June 2013 to 24 September 2013; this is approximately a 41% increase in completed surveys.

DEOMI, with the guidance of SAPRO, developed questions for inclusion on the DEOCS that measure the climate associated with sexual assault prevention and response within organizations. SAPRO approved the SAPR climate DEOCS 3.3.5 questions on 13 December 2011. The online versions of the DEOCS 3.3.5 administered the SAPR climate questions beginning on 2 March 2012. The Air Force utilizes the Unit Climate Assessment (UCA) to assess Equal Opportunity Climate. The UCA added the SAPR climate questions on 31 May 2012. The SAPR climate tool is a core factor on the DEOCS and UCA and provides commanders with a more complete picture of their command climate. The inclusion of these questions is an important step in providing leadership with the knowledge needed to measure and address the climate associated with SAPR in their unit.

2. SAPR Monthly Climate Findings

The following report displays SAPR climate data collected on the DEOCS 3.3.5 and Air Force UCA. Throughout the body of this report, metrics across the DoD and statistics specific to the Reserve Component on the SAPR Climate Questions are presented. Data was collected from 496,013 respondents from 25 May 2013 to 24 September 2013 on the two climate assessment instruments. This report discusses the methodology (Section 2.1), the demographics of the sample (Section 2.2), the individual-level analyses (Section 2.3), and the unit-level analyses (Section 2.4). This report then presents trend analyses across the DoD (Section 3).

2.1 Methodology

This section contains a description of the items within the SAPR Climate Questions and how they are scored as well as a description of demographics in the current sample of this report. For a description of the methods used to develop the SAPR Climate Questions, refer to Appendix A.

2.1.1 Description of SAPR Climate Questions on DEOCS 3.3.5 and UCA

The four different SAPR climate areas are: *Perceptions of Leadership Support*, *Perceptions of Barriers to Reporting Sexual Assault*, *Bystander Intervention Climate*, and *Knowledge of Sexual Assault Reporting Options*. The measurement of these factors is explained in greater detail below. Refer to Appendix B to view the full measure.

Perceptions of Leadership Support. The survey included two questions regarding the perceptions of leadership support for sexual assault prevention and response. A 5-point Likert scale ranging from “*Strongly Agree*” to “*Strongly Disagree*” was used for the perception of leadership support for sexual assault prevention and response items. Items are coded such that a high score indicates a more favorable climate. These item stems are listed below.

1. My leadership promotes a climate that is free of sexual assault.
2. My leadership would respond appropriately in the event a sexual assault was reported.

Perceptions of Barriers to Reporting Sexual Assault. The survey includes one question regarding *Perceptions of Barriers to Reporting Sexual Assault*. This item is listed below along with the response options that identify ten potential barriers and an option to select “*none of the above*.”

3. Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit (*Mark all that apply*):
 - Lack of privacy/confidentiality
 - Stigma, shame, fear
 - Fear of being reduced in the eyes of the commander or colleagues
 - Fear of disciplinary action due to victim’s misconduct
 - Fear of re-victimization

- Fear of operational impacts on training, security clearances, and overseas deployments
- Not knowing how to report
- Not thinking anything would be done
- Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct
- Concern Victim Advocate (VA) will not keep restricted report confidential
- None of the above, sexual assaults would be reported

Bystander Intervention Climate. The survey includes two *Bystander Intervention Climate* questions. These items are listed below. One 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 *Bystander Intervention Climate* questions can be scored by multiplying the action score by the intervening item score. Multiplying the action score by the intervening score allows one to calculate the interactive effect of the likely action and point of intervention. This number is then transformed to a 5-point scale. Items are coded such that a high score indicates a more favorable climate.

4. Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?
 - Nothing
 - Leave to avoid any kind of trouble
 - Watch the situation to see if it escalates
 - Tell the person what you saw the Service member do
 - Confront the Service member

5. Imagine you go TDY 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 at the training buys your colleague a drink and he/she is told a drink may never be refused, as doing so would go against tradition
 - The senior leader buys your colleague a second and third drink despite his/her repeated objections
 - Your colleague appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
 - The senior leader repeatedly hugs your colleague, rubs his/her shoulders, and offers to walk him/her back to quarters
 - You see the senior leader quietly taking your intoxicated colleague out of the place
 - As they leave, your colleague tries to push away the senior leader and says, "no."
 - In this scenario, I would not intervene at any point

Knowledge of Sexual Assault Reporting Options. The survey includes one item regarding respondent’s *Knowledge of Sexual Assault Reporting Options*. Response options are “true” or “false,” with “true” being the correct answer. This item stem is listed below.

6. A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.

2.1.2 Procedure and Sample Descriptive Statistics

Starting 2 March 2012, commanders requesting the online DEOCS received the SAPR climate questions on their DEOCS. Starting 31 May 2012, Air Force commanders requesting the UCA received the SAPR climate questions on their UCA. Between 2 March 2012 and 17 September 2012, a total of 473,345 DoD personnel responded. Due to contractual issues, DEOCS data was not collected from 18 September 2012 until 27 February 2013. New requests were accepted again on 1 March 2013.

This report details the results of the data collected between 25 May 2013 and 24 September 2013 on the DEOCS 3.3.5 ($n = 452,763$) and the Air Force UCA ($n = 43,250$). Collectively this data consists of 496,013 completed surveys across 8,686 organizations/units. The table below reports the number of surveys completed for each month of the data detailed within this report. Refer to Appendix C for specific descriptive statistics displayed by month.

Table 1.
Monthly DEOCS and UCA Usage Statistics

Month	Number of Respondents
June 2013 (25 May 2013 – 24 June 2013)	111,797
July 2013 (25 June 2013 – 24 July 2013)	120,207
August 2013 (25 July 2013 – 24 August 2013)	136,137
September 2013 (25 August 2013 – 24 September 2013)	127,872

Currently, neither the DEOCS 3.3.5 nor Air Force UCA utilizes any screening or cleaning processes prior to generating the report for commanders. Thus, the following descriptive graphs depict the characteristics of the entire sample ($n = 496,013$).

2.2 Demographic Data

2.2.1 Demographics across the DoD Sample

Figure 1 through Figure 11 illustrate demographic characteristics across the entire DoD sample ($n = 496,013$). Demographics values for the “Race” and “Hispanic” categories, along with subsequent categories derived from these demographics (e.g., Majority/Minority), may not equal the total sample size due to a “decline to respond” option on the UCA and a “N/A” option on the DEOCS. Percentages displayed in figures below may exceed 100% due to rounding. Refer to Appendix D for definitions of the subgroup classifications.

Figure 1.
DoD Personnel across Branches

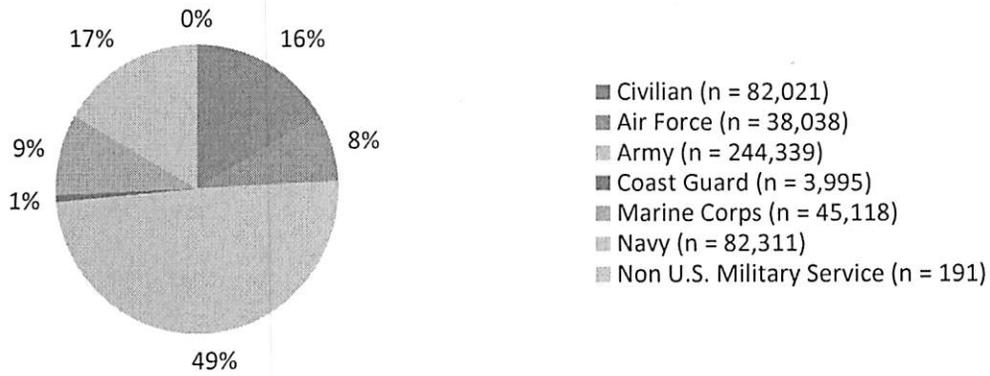


Figure 2.
DoD Personnel across Organizations

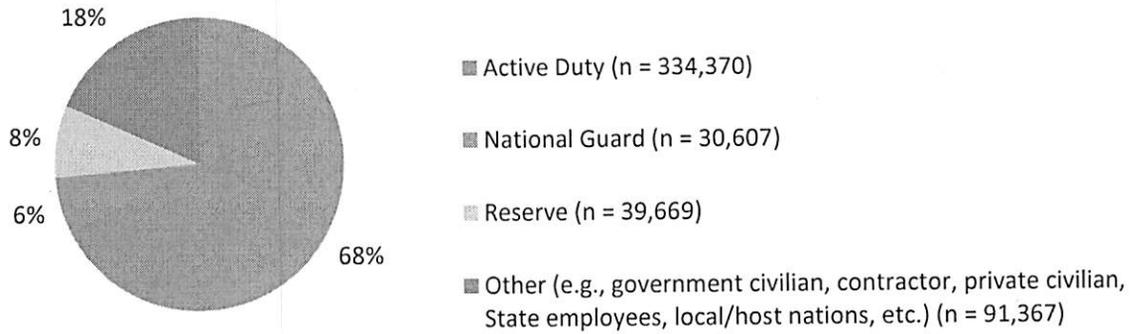


Figure 3.
DoD Personnel Racial Demographics

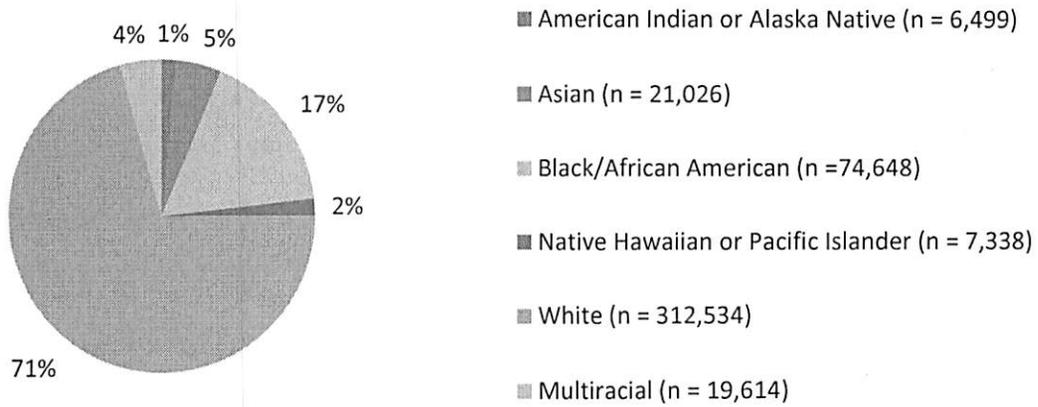


Figure 4.
DoD Personnel Identified as Minority or Majority

- Majority (n = 282,331)
- Minority (n = 191,722)

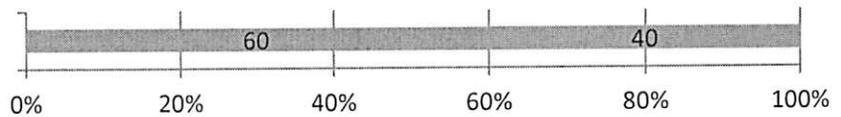


Figure 5.
DoD Personnel Identified as Hispanic

- Hispanic (n = 70,899)
- Non-Hispanic (n = 419,697)

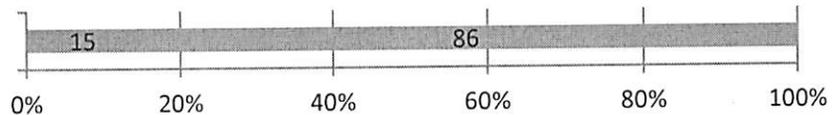


Figure 6.
DoD Personnel Identified as Male or Female

- Male (n = 402,196)
- Female (n = 93,817)

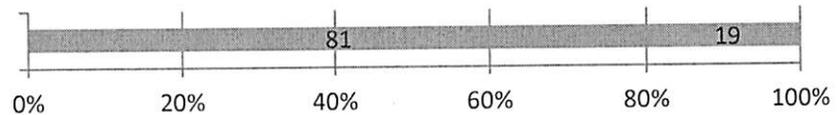


Figure 7.
DoD Personnel Identified as Military or Civilian

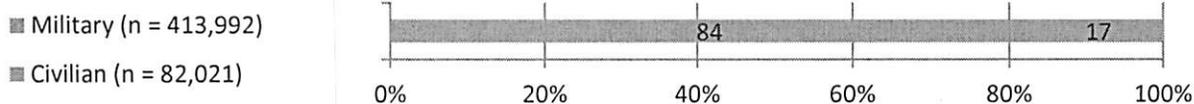


Figure 8.
DoD Personnel Identified as Officer or Enlisted

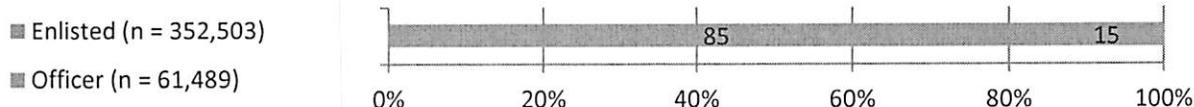


Figure 9.
DoD Personnel Identified as Junior Enlisted or Senior Enlisted

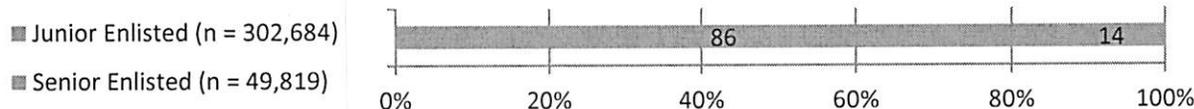


Figure 10.
DoD Personnel Identified as Junior Officer or Senior Officer

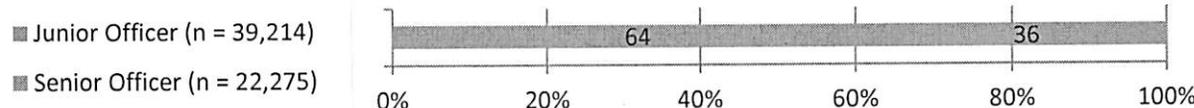
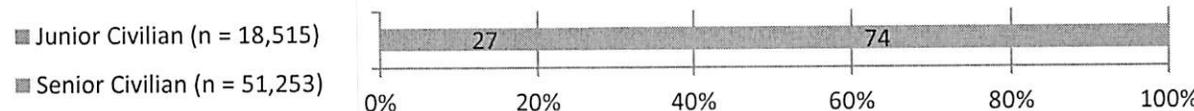


Figure 11.
DoD Personnel Identified as Junior Civilian or Senior Civilian



2.2.2 Demographics within the Reserve Component Sample

Within the 496,013 responses collected across the DoD between 25 May 2013 and 24 September 2013, there were 39,669 Reservists to complete the DEOCS and UCA. Figure 12 through Figure 18 depict the demographic characteristics of the Reservists ($n = 39,669$). Demographic values for “Race” and “Hispanic” categories, along with subsequent categories derived from these

demographics (e.g., Majority/Minority), may not equal the total sample size due to a “decline to respond” option on the UCA and a “N/A” option on the DEOCS.

Figure 12.
Reservists Racial Demographics

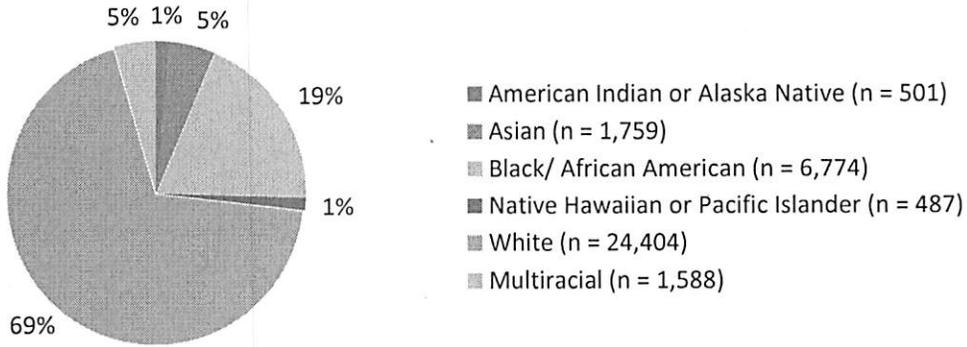


Figure 13.
Reservists Identified as Minority or Majority

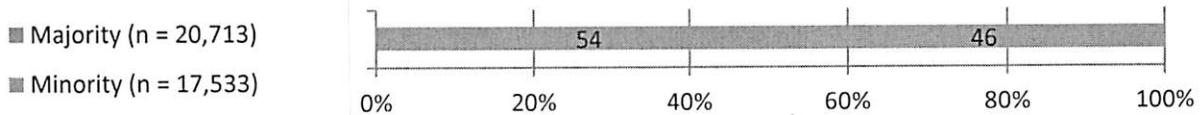


Figure 14.
Reservists Identified as Hispanic

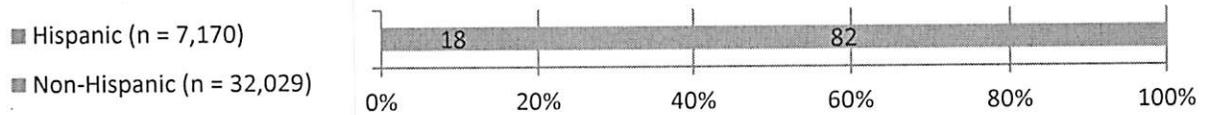
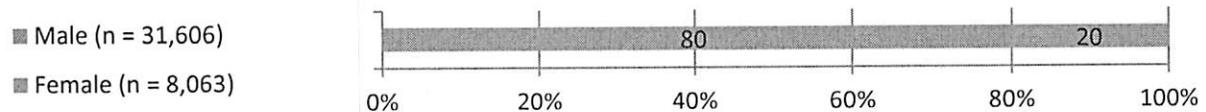


Figure 15.
Reservists Identified as Male or Female



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Figure 16.
Reservists Identified as Officer or Enlisted

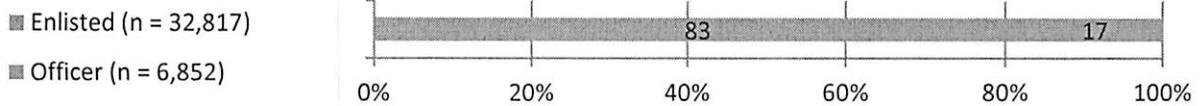


Figure 17.
Reservists Identified as Junior Enlisted or Senior Enlisted

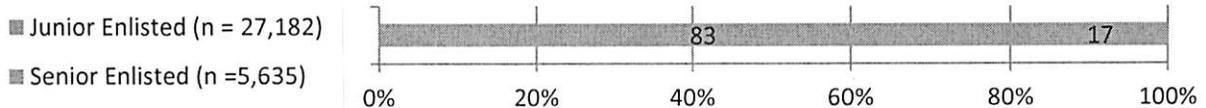
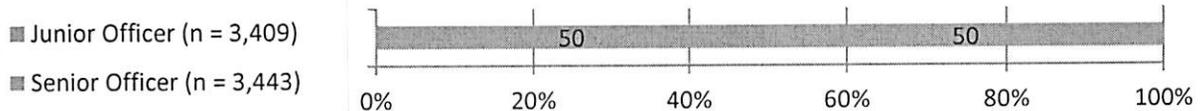


Figure 18.
Reservists Identified as Junior Officer or Senior Officer



2.3 Individual-Level Analysis of SAPR Climate Factors

The following subsections will outline analyses of the individual-level SAPR climate factors. As previously discussed, the measure assesses four factors: *Perceptions of Leadership Support for SAPR*, *Perceptions of Barriers to Reporting Sexual Assault*, *Bystander Intervention Climate*, and *Knowledge of Sexual Assault Reporting Options*.

2.3.1 Perceptions of Leadership Support for SAPR

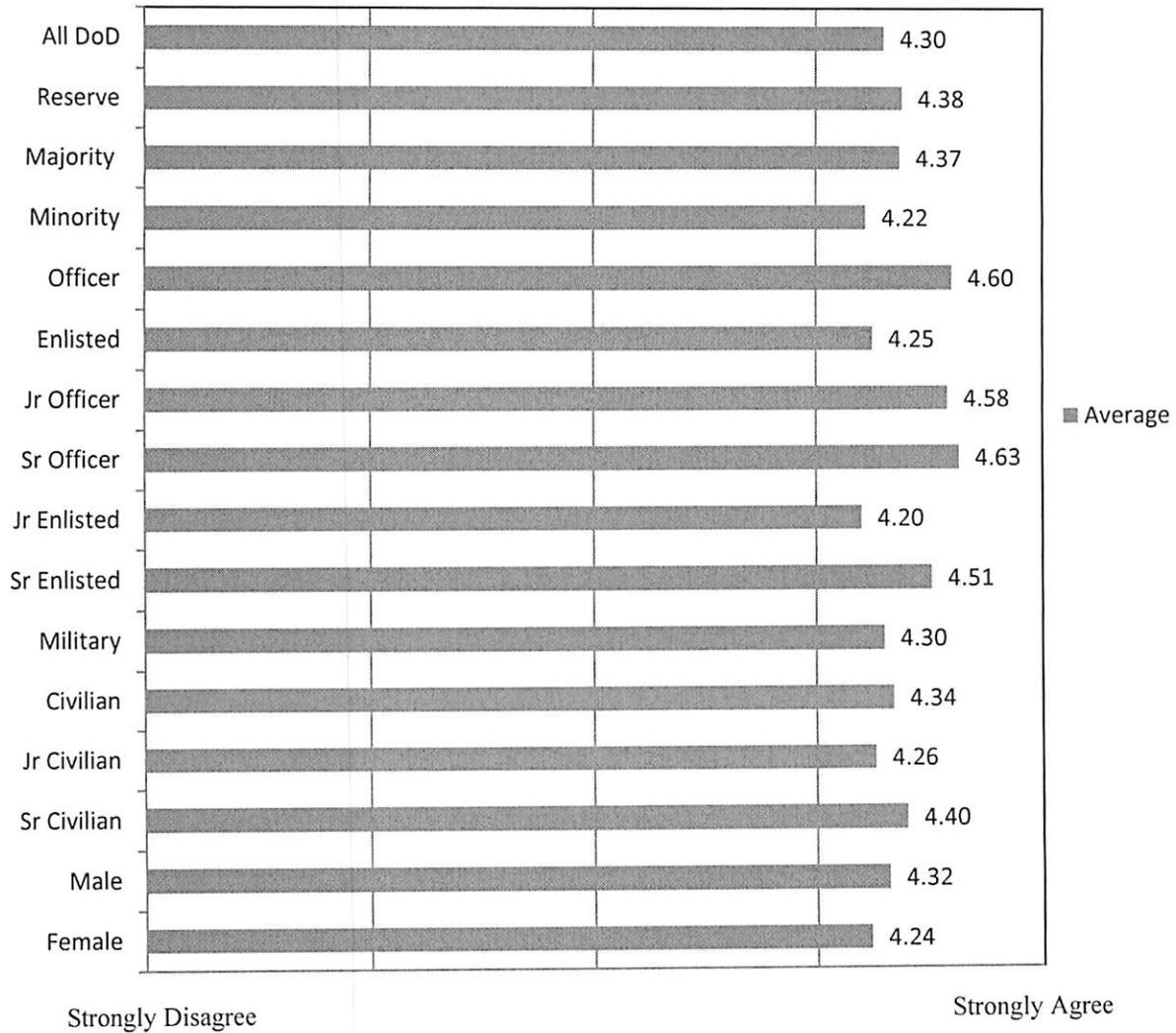
This section contains figures depicting the item-level mean *Perceptions of Leadership Support for SAPR* across DoD personnel and within the Reserve Component. Following these figures are sub-group comparisons of *Perceptions of Leadership Support for SAPR* across DoD personnel.

2.3.1.1 Perceptions of Leadership Support for SAPR across the DoD

This section contains figures depicting the item-level mean *Perceptions of Leadership Support for SAPR* across DoD personnel.

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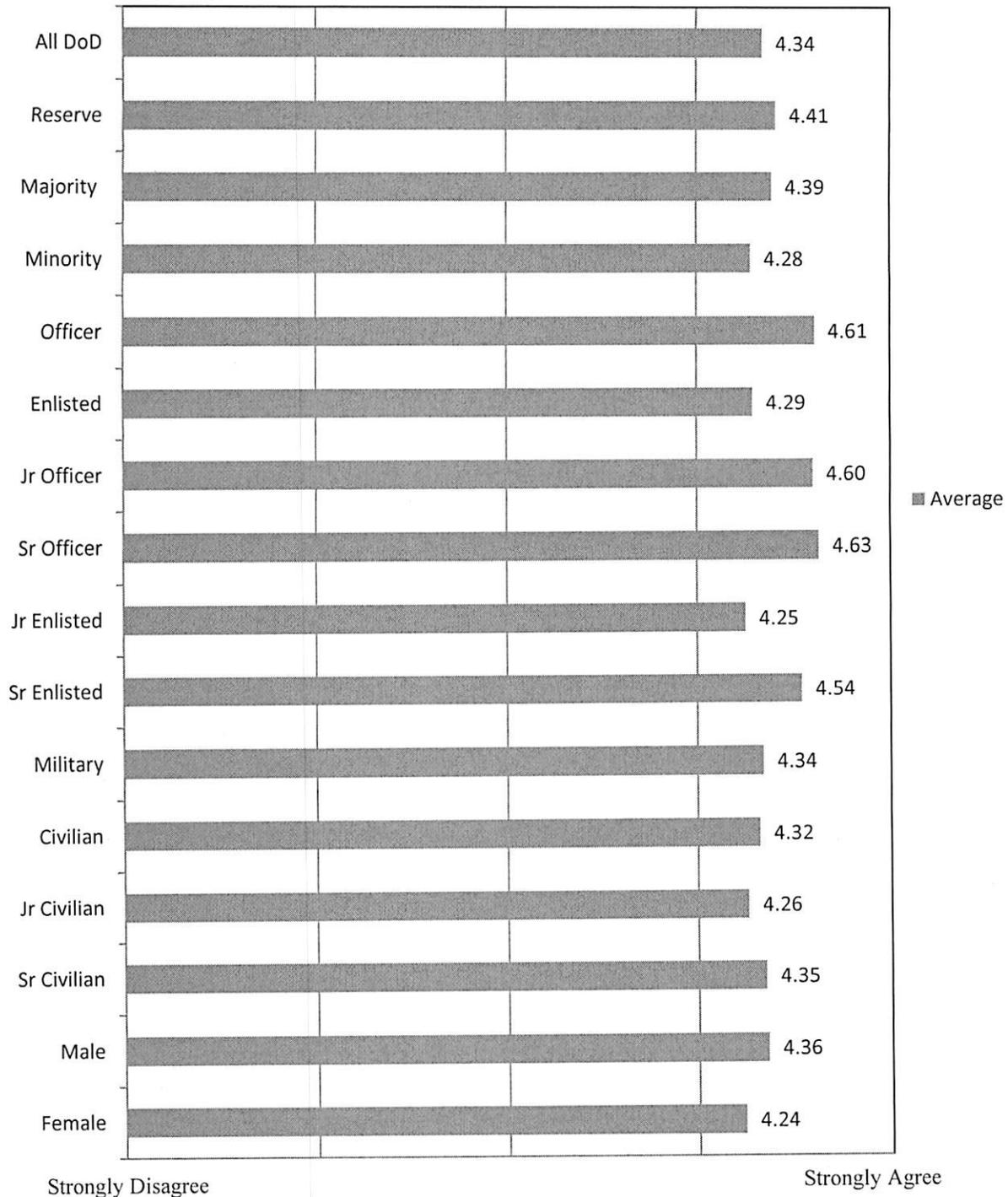
Figure 19.
Mean Responses for Item 1 (“My leadership promotes a climate that is free of sexual assault”) across DoD Personnel



Note. n = 496,013

000780

Figure 20.
Mean Responses for Item 2 (“My leadership would respond appropriately in the event a sexual assault was reported”) across DoD Personnel

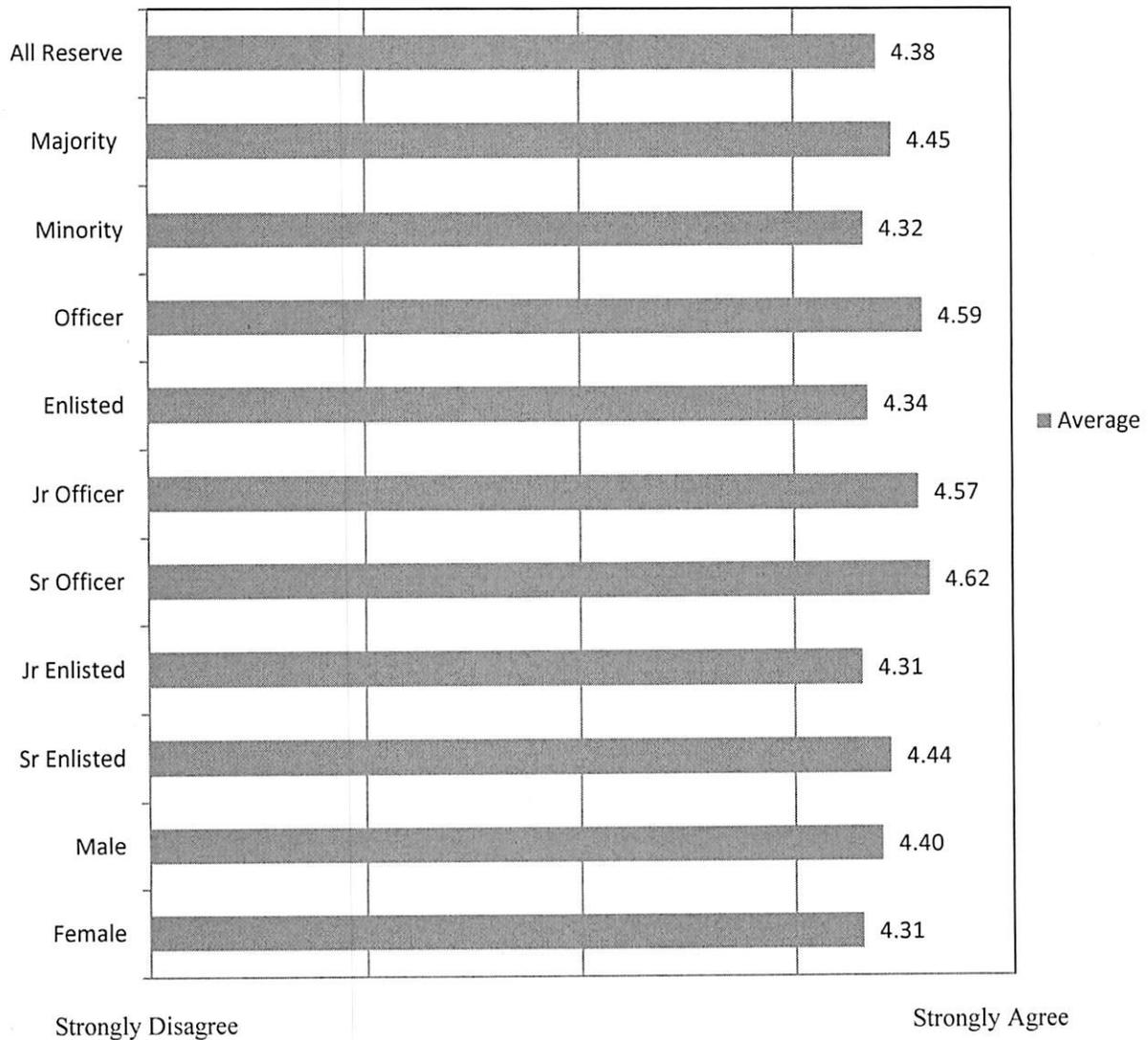


Note. n = 496,013

2.3.1.2 Perceptions of Leadership Support for SAPR within the Reserve Component

This section contains figures depicting the item-level mean *Perceptions of Leadership Support for SAPR* within the Reserve Component.

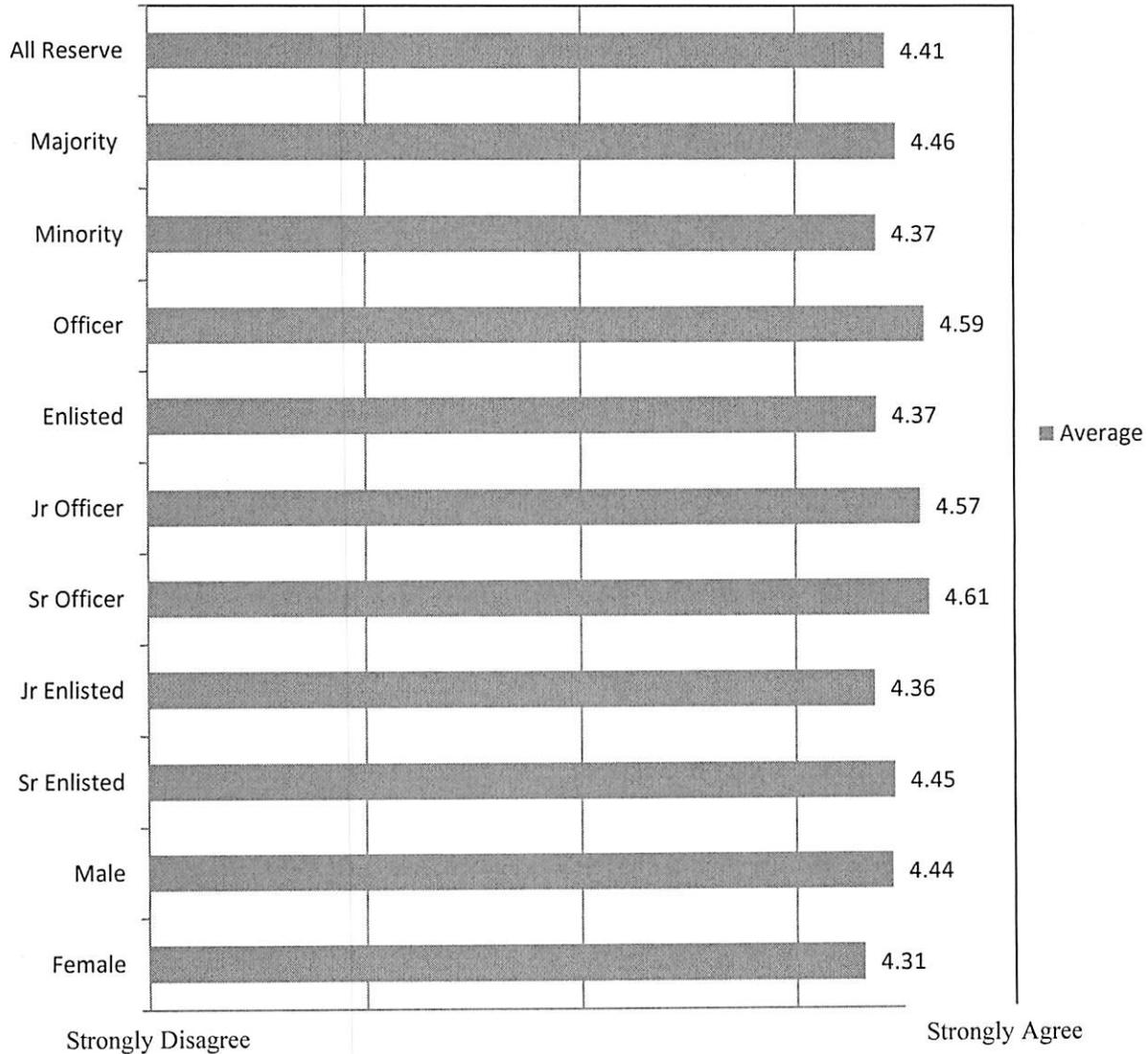
Figure 21.
Mean Responses for Item 1 (“My leadership promotes a climate that is free of sexual assault”) within the Reserve Component



Note. $n = 39,669$

Figure 22.

Mean Responses for Item 2 (“My leadership would respond appropriately in the event a sexual assault was reported”) within the Reserve Component



Note. $n = 39,669$

2.3.1.3 Sub-Group Comparisons of Perceptions of Leadership Support for SAPR across the DoD

To facilitate interpretation of subgroup comparisons, results are reported using a color coding scheme, with green indicating an organizational strength, while yellow, orange, and red indicate organizational concerns of increasing seriousness. To assign color codes, the DEOCS plots a single point using the lower average from the two groups being compared, against the Disparity Index (DI), a statistic that reflects the magnitude of difference between the two groups. This single point will appear in one of four numbered quadrants:

1. **Overall higher scores and groups agree.** Report findings and reinforce behaviors within the command.
2. **Overall higher scores and groups disagree.** Examine potential causes for disparity; further isolate causes – focusing on the group with the lower mean – using focus groups/interviews, records, reports, observations, etc.
3. **Overall lower scores and groups agree.** Look for trends and examine comments, higher level policy, or leadership style; further isolate causes using focus groups/interviews, records, reports, observations, etc.
4. **Lower scores for at least one of the groups, and the groups disagree.** Examine comments; further isolate causes – focusing on the group with the lower mean – using focus groups/interviews, records, reports, observations, etc.

Figure 23.
Example and Explanation of the Disparity Index (DI) chart

Average	Disparity Index					
	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22
4.00-5.00	1 Higher overall scores, and groups agree		2 Higher overall scores, and groups disagree			
3.50-3.99						
3.00-3.49	3 Lower overall scores, and groups agree		4 Lower scores for at least one of the groups, and the groups disagree			
2.50-2.99						
2.00-2.49						
<2.00						

There are two *Perceptions of Leadership Support for SAPR* questions on DEOCS 3.3.5 and UCA. The means of these two questions were computed to reflect an aggregate of members' *Perceptions of Leadership Support for SAPR* and is displayed in the subsequent figures. The subgroup with the lowest mean is plotted within each figure.

Figure 24.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Active Duty/National Guard Personnel and Reservists

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	* 1				2		Average	
3.50-3.99							Active Duty/NGB	4.32
3.00-3.49							Reserves	4.40
2.50-2.99	3		4				DI	0.09
2.00-2.49								
<2.00								

Figure 25.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Majority and Minority

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	* 1				2		Average	
3.50-3.99							Majority	4.38
3.00-3.49							Minority	4.25
2.50-2.99	3		4				DI	0.16
2.00-2.49								
<2.00								

Figure 26.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Officers and Enlisted

	Disparity Index						
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22	
4.00-5.00	*						Average
	1				2		
3.50-3.99							Officer
3.00-3.49							Enlisted
2.50-2.99	3		4				DI
2.00-2.49							
<2.00							

Figure 27.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Junior Officers and Senior Officers

	Disparity Index						
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22	
4.00-5.00	*						Average
	1				2		
3.50-3.99							Jr Officer
3.00-3.49							Sr Officer
2.50-2.99	3		4				DI
2.00-2.49							
<2.00							

Figure 28.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Junior Enlisted and Senior Enlisted

	Disparity Index						
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22	
4.00-5.00	1 *				2		Average
3.50-3.99							Jr Enlisted
3.00-3.49							Sr Enlisted
2.50-2.99	3		4				DI
2.00-2.49							
<2.00							

Figure 29.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Males and Females

	Disparity Index						
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22	
4.00-5.00	* 1				2		Average
3.50-3.99							Male
3.00-3.49							Female
2.50-2.99	3		4				DI
2.00-2.49							
<2.00							

Figure 30.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Military and Civilian

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	* 1				2		Average	
3.50-3.99							Military	4.32
3.00-3.49							Civilian	4.33
2.50-2.99	3		4				DI	0.01
2.00-2.49								
<2.00								

Figure 31.
Comparing Perceptions of Leadership Support for SAPR for DoD Personnel across Organizations: Junior Civilians and Senior Civilians

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	* 1				2		Average	
3.50-3.99							Jr Civilian	4.26
3.00-3.49							Sr Civilian	4.38
2.50-2.99	3		4				DI	0.14
2.00-2.49								
<2.00								

2.3.2 Perceptions of Barriers to Reporting Sexual Assault

This section contains figures depicting the percentage of personnel who perceive one or more *Barriers to Reporting Sexual Assault* as well as the percentage of personnel perceiving each barrier. Additional figures display the percentage of personnel perceiving each barrier by gender.

2.3.2.1 Percentage of Personnel Perceiving One or More Barriers to Reporting Sexual Assault

This section contains figures depicting how the percentages of individuals who perceive at least one barrier to reporting sexual assault based on organization and gender.

Figure 32.
Percentage of DoD Personnel Who Perceive Barriers to Reporting Sexual Assault within Their Unit



Figure 33.
Percentage of Reservists Who Perceive Barriers to Reporting Sexual Assault within Their Unit

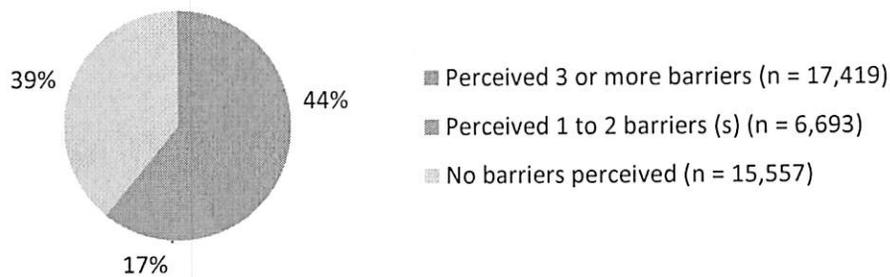


Figure 34.
Percentage of Males across DoD Who Perceive Barriers to Reporting Sexual Assault within Their Unit



Figure 35.
Percentage of Males within the Reserve Component Who Perceive Barriers to Reporting Sexual Assault within Their Unit

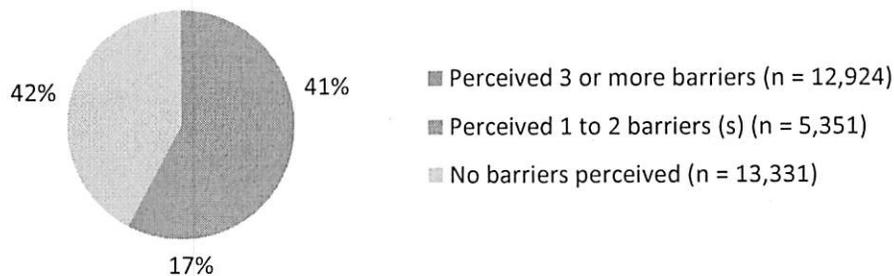


Figure 36.
Percentage of Females across DoD Who Perceive Barriers to Reporting Sexual Assault within Their Unit

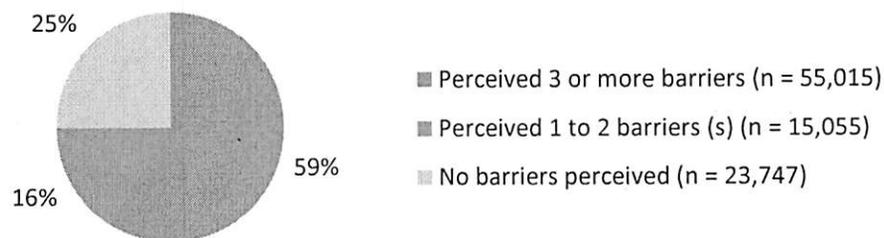


Figure 37.
Percentage of Females within the Reserve Component Who Perceive Barriers to Reporting Sexual Assault within Their Unit



2.3.2.2 Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault

This section contains tables displaying the percentages of individuals who perceive each barrier to reporting sexual assault across the DoD and within the Reserve Component.

Table 2.
Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault within Their Units across the DoD

Perceived Barrier	Frequency Barrier is Perceived	Percent
Stigma, shame, fear	234,444	47%
Lack of privacy/confidentiality	194,762	39%
Fear of being reduced in the eyes of the commander or colleagues	174,568	35%
Not thinking anything would be done	164,577	33%
Fear of re-victimization	164,379	33%
Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct	151,260	31%
Fear of disciplinary action due to victim's misconduct	140,467	28%
Not knowing how to report	130,790	26%
Fear of operational impacts on training, security clearances, and overseas deployments	126,337	26%
Concern Victim Advocate (VA) will not keep restricted report confidential	96,543	20%
None of the above, sexual assaults would be reported	187,224	38%

Note. n = 496,013

Table 3.

Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault within Their Unit in the Reserve Component

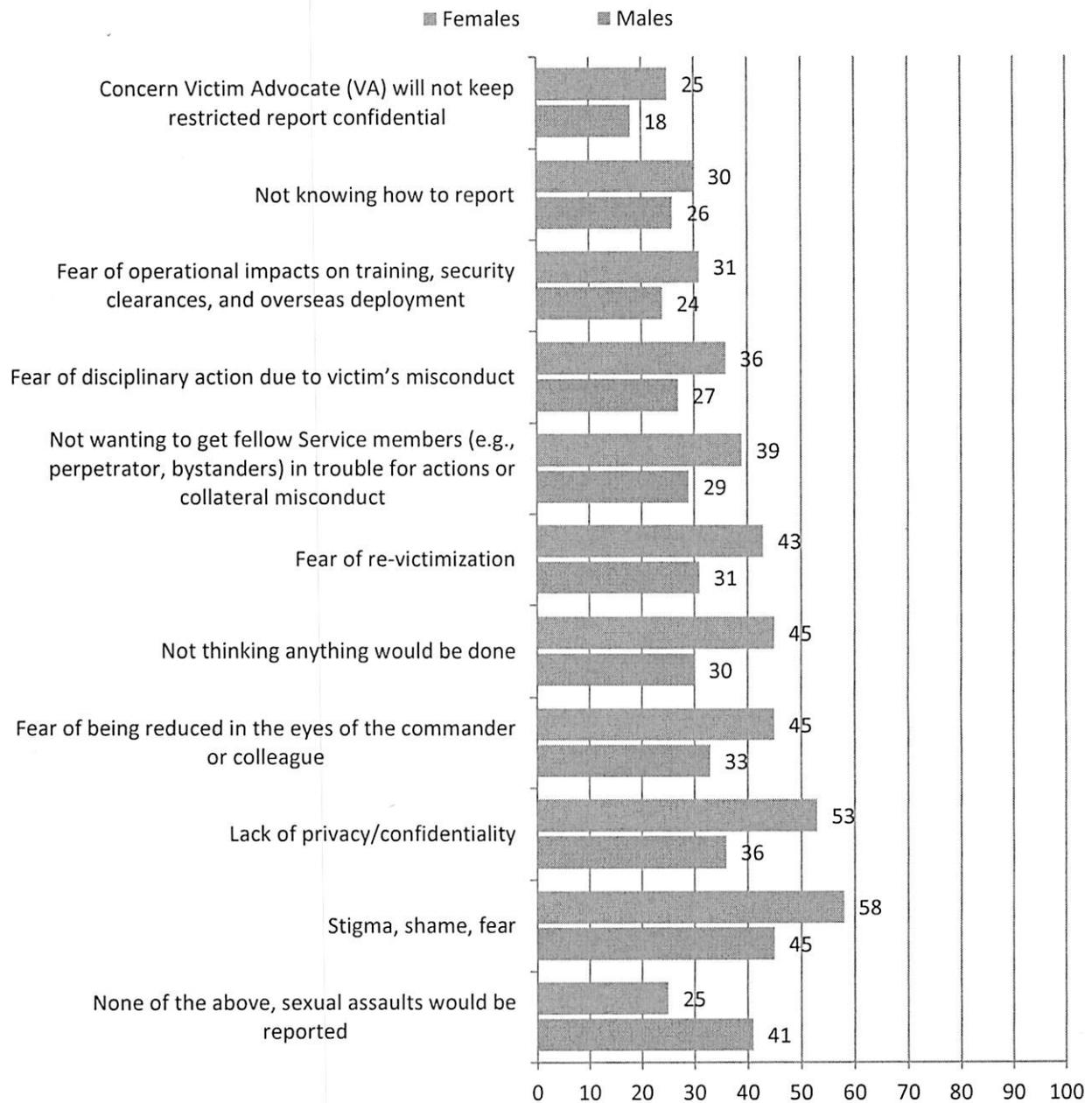
Perceived Barrier	Frequency Barrier is Perceived	Percent
Stigma, shame, fear	18,155	46%
Lack of privacy/confidentiality	14,920	38%
Fear of being reduced in the eyes of the commander or colleagues	13,508	34%
Not thinking anything would be done	13,144	33%
Fear of re-victimization	12,785	32%
Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct	12,193	31%
Fear of disciplinary action due to victim's misconduct	10,629	27%
Not knowing how to report	11,730	30%
Fear of operational impacts on training, security clearances, and overseas deployments	9,968	25%
Concern Victim Advocate (VA) will not keep restricted report confidential	7,998	20%
None of the above, sexual assaults would be reported	15,558	39%

Note. n = 39,669

2.3.2.3 Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault by Gender

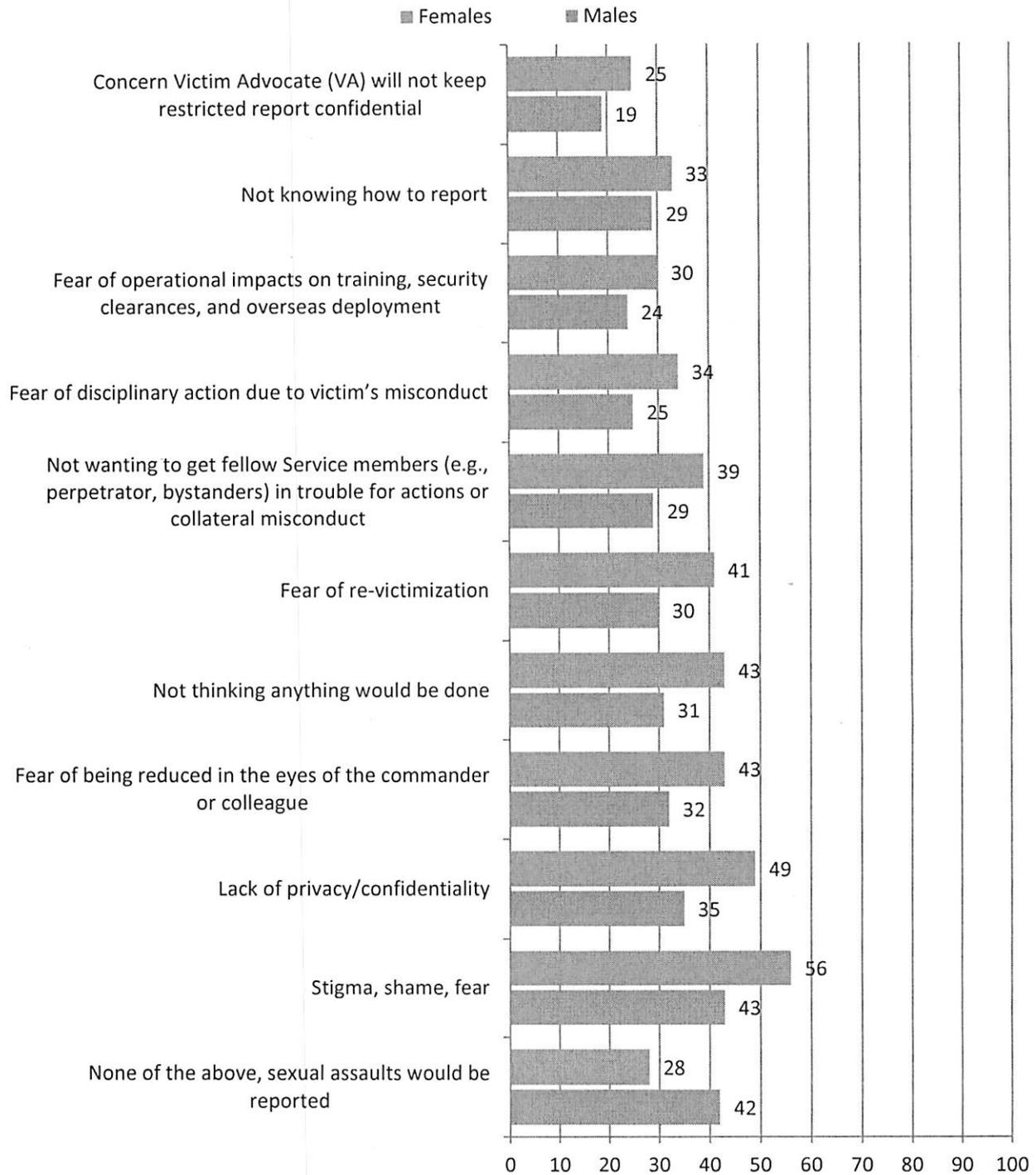
This section contains figures displaying the percentages of individuals who perceive each barrier to reporting sexual assault by gender across DoD and within Reserve Component.

Figure 38.
Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault by Gender across the DoD



Note. 93,817 Females; 402,196 Males.

Figure 39.
Percentage of Personnel Perceiving Each Barrier to Reporting Sexual Assault by Gender within the Reserve Component



Note. 8,063 Females; 31,606 Males.

2.3.3 Bystander Intervention Climate

This section contains figures depicting responses to each *Bystander Intervention Climate* item across all DoD personnel and within the Reserve Component. Additional figures display mean *Bystander Intervention Climate* scores across DoD personnel and within the Reserve Component. Following these figures are sub-group comparisons of *Bystander Intervention Climate* across DoD personnel.

2.3.3.1 Responses to Each Bystander Intervention Climate Item across the DoD

This section contains figures depicting responses to each *Bystander Intervention Climate* items across all DoD.

Figure 40.
Percentage of Each Response Option for Item 4 across DoD Personnel

Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?

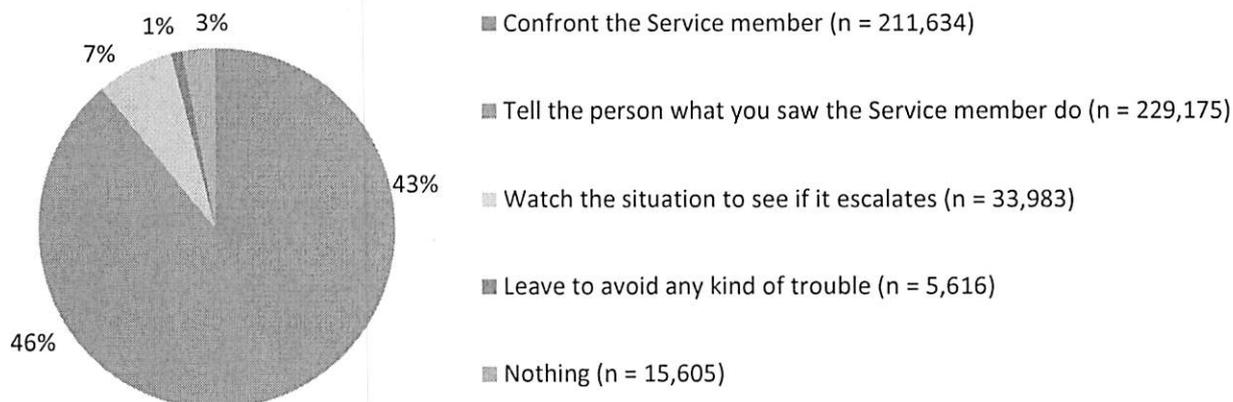
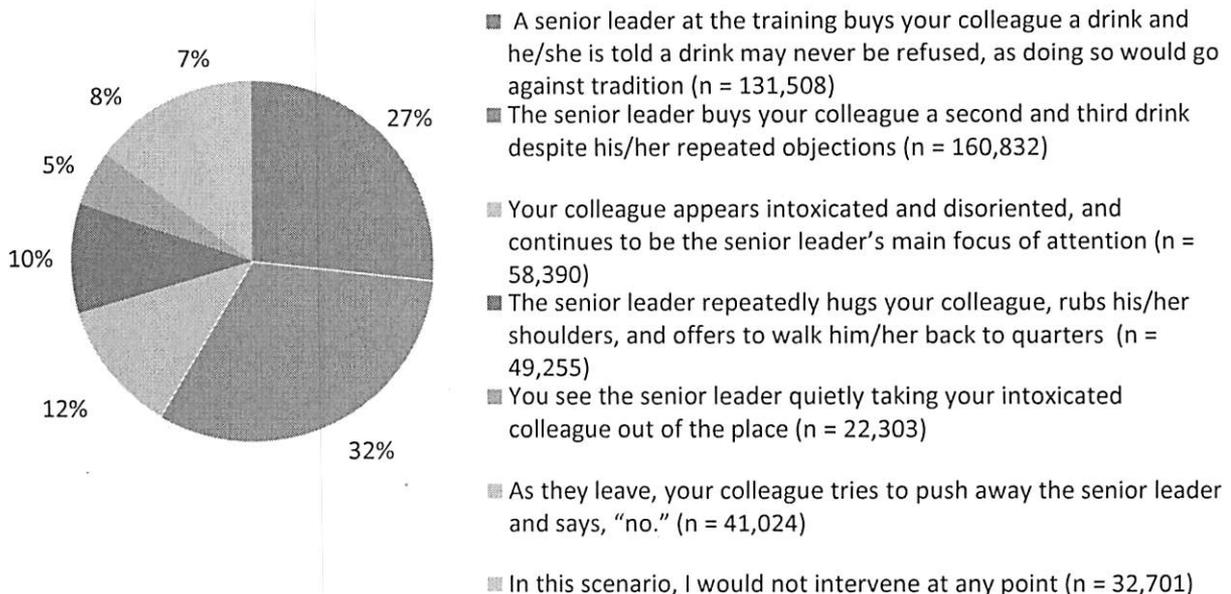


Figure 41.
Percentage of Each Response Option for Item 5 across DoD Personnel

Imagine you go TDY 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?



2.3.3.2 Responses to Each Bystander Intervention Climate Item within the Reserve Component

This section contains figures depicting responses to each *Bystander Intervention Climate* items within the Reserve Component.

Figure 42.
Percentage of Each Response Option for Item 4 within the Reserve Component

Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?

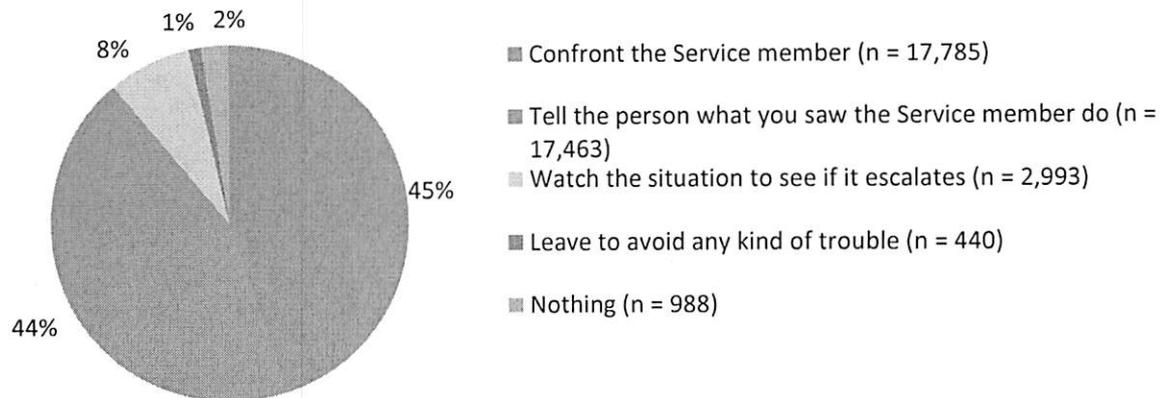
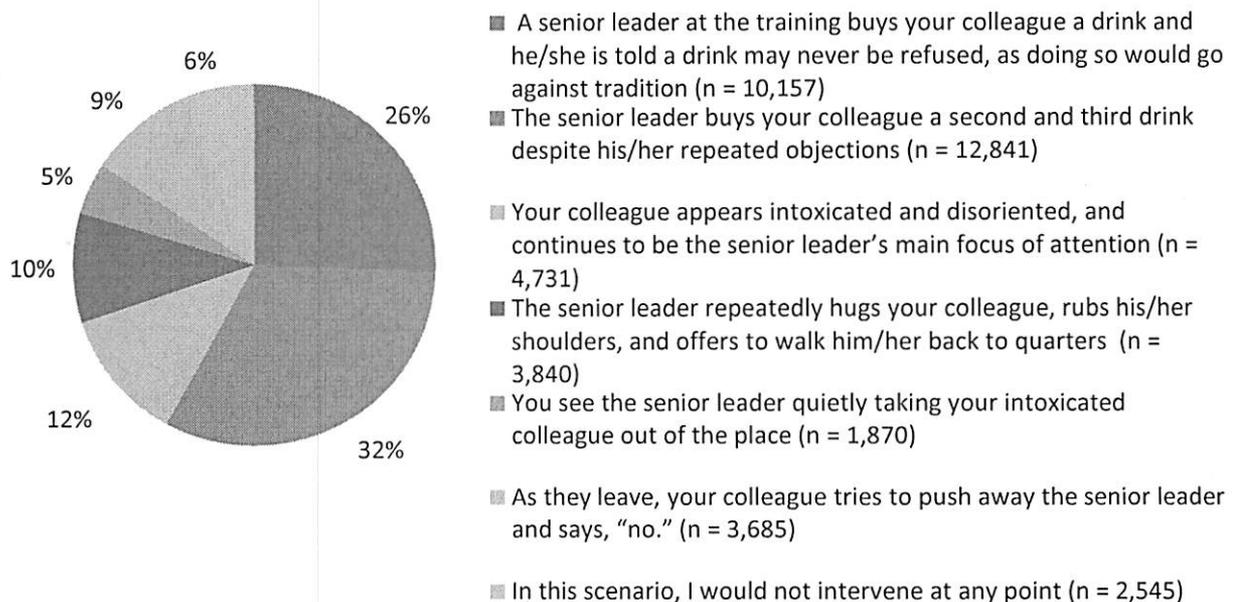


Figure 43.
Percentage of Each Response Option for Item 5 within the Reserve Component

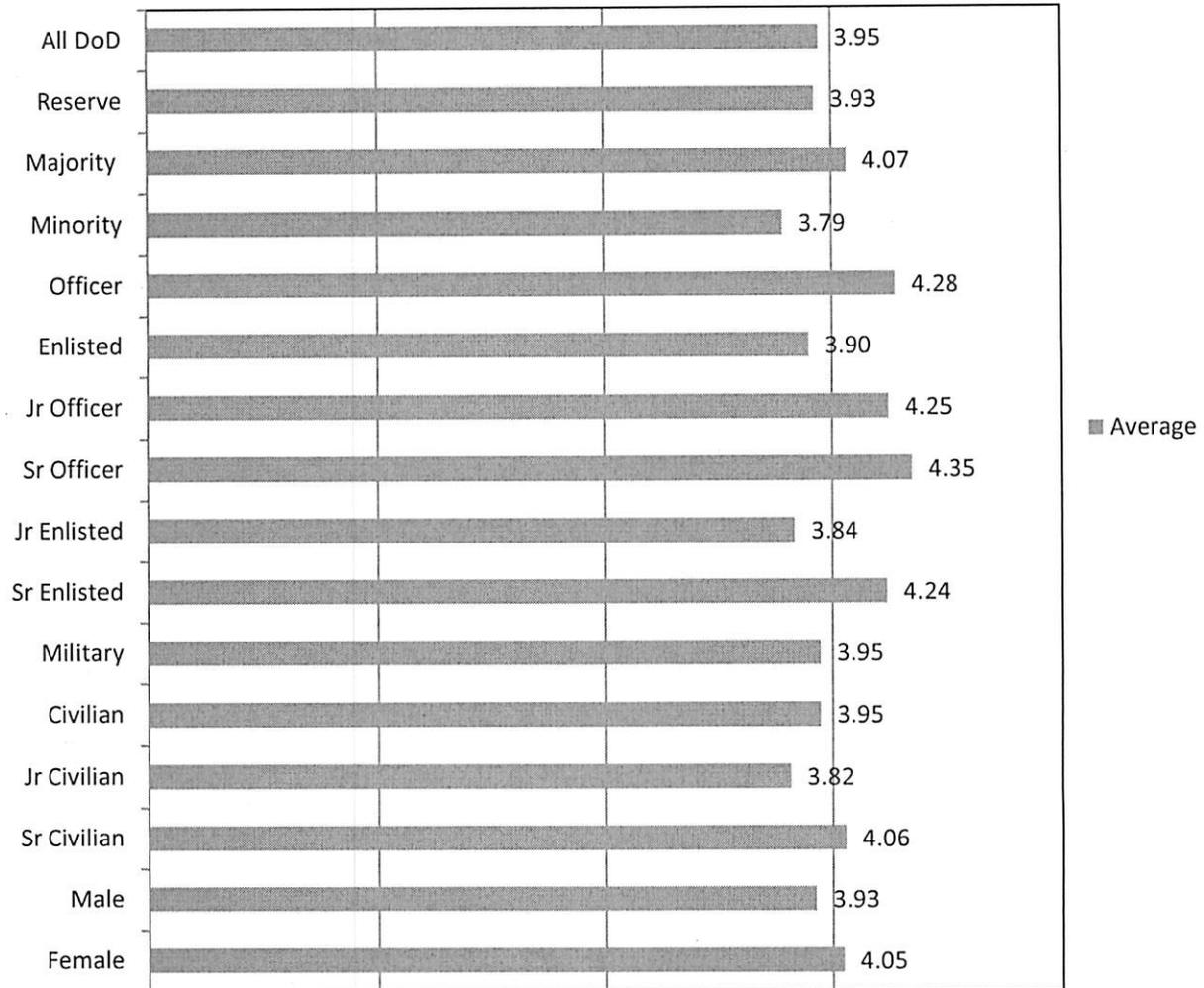
Imagine you go TDY for some training. The first night you go to a restaurant/bar with a large group of colleagues, whom you just met. At what point would you intervene in the following escalating situation?



2.3.3.3 Summary of Bystander Intervention Climate

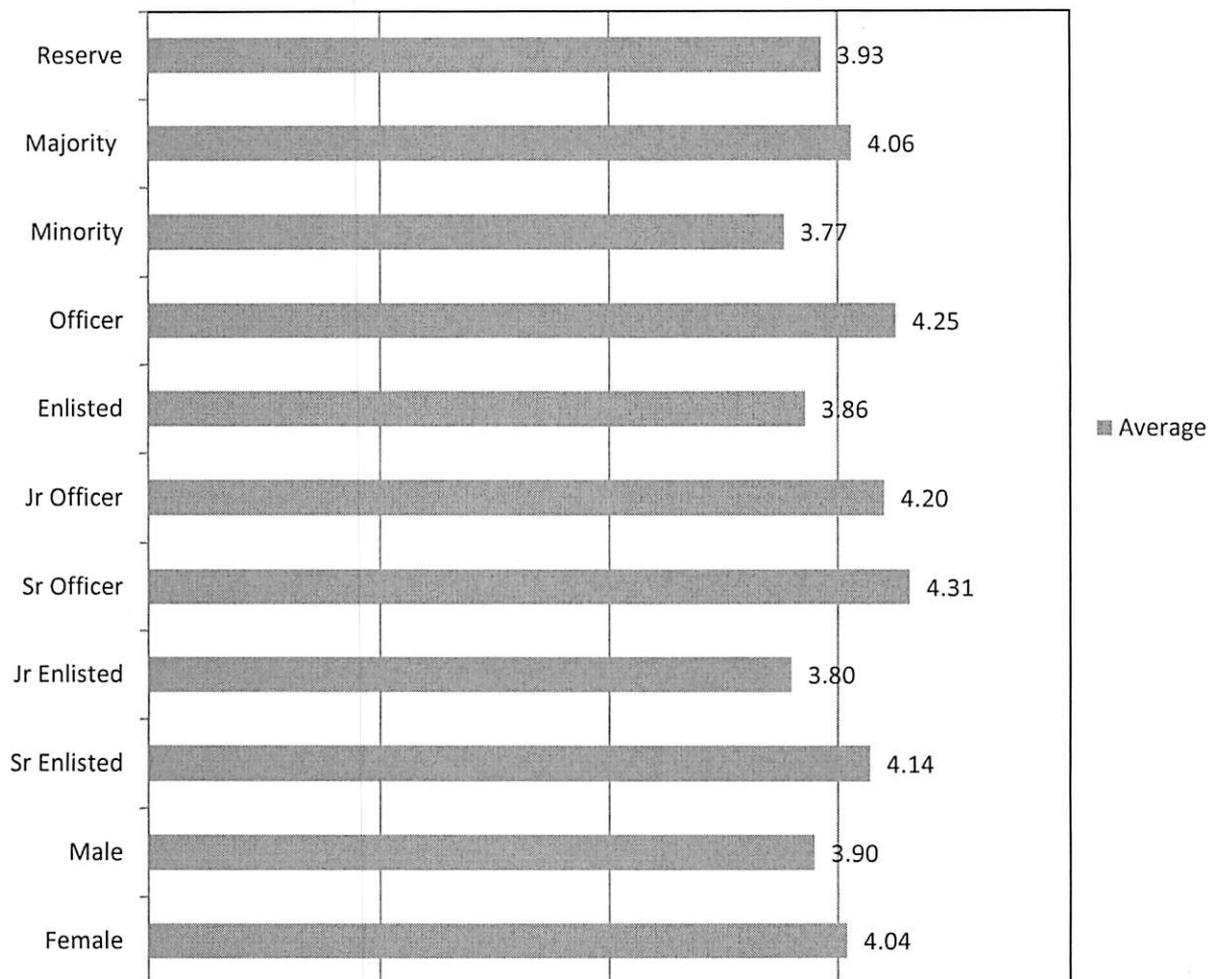
As discussed above, the survey includes two bystander intervention questions. One item is situation-based and asks respondents to indicate *which action* they would take if in a given situation. The second item presents respondents a scenario and asks at *which point they would most likely intervene* if they witnessed the escalating situation. The *Bystander Intervention Climate* questions can be scored by multiplying the action score by intervening item score. Multiplying the action score by the intervening score allows one to calculate the interactive effect of the likely action and point of intervention. This number is then transformed to a 5-point scale to create composite score. The composite score is coded such that a high score indicates a more favorable climate. Figure 44 and Figure 45 display means of the *Bystander Intervention Climate* composite scores for DoD Personnel and the Reserve Component Personnel. The DoD score implies a moderate to rather strong likelihood of bystanders intervening to prevent sexual assault. The Reserve Component score also implies a moderate to rather strong likelihood of bystanders intervening to prevent sexual assault.

Figure 44.
Mean Bystander Intervention Climate Composite Scores across DoD Personnel



Note. n = 496,013

Figure 45.
Mean Bystander Intervention Climate Composite Scores within the Reserve Component



Note. n = 39,669

2.3.3.4 Sub-Group Comparisons of Bystander Intervention Climate across DoD

This section displays sub-group comparisons of *Bystander Intervention Climate* composite scores. The subgroup with the lowest mean is plotted within each figure.

Figure 46.
Comparing Bystander Intervention Climate for DoD Personnel across Organizations: Active Duty/National Guard Personnel and Reservists

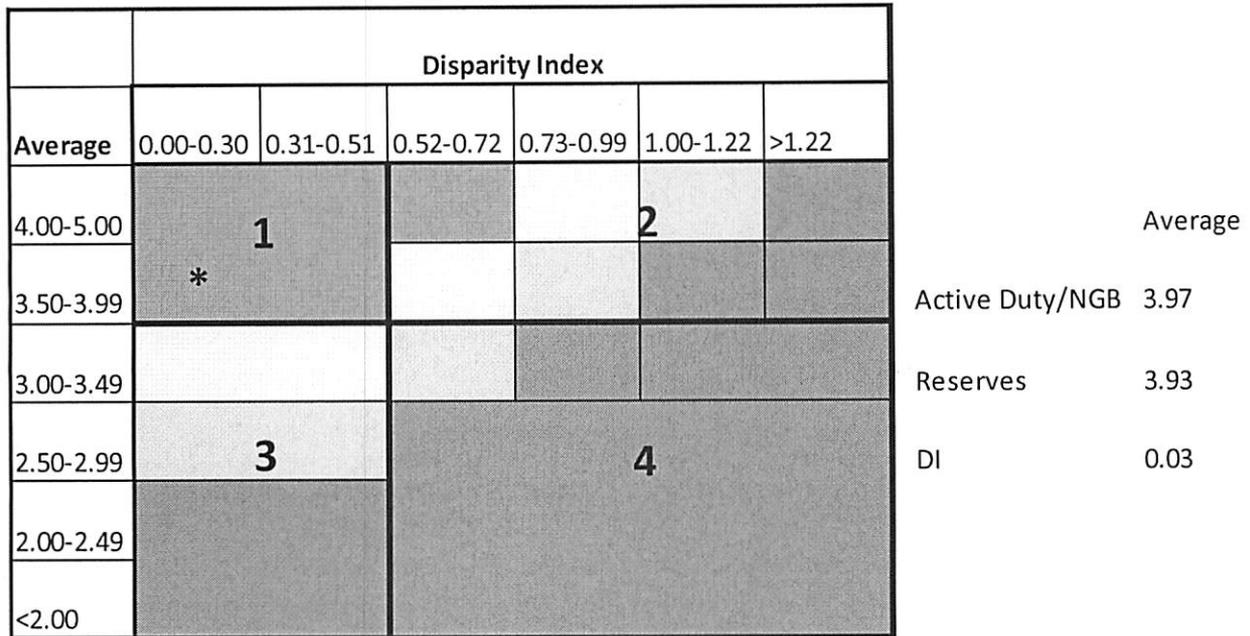


Figure 47.
Comparing Bystander Intervention Climate for DoD Personnel: Majority and Minority

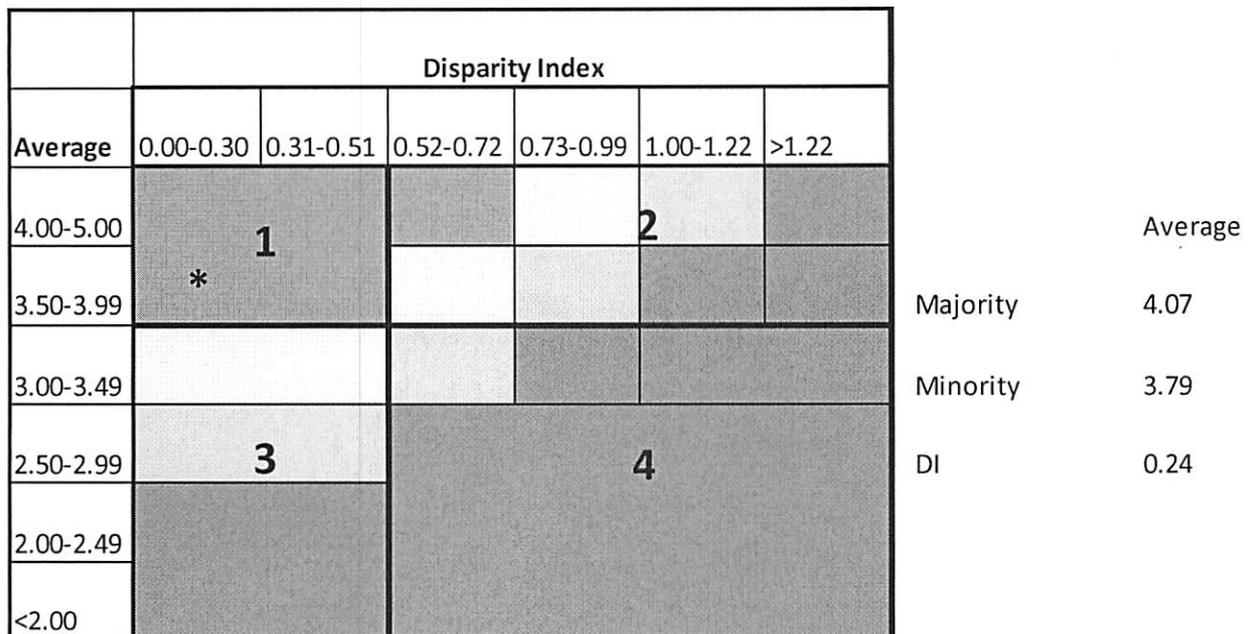


Figure 48.
Comparing Bystander Intervention Climate for DoD Personnel: Officers and Enlisted

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	1 *				2		Officer	Average 4.28
3.50-3.99								
3.00-3.49							Enlisted	3.90
2.50-2.99	3		4				DI	0.33
2.00-2.49								
<2.00								

Figure 49.
Comparing Bystander Intervention Climate for DoD Personnel: Junior Officers and Senior Officers

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	* 1				2		Jr Officer	Average 4.25
3.50-3.99								
3.00-3.49							Sr Officer	4.35
2.50-2.99	3		4				DI	0.11
2.00-2.49								
<2.00								

Figure 50.
Comparing Bystander Intervention Climate for DoD Personnel: Junior Enlisted and Senior Enlisted

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	1				2			Average
3.50-3.99	*						Jr Enlisted	3.84
3.00-3.49							Sr Enlisted	4.24
2.50-2.99	3		4				DI	0.34
2.00-2.49								
<2.00								

Figure 51.
Comparing Bystander Intervention Climate for DoD Personnel: Males and Females

	Disparity Index							
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22		
4.00-5.00	1				2			Average
3.50-3.99	*						Male	3.93
3.00-3.49							Female	4.05
2.50-2.99	3		4				DI	0.10
2.00-2.49								
<2.00								

Figure 52.
Comparing Bystander Intervention Climate for DoD Personnel: Military and Civilian

	Disparity Index										
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22					
4.00-5.00	* 1				2			Average			
3.50-3.99								Military	3.95		
3.00-3.49								Civilian	3.95		
2.50-2.99	3		4					DI	0.00		
2.00-2.49											
<2.00											

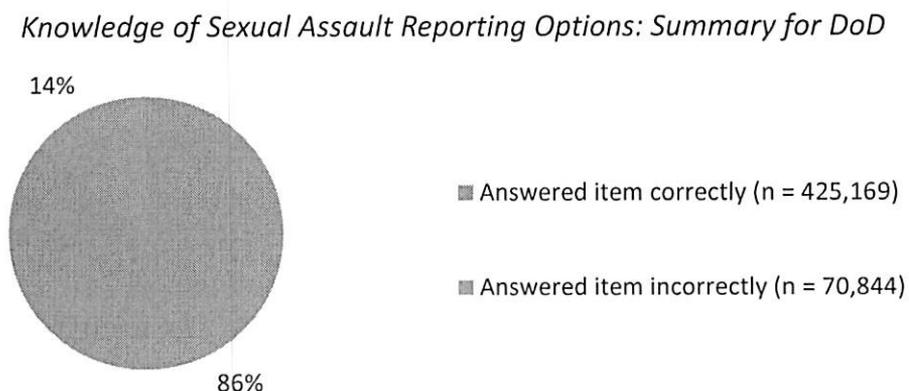
Figure 53.
Comparing Bystander Intervention Climate for DoD Personnel: Junior Civilians and Senior Civilians

	Disparity Index										
Average	0.00-0.30	0.31-0.51	0.52-0.72	0.73-0.99	1.00-1.22	>1.22					
4.00-5.00	* 1				2			Average			
3.50-3.99								Jr Civilian	3.82		
3.00-3.49								Sr Civilian	4.06		
2.50-2.99	3		4					DI	0.21		
2.00-2.49											
<2.00											

2.3.4 Knowledge of Sexual Assault Reporting Options

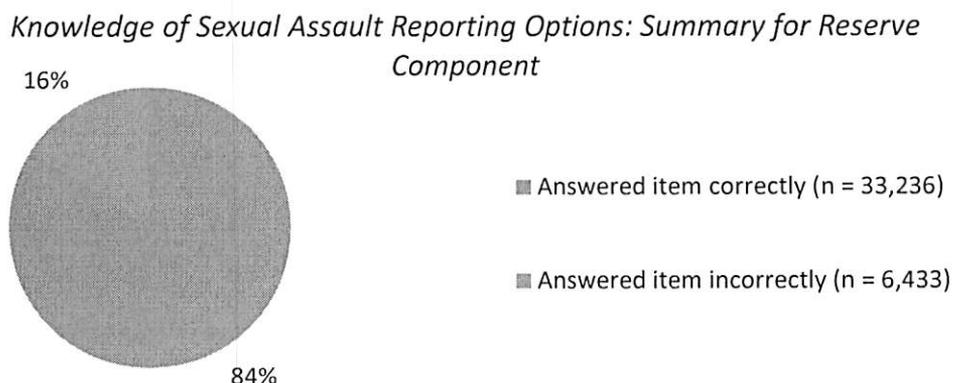
This section contains figures depicting the percentages of individuals who correctly responded to the *Knowledge of Sexual Assault Reporting Options* item based on organization followed by the results based on demographic groups both across DoD personnel and within the Reserve Component.

Figure 54.
Percentage of DoD Personnel Who Correctly Answered the Knowledge of Sexual Assault Reporting Options Question



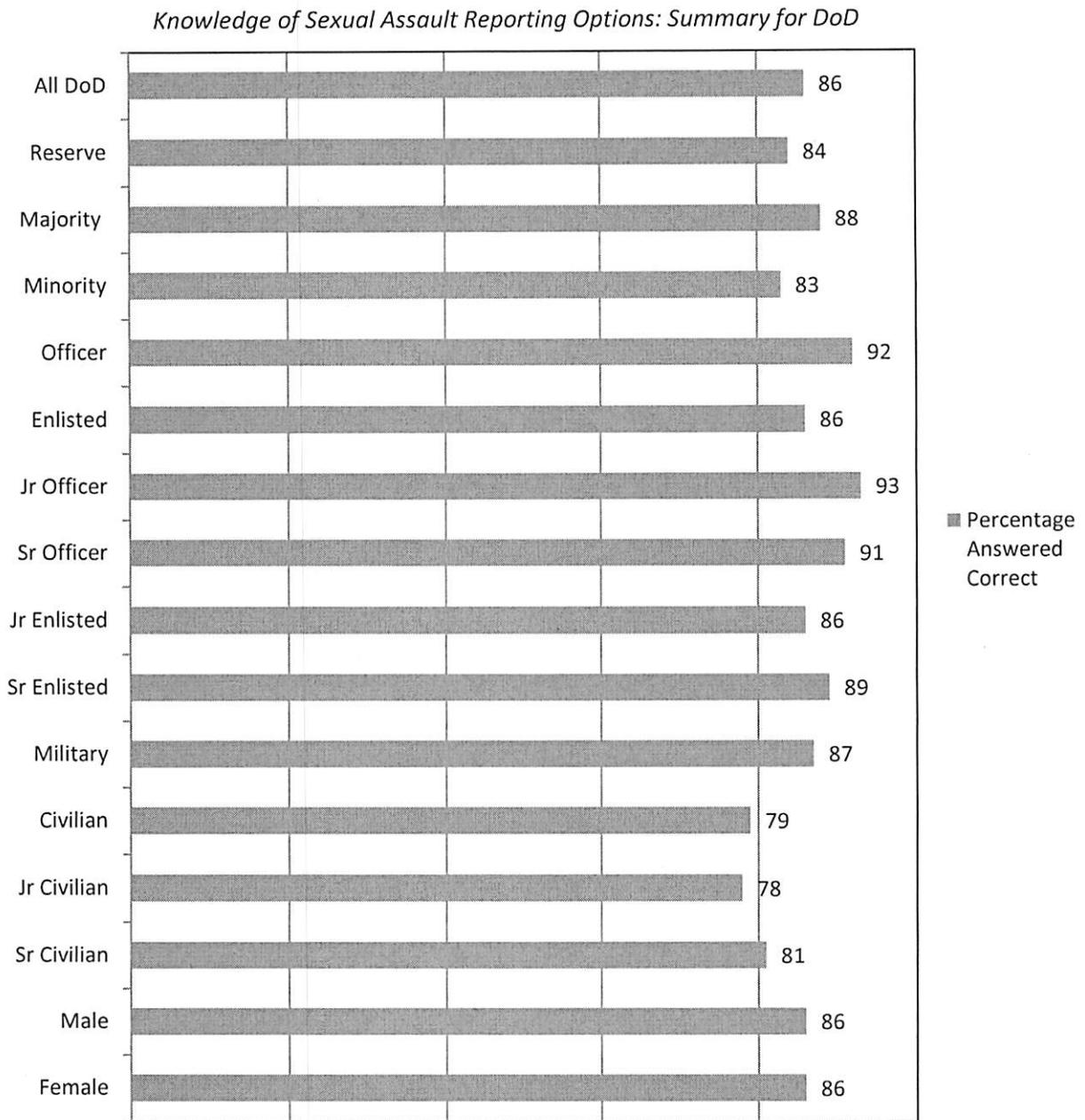
Note. n = 496,013

Figure 55.
Percentage of Reservists Who Correctly Answered the Knowledge of Sexual Assault Reporting Options Question



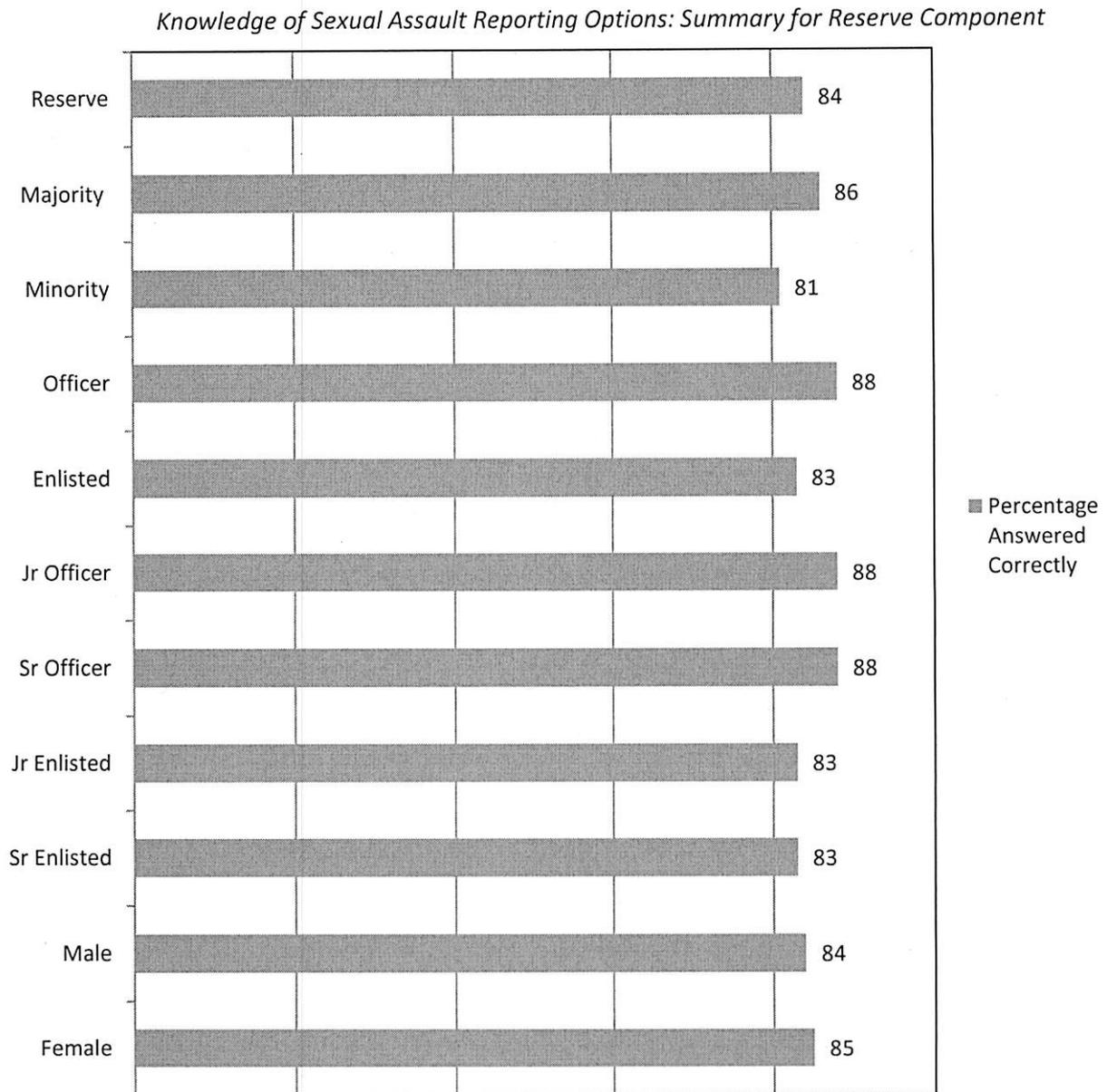
Note. n = 39,669

Figure 56.
Percentage of Correct Responses to Knowledge of Sexual Assault Reporting Options Question across DoD Personnel



Note. n = 496,013

Figure 57.
Percentage of Correct Responses to Knowledge of Sexual Assault Reporting Options Question within the Reserve Component



Note. n = 39,669

2.4 Unit-Level Analyses of SAPR Climate Factors

The raw dataset contained 8,686 units; however, a DEOCS and UCA report is only generated when there are 16 or more respondents within a unit. Thus, the following unit-level analysis represents the 6,816 units that had 16 or more respondents. Individual member's scores were aggregated to the unit-level. The table below displays descriptive statistics regarding these aggregated, unit-level scores on the SAPR climate factors.

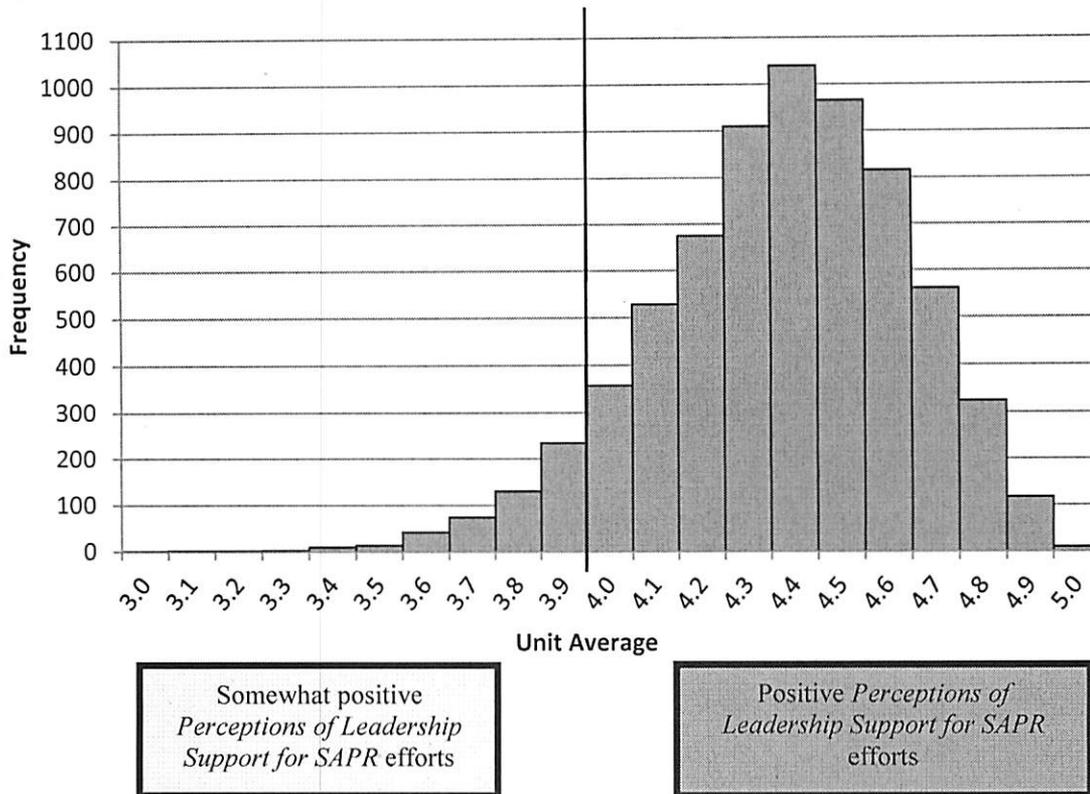
Table 4.***Aggregated Unit Descriptive Statistics Collected From 25 May 2013 to 24 September 2013***

	Aggregate Unit Score on Perceptions of Leadership Support for SAPR	Percentage of Members within Units Perceiving No Barriers to Reporting Sexual Assault	Aggregate Unit Score on Bystander Intervention Climate	Percentage of Members within Units Answering the Knowledge of Sexual Assault Reporting Options Question Correctly	
<i>n</i> units	6,816	6,816	6,816	6,816	
Mean	4.37	38.01	4.00	84.13	
Std. Error of Mean	0.00	0.16	0.00	0.10	
Median	4.40	35.00	4.00	85.00	
Mode	4.40	35.00	4.00	85.00	
Std. Deviation	0.27	13.09	0.31	8.59	
Variance	0.08	171.31	0.10	73.87	
Range	2.00	90.00	2.60	60.00	
Minimum	3.00	0.00	2.20	35.00	
Maximum	5.00	90.00	4.80	95.00	
Percentiles					
	10	4.00	20.00	3.60	75.00
	20	4.10	25.00	3.70	80.00
	30	4.20	30.00	3.81	80.00
	40	4.30	35.00	3.90	85.00
	50	4.40	35.00	4.00	85.00
	60	4.50	40.00	4.10	85.00
	70	4.50	45.00	4.20	90.00
	80	4.60	50.00	4.30	90.00
	90	4.70	55.00	4.40	95.00

2.4.1 Perceptions of Leadership Support for SAPR

Figure 58 depicts frequencies of unit averages along with a metric for determining the favorability of *Perceptions of Leadership Support for SAPR* efforts. 6,304 of 6,816 units (92%) expressed positive *Perceptions of Leadership Support for SAPR*, while 512 units (8%) indicated somewhat positive *Perceptions of Leadership Support*.

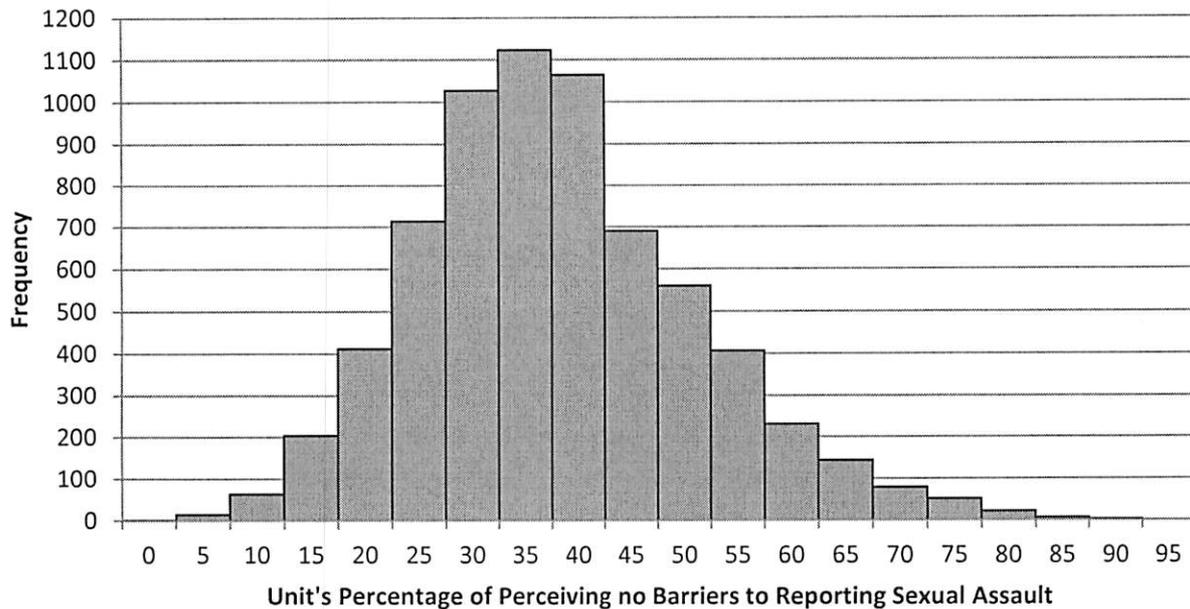
Figure 58.
Frequency of Unit Averages of Perceptions of Leadership Support for SAPR



2.4.2 Perceptions of Barriers to Reporting Sexual Assault

Figure 59 depicts frequencies of units along with the percentage of member's within a unit who perceive no barriers to reporting sexual assault. In 5,313 units (78%), more than half of the members perceived *one or more barriers* to reporting sexual assault within their unit; in 1,503 units (22%), half or more of the members perceived *no barriers* to reporting sexual assault within their unit.

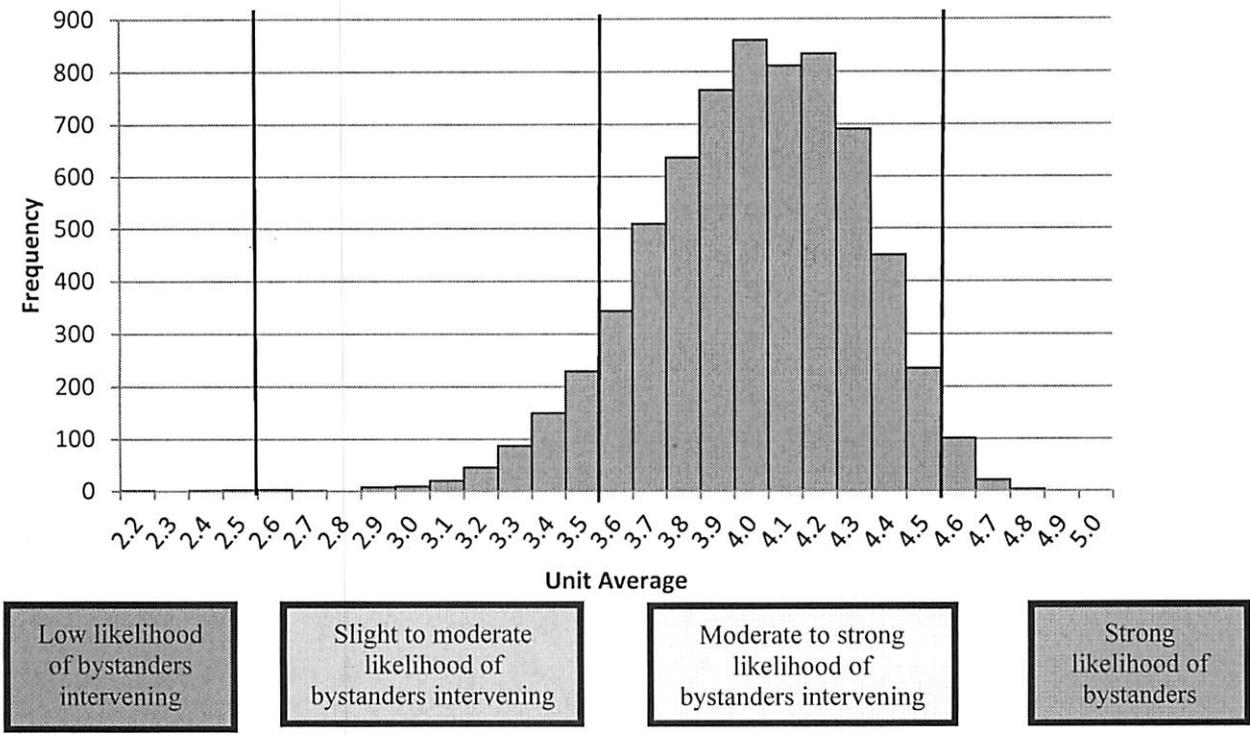
Figure 59.
Frequency of Unit Percentages of Perceiving No Barriers to Reporting Sexual Assault



2.4.3 Bystander Intervention Climate

Figure 60 depicts frequencies of unit averages along with a metric for determining the likelihood of bystanders intervening. 125 units (2%) indicated there is a *strong* likelihood of intervening as a bystander to prevent sexual assault within their unit; 6,135 units (90%) indicated there is a *moderate to strong* likelihood of *bystander intervention*, 552 units (8%) indicated there is a *slight to moderate* likelihood of *bystander intervention* and 4 units indicated a *low* likelihood of *bystander intervention*.

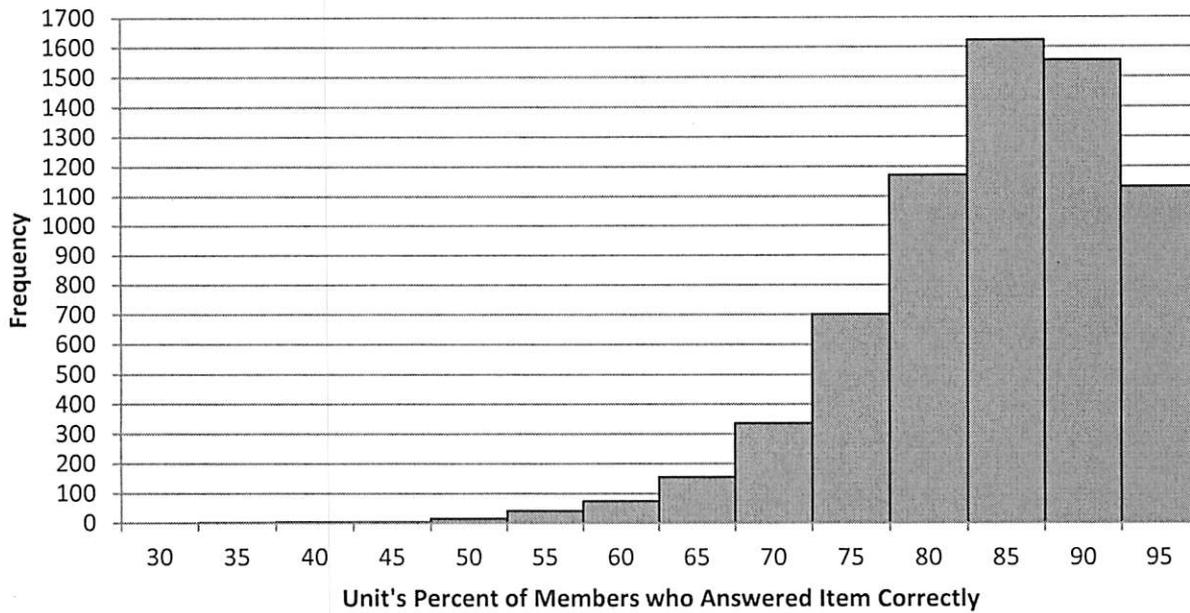
Figure 60.
Frequency of Unit Averages of Bystander Intervention Climate



2.4.4 Knowledge of Sexual Assault Reporting Options

Figure 61 depicts frequencies of unit averages along with the percentage of members who correctly answered the *Knowledge of Sexual Assault Reporting Options* question. 5,483 units (80%) contained at least an 80% correct response rate on the *Knowledge of Sexual Assault Reporting Options*; 1,333 units (20%) had less than an 80% correct response rate with 66 units (1%) falling below a 60% correct response rate.

Figure 61.
Frequency of Unit Percentages of Correct Responses to the Knowledge of Sexual Assault Reporting Options Question



3. Trend Analysis across the SAPR Monthly Climate Report Data Collected within the DoD

This section displays an analysis of trends across the 2012 Baseline (2 March 2012 to 17 September 2012), FY13 Q3 (27 February 2013 to 24 June 2013), and FY13 Q4 (25 June 2013 to 24 September 2013) datasets within the DoD. Trends are displayed for each SAPR climate factor, highlighting comparisons between demographic variables.

3.1 Methodology

Below is a description of the procedure used to analyze trends within each SAPR climate factor, as well as the sampling procedure for assessing statistical significance.

3.1.1 Procedure and Sample

A total of 1,288,434 respondents completed the DEOCS and Air Force UCA from the beginning of data collection through the end of the current period (2 March 2012 to 24 September 2013). The following section compares the results of the data collected during 2012 Baseline (2 March 2012 and 17 September 2012)² with the data collected in FY13 Q3(27 February 2013 and 24 June 2013) as well as the data collected in FY13 Q4 (25 June 2013 and 24 September 2013). For clarity, in the remainder of this section, all data collected between 2 March 2012 and 17 September 2012 will be referred to as 2012 Baseline, data collected between 27 February 2013 and 24 June 2013 will be referred to as FY13 Q3, and data collected between 25 June 2013 and 24 September 2013 will be referred to as FY13 Q4.

Of the 1,288,434 participants who completed the DEOCS and Air Force UCA since its inception, 473,345 responded during the 2012 Baseline, 430,873 responded during FY13 Q3, and 384,216 responded during FY13 Q4. In samples of this size and nature, significance levels may be inflated, therefore approximately 10% of each sample was randomly selected to test mean difference between the FY13 Q3 and FY13 Q4 datasets. A total of 42,931 cases were randomly selected from the FY13 Q3 dataset and 38,652 cases were randomly selected from the FY13 Q4 dataset³. The table below displays the demographic composition of all three random samples. To see trend analyses between 2012 Baseline and FY13 Q3 data, refer to the *Sexual Assault Prevention and Response (SAPR) Climate Report: Analyses and Results July 2013, SAPR Monthly Report No. 02-13*.

² The SAPR Climate questions were first added to the DEOCS on 2 March 2012. Due to contractual issues, the DEOCS was offline between 17 September 2012 and 27 February 2013. UCA data collected during 17 September 2012 and 27 February 2013 is not reported within this document.

³ See previous report, *Sexual Assault Prevention and Response (SAPR) Climate Report: Analyses and Results July 2013, SAPR Monthly Report No. 02-13*, for more information on the 2012 Baseline dataset and significance findings between 2012 Baseline and FY13 Q3.

Table 5.
DoD Sample Demographics

	Data Collection Dates		
	2012 Baseline	FY13 Q3	FY13 Q4
Sample size (n)	47,472	42,931	38,652
Active Duty/NGB	35,790	31,988	28,517
Reserve Component	3,595	3,595	3,010
Majority	27,800	25,295	21,965
Minority	17,671	15,765	14,882
Military	40,339	36,407	32,285
Civilian	7,133	6,524	6,367
Males	38,890	34,836	31,257
Females	8,582	8,095	7,395
Officer	5,870	5,542	4,824
Enlisted	34,469	30,865	27,461
Junior Officer	3,619	3,424	3,158
Senior Officer	2,251	2,118	1,666
Junior Enlisted	29,828	26,463	23,556
Senior Enlisted	4,641	4,402	3,905

3.2 Analyses and Results

The means of the subgroups for the 2012 Baseline, FY13 Q3, and FY13 Q4 datasets are displayed in the figures below. All scores are coded and displayed such that higher scores indicate a more favorable response.

Mann-Whitney U tests were conducted to test mean rank differences between the FY13 Q3 and FY13 Q4 datasets for each subgroup on the *Perceptions of Leadership Support*, *Bystander Intervention*, *Perceived Barriers to Reporting Sexual Assault*, and *Knowledge of Sexual Assault Reporting Options* questions. Statistically significant differences for each factor within each subgroup are displayed in the corresponding tables below. Statistical significance is assessed at the $p < .05$ level.⁴

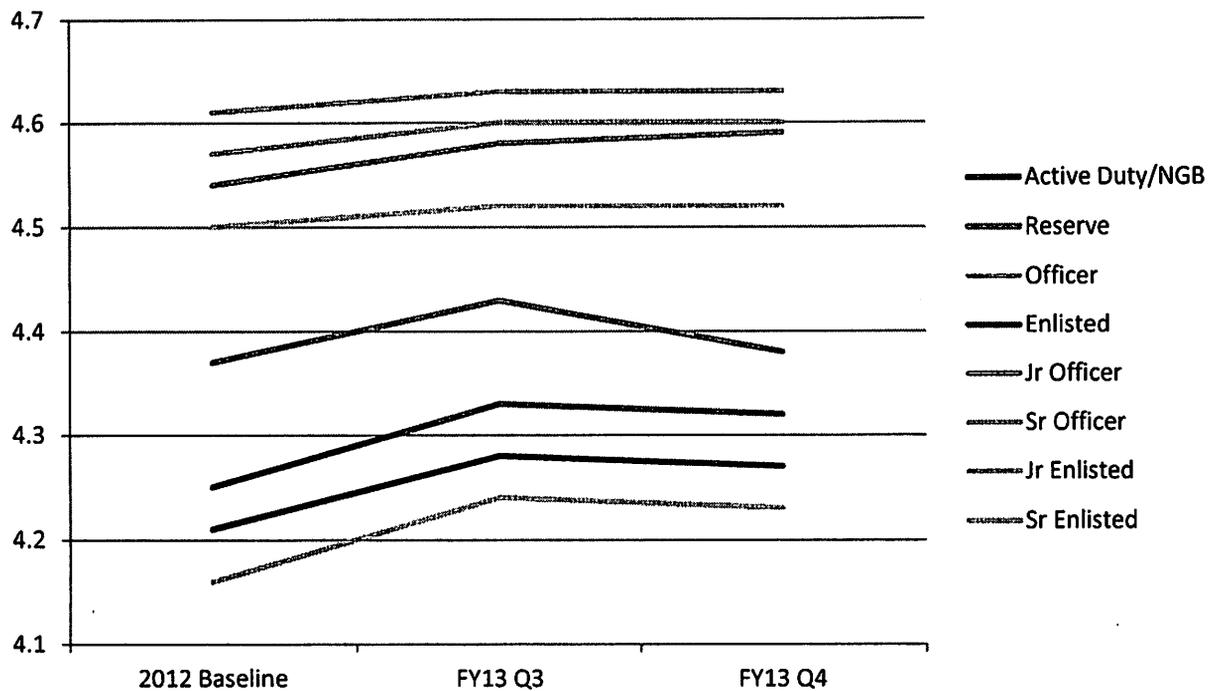
For ease of interpretation, means or percentages for each data collection are graphed across two graphs for each demographic group. For means, the y-axis ranges from 1 (least favorable) to 5 (most favorable); however in order to distinguish between graphed points, the scale is truncated based on the range of means. Similarly, when reporting percentages, the y-axis ranges from 0% to 100% but has been truncated based on the range of percentages. A table of statistically significant mean-level differences follows each graph along with summary of the findings.

⁴ Even though just approximately 10% of the sample was utilized to test the mean difference between data collection periods, the sample sizes of each dataset are still large (>38,000) and therefore statistically significant results can be found for minor fluctuations due to large sample sizes. Thus, it is important to keep in mind that a statistically significant result may reflect very small mean differences between the two datasets.

3.2.1 Trends for Perceptions of Leadership Support for SAPR

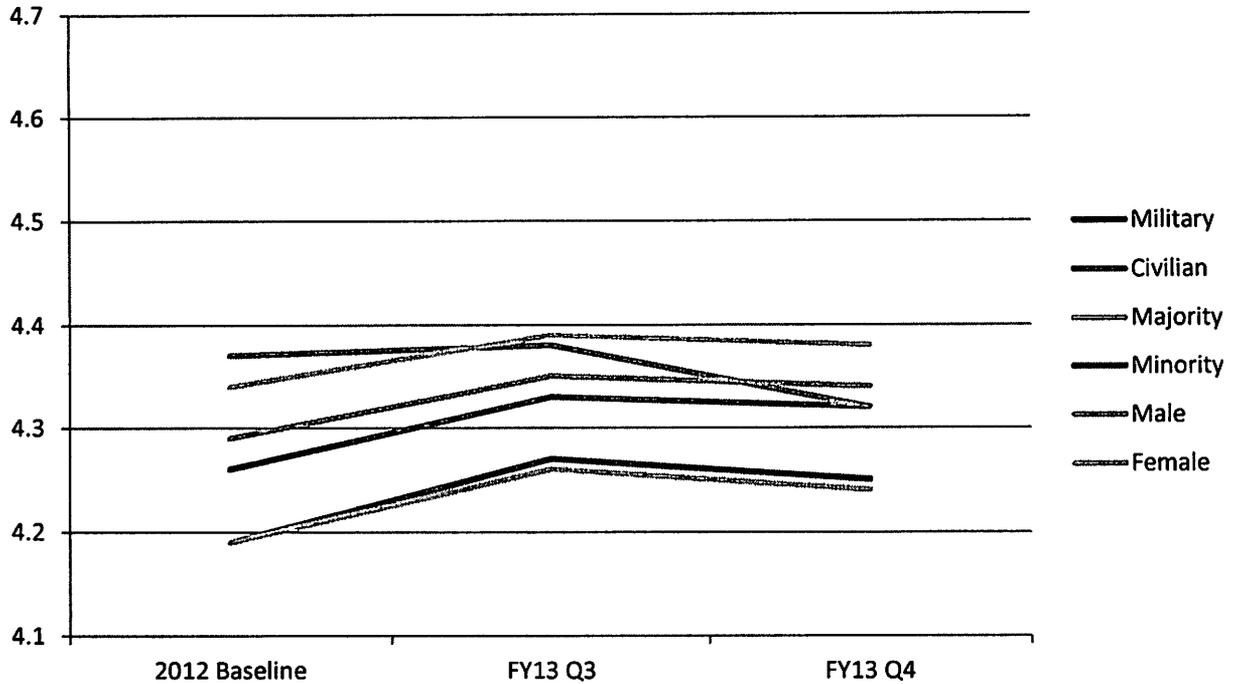
This section contains figures depicting comparisons of mean level perceptions of *Leadership Support for SAPR* across the DoD by demographic variables as collected by the DEOCS and Air Force UCA. Following the results is a discussion of which results statistically differ from one another.

Figure 62.
Mean DoD Perceptions of Leadership Support for SAPR Trends by Demographic Variables, Part 1 of 2



Note: Higher scores indicate more favorable perceptions.

Figure 63.
Mean DoD Perceptions of Leadership Support for SAPR Trends by Demographic Variables,
Part 2 of 2



Note: Higher scores indicate more favorable perceptions.

Table 6.
DoD Statistically Significant Mean-Level Differences Comparing the FY13 Q3 and FY13 Q4
Dataset on the Perceptions of Leadership Support for SAPR

Active Duty/ NGB	Reserve Component	Majority	Minority	Military	Civilian	Male	Female	Officer	Enlisted	Jr. Officer	Sr. Officer	Jr. Enlisted	Sr. Enlisted
NS	NS	NS	NS	NS	*	NS	NS	NS	NS	NS	NS	NS	NS

NS	No statistically significant difference
*	Statistically significant difference in non- favorable direction ($p < .05$)
*	Statistically significant difference in favorable direction ($p < .05$)

The average score for each subgroup, across time periods, displayed positive *Perceptions of Leadership Support for SAPR*. The *Perceptions of Leadership Support for SAPR* significantly decreased between FY13 Q3 and FY13 Q4 for Civilians, indicating that Civilians had more negative *Perceptions of Leadership Support for SAPR* in FY13 Q4 compared to FY13 Q3. There

were no significant changes in *Perceptions of Leadership Support for SAPR* within any of the remaining subgroups between these time periods.

3.2.2 Trends for Perceived Barriers to Reporting Sexual Assault

This section contains figures depicting percentages of respondents perceiving zero *Barriers to Reporting Sexual Assault* within their unit across the DoD by demographic variables as collected by the DEOCS and Air Force UCA. Following the results is a discussion of which results statistically differ from one another.

Figure 64.
Percentage of DoD Perceiving Zero Barriers to Reporting Sexual Assault within Their Unit Trends by Demographic Variables, Part 1 of 2

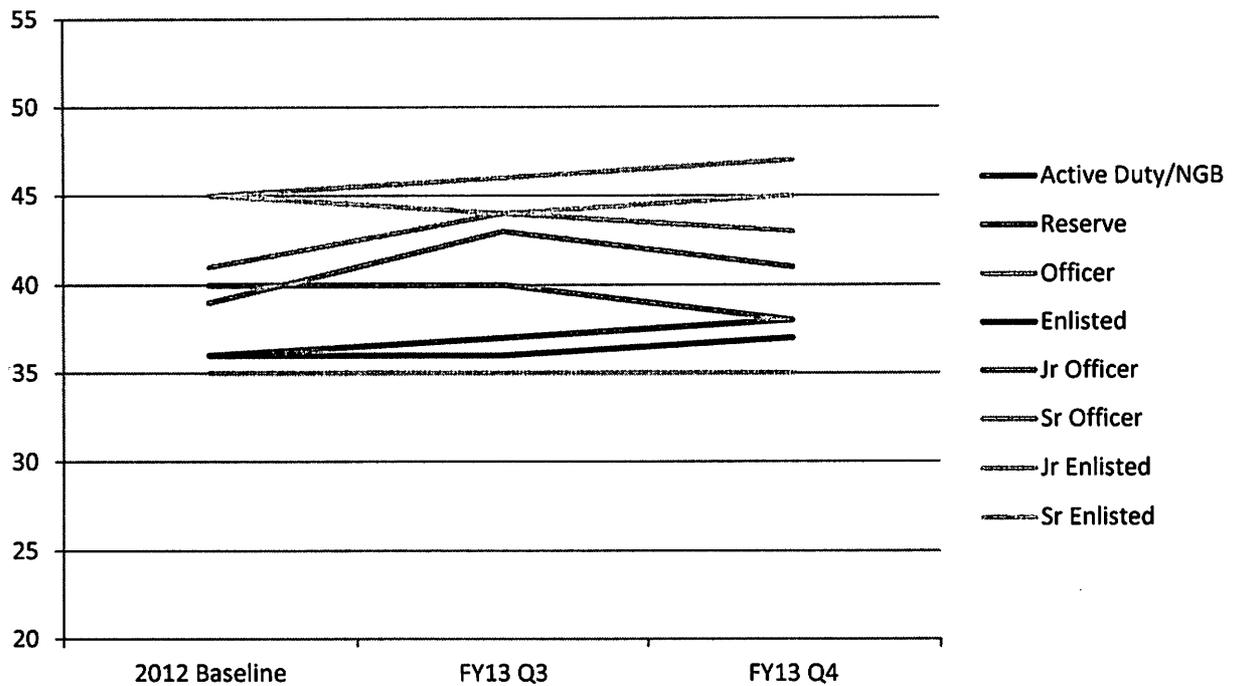


Figure 65.
Percentage of DoD Perceiving Zero Barriers to Reporting Sexual Assault within Their Unit Trends by Demographic Variables, Part 2 of 2

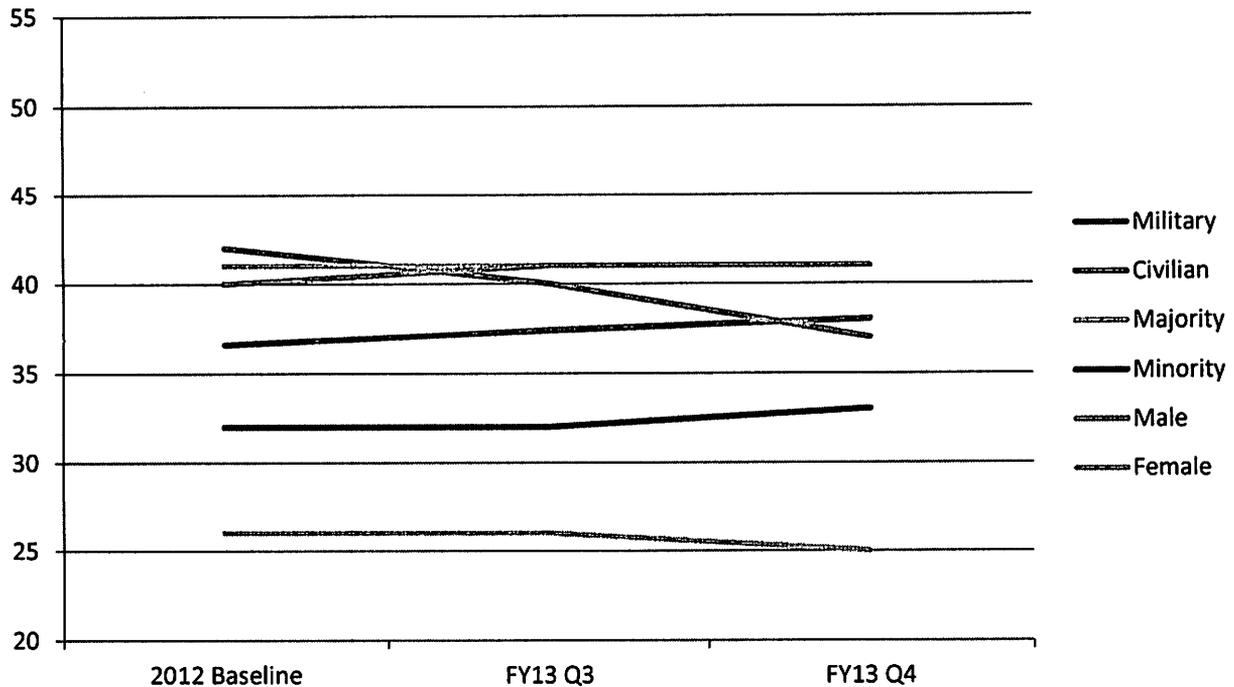


Table 7.
DoD Statistically Significant Mean Rank Differences Comparing the FY13 Q3 and FY13 Q4 Dataset on the Perceived Barriers to Reporting Sexual Assault Factor

Active Duty/ NGB	Reserve Component	Majority	Minority	Military	Civilian	Male	Female	Officer	Enlisted	Jr. Officer	Sr. Officer	Jr. Enlisted	Sr. Enlisted
NS	NS	NS	NS	NS	*	NS	NS	NS	NS	NS	NS	NS	NS

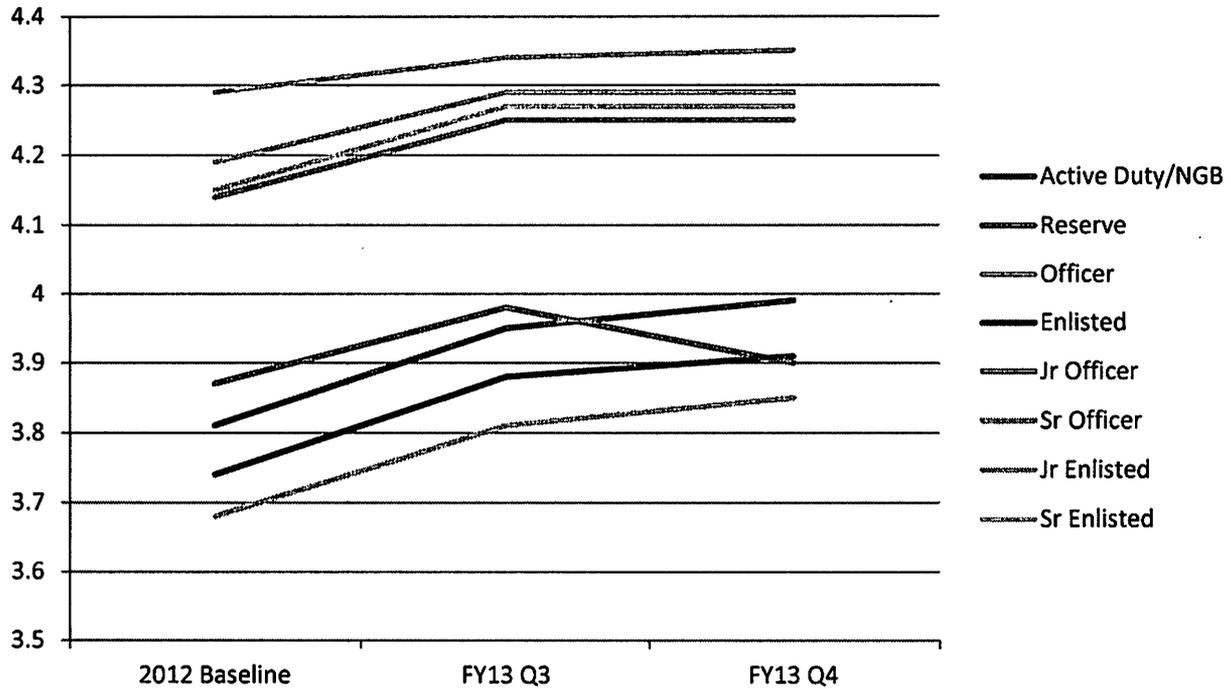
NS	No statistically significant difference
*	Statistically significant difference in non- favorable direction ($p < .05$)
*	Statistically significant difference in favorable direction ($p < .05$)

The Civilian subgroup was the only group to display a statistically significant negative trend between data collection periods of FY13 Q3 and FY13 Q4. This indicates that Civilians perceived more barriers to reporting sexual assault in FY13 Q4 compared to FY13 Q3. All other subgroups experienced no statistically significant trends between data collection periods.

3.2.3 Trends for Bystander Intervention Climate

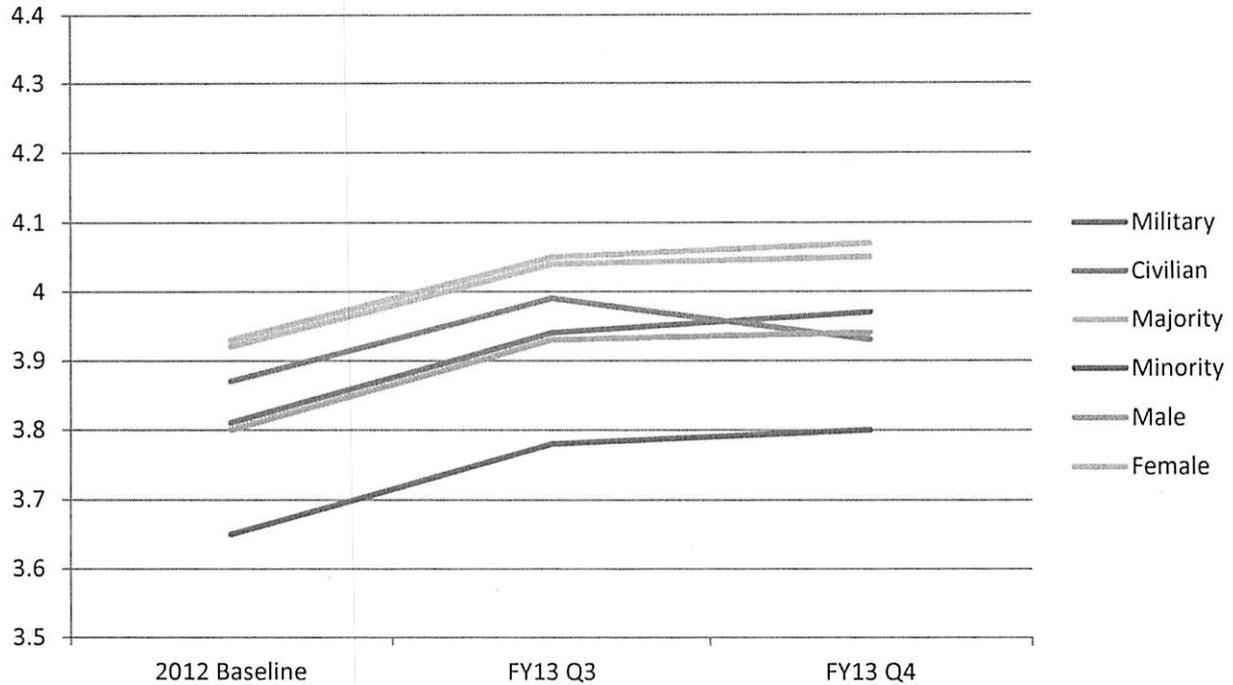
This section contains figures depicting comparisons of mean level perceptions of *Bystander Intervention Climate* across the DoD by demographic variables as collected by the DEOCS and Air Force UCA. Following the results is a discussion of which results statistically differ from one another.

Figure 66.
Mean DoD Bystander Intervention Climate Trends by Demographic Variables, Part 1 of 2



Note: Higher scores indicate more favorable perceptions.

Figure 67.
Mean DoD Bystander Intervention Climate Trends by Demographic Variables, Part 2 of 2



Note: Higher scores indicate more favorable perceptions.

Table 8.
DoD Statistically Significant Mean-Level Differences Comparing the FY13 Q3 and FY13 Q4 Dataset on Bystander Intervention Climate Factor

Active Duty/ NGB	Reserve Component	Majority	Minority	Military	Civilian	Male	Female	Officer	Enlisted	Jr. Officer	Sr. Officer	Jr. Enlisted	Sr. Enlisted
*	NS	*	*	*	*	*	NS	NS	*	NS	NS	*	NS

NS	No statistically significant difference
*	Statistically significant difference in non- favorable direction ($p < .05$)
*	Statistically significant difference in favorable direction ($p < .05$)

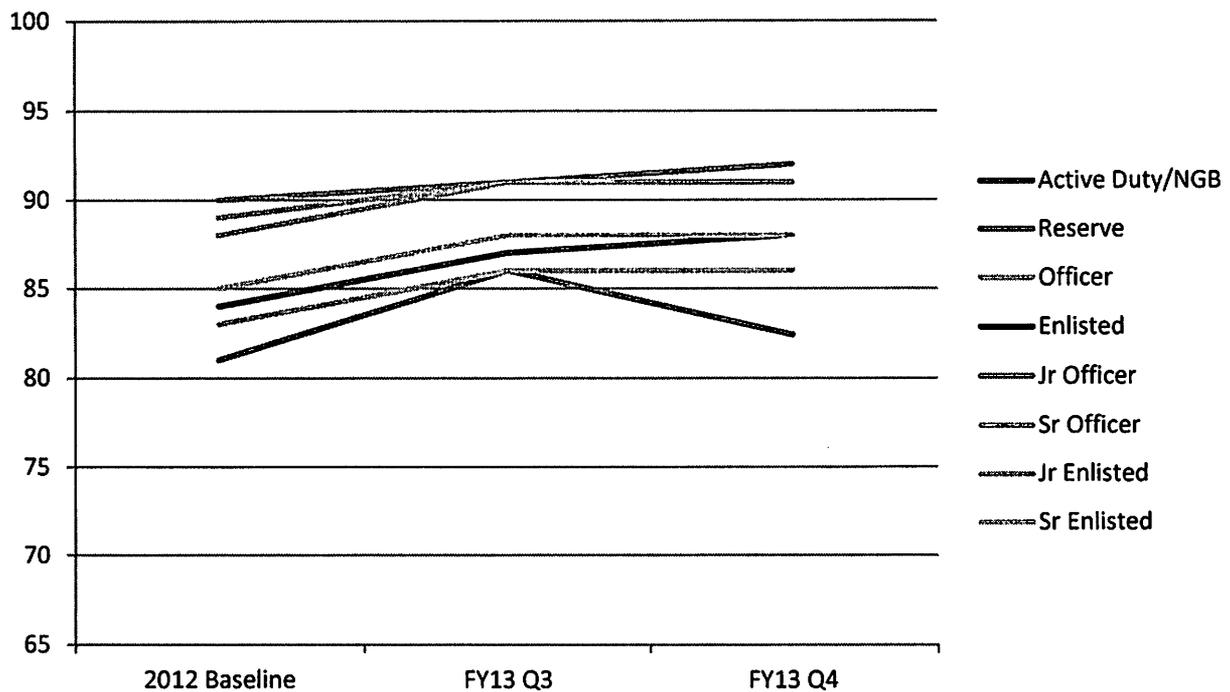
In both the FY13 Q3 and FY13 Q4, the average score for each subgroup fell within the range of moderate to rather strong likelihood of bystanders intervening to prevent sexual assault. The subgroups of Active Duty/NGB, Majority, Minority, Military, Male, Enlisted, and Junior Enlisted reported an increased likelihood of intervening to prevent sexual assault in FY13 Q4 compared to FY13 Q3. Civilians displayed a statistically significant negative trend between

FY13 Q3 and FY13 Q4. All other subgroups experienced no statistically significant trends between these two collection periods.

3.2.4 Trends for Knowledge of Sexual Assault Reporting Options Question

This section contains figures depicting percentages of correct responses to the *Knowledge of Sexual Assault Reporting Options* question across the DoD by demographic variables as collected by the DEOCS and Air Force UCA. Following the results is a discussion of which results statistically differ from one another.

Figure 68.
Percentage of DoD Correct Responses to the Knowledge of Sexual Assault Reporting Options Question Trends by Demographic Variables, Part 1 of 2⁵



⁵ Within Figure 68, Enlisted and Jr. Enlisted lines are overlapping because subgroups display identical scores (i.e., in Baseline, Enlisted and Junior Enlisted = 83%; in FY 2013 Quarter 1, Enlisted and Junior Enlisted = 86%; in FY 2013 Quarter 2, Enlisted and Junior Enlisted = 86%).

Figure 69.
Percentage of DoD Correct Responses to the Knowledge of Sexual Assault Reporting Options Question Trends by Demographic Variables, Part 2 of 2

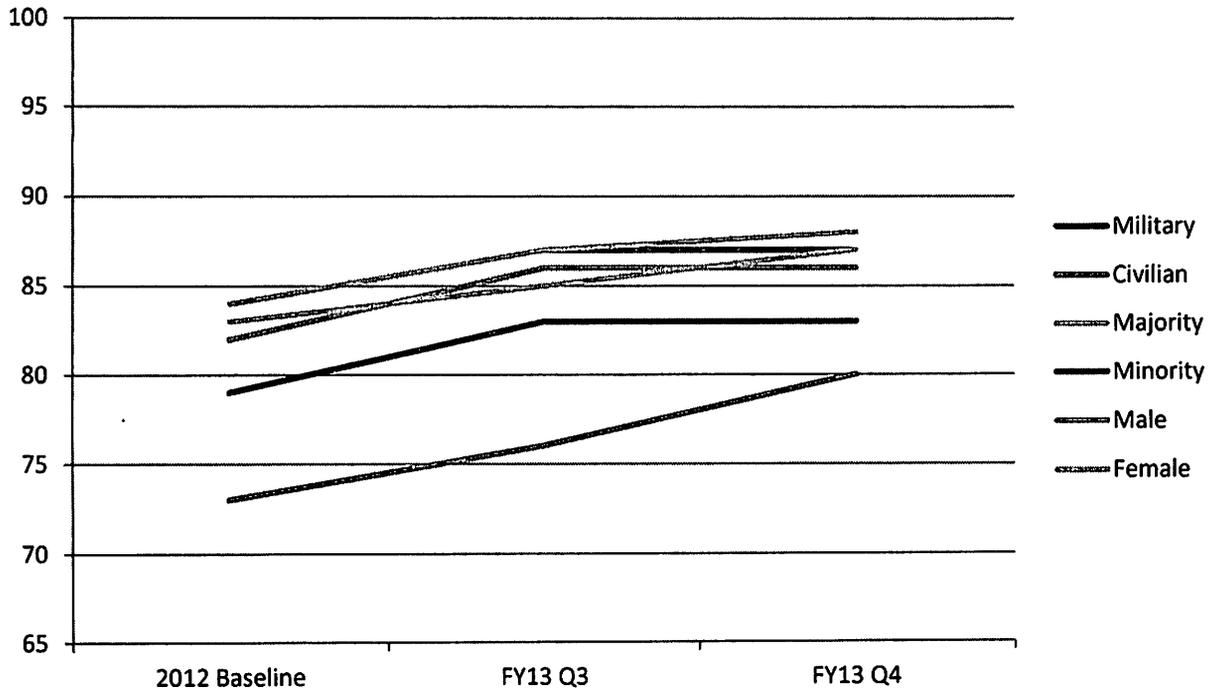


Table 9.
DoD Statistically Significant Mean Rank Differences Comparing the FY13 Q3 and FY13 Q4 Dataset on the Knowledge of Sexual Assault Reporting Options Question

Active Duty/ NGB	Reserve Component	Majority	Minority	Military	Civilian	Male	Female	Officer	Enlisted	Jr. Officer	Sr. Officer	Jr. Enlisted	Sr. Enlisted
NS	*	*	NS	NS	*	NS	*	NS	NS	NS	NS	NS	NS

NS	No statistically significant difference
*	Statistically significant difference in non- favorable direction ($p < .05$)
*	Statistically significant difference in favorable direction ($p < .05$)

The Knowledge of Sexual Assault Reporting Options question demonstrated positive statistically significant trends between the FY13 Q3 and FY13 Q4 datasets for the subgroups of Majority, Civilian, and Female. This indicates that these subgroups answered the Knowledge of Sexual Assault Reporting Options question correctly more often in FY13 Q4 than they did in the FY13 Q3. The Reserve Component demonstrated a significantly lower percentage of correct responses. There are no statistically significant differences between data collection periods for

Active Duty/NGB, Minority, Military, Male, Officer, Enlisted, Junior Officer, Senior Officer,
Junior Enlisted, Senior Enlisted on this knowledge question.

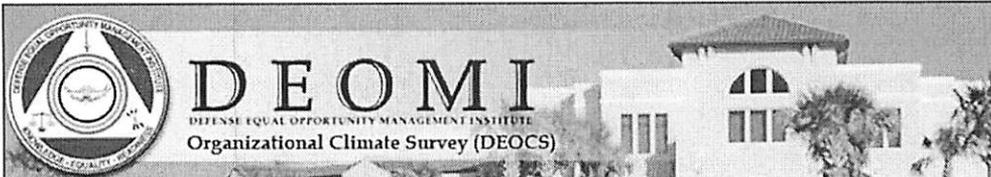
**Appendix A. Development Process for SAPR Climate Questions for
DEOCS 3.3.5 and UCA**

Development Process for SAPR Climate Questions for DEOCS 3.3.5 and UCA

SAPRO and DEOMI contracted a team of analysts to develop the SAPR climate questions; the steps of this process are listed below.

1. **SME Survey.** The analysis team reached out to 500 commanders to determine what information they found most useful regarding the SAPR climate in their unit. Results from the 76 responding commanders indicated that commanders found preventative initiatives (e.g., bystander intervention), perceptions of leadership support, and barriers to reporting sexual assault as the most pertinent issues.
2. **Item Development.** Based on these results, a team of SAPR subject matter experts wrote a large pool of SAPR climate items.
3. **Review for Face Validity.** Active Duty and retired military personnel conducted a peer review for face validity.
4. **Content Analysis.** Subject matter experts conducted content analyses to reduce items based on content replication, factor representation, and expected variance in responses.
5. **Pilot Test 1.** The analysis team conducted an initial pilot test with the final pool of items by appending them to the research blocks of the DEOCS.
6. **Data Analysis 1.** The team then statistically examined the distribution of the data for normality and variance at both the individual and unit-level of analysis. Additionally, they explored the factor structure at the individual-level of analysis and assessed the scale for construct validity, in terms of both convergent and divergent validity. Items that did not uphold strong psychometric properties were either modified or removed.
7. **Pilot Test 2.** The remaining items were pilot tested a second time and analyzed using similar statistical analysis as the first pilot test.
8. **Data Analysis 2.** Following this iterative process the item pool was narrowed down to six items, measuring four dimensions of SAPR climate.

Appendix B.
SAPR Climate Questions on DEOCS 3.3.5 and Air Force UCA



PART VI

SAPR 1. My leadership promotes a climate that is free of sexual assault.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

SAPR 2. My leadership would respond appropriately in the event a sexual assault was reported.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

SAPR 3. A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.

- True
- False

SAPR 4. Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit. (Mark all that apply):

- Lack of privacy/confidentiality
- Stigma, shame, fear
- Fear of being reduced in the eyes of the commander or colleagues
- Fear of disciplinary action due to victim's misconduct
- Fear of re-victimization
- Fear of operational impacts on training, security clearances, and overseas deployments
- Not knowing how to report
- Not thinking anything would be done
- Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct
- Concern Victim Advocate (VA) will not keep restricted report confidential
- None of the above, sexual assaults would be reported

SAPR 5. Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?

- Nothing
- Leave to avoid any kind of trouble
- Watch the situation to see if it escalates
- Tell the person what you saw the Service member do
- Confront the Service member

SAPR 6. Imagine you go TDY 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 at the training buys your colleague a drink and he/she is told a drink may never be refused, as doing so would go against tradition
- The senior leader buys your colleague a second and third drink despite his/her repeated objections
- Your colleague appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- The senior leader repeatedly hugs your colleague, rubs his/her shoulders, and offers to walk him/her back to quarters
- You see the senior leader quietly taking your intoxicated colleague out of the place
- As they leave, your colleague tries to push away the senior leader and says, "no."
- In this scenario, I would not intervene at any point

Note. "SAPR1" and "SAPR2" are the *Perceptions of Leadership Support for SAPR* items; "SAPR3" is the *Knowledge of Sexual Assault Reporting Options* item, "SAPR4" is *Perceptions of Barriers to Reporting Sexual Assault* and "SAPR5" and "SAPR6" are the *Bystander Intervention Climate* items.

Appendix C.
Descriptive Statistics Broken Out by Data Collection Period

Descriptive Statistics Broken Out by Data Collection Period

Table 10.
Demographics of DoD Personnel by Month for Data Collected on DEOCS and UCA from 25 May 2013 to 24 September 2013

	25 May 2013 – 24 June 2013 (n = 111,797)		25 June 2013 – 24 July 2013 (n = 120,207)		25 July 2013 – 24 August 2013 (n = 136,137)		25 August 2013 – 24 Sept 2013 (n = 127,872)	
	n	%	n	%	n	%	n	%
Branch								
Air Force	8,560	8	4,100	3	8,830	6	16,548	13
Army	51,985	47	66,378	55	71,986	53	53,990	42
Coast Guard	1,129	1	757	1	976	1	1,133	1
Marine Corps	9,006	8	11,538	10	13,078	10	11,496	9
Navy	22,265	20	21,532	18	22,416	16	16,098	13
Non U.S. Military Service	33	0	43	0	47	0	68	0
Other (e.g., contractor, private civilian)	18,819	17	15,859	13	18,804	14	28,539	22
Organization								
Active Duty	73,646	66	86,945	72	94,203	69	79,576	62
National Guard	7,750	7	7,406	6	9,195	7	6,256	5
Reserve	9,790	9	7,846	7	11,624	9	10,409	8
Other	20,611	18	18,010	15	21,115	16	31,631	25
Gender								
Male	89,122	80	98,845	82	111,172	82	103,057	81
Female	22,675	20	21,362	18	24,965	18	24,815	19
Race/Ethnicity								
American Indian or Alaska Native	1,441	1	1,671	2	1,857	1	1,530	1
Asian	4,530	5	4,603	4	6,425	5	5,468	5
Black/African American	17,433	18	18,673	18	20,877	15	17,665	16
Native Hawaiian or Pacific Islander	1,682	2	1,756	2	2,041	1	1,859	2
White	70,209	70	75,042	70	84,457	62	82,826	73
Multiracial	4,457	5	5,091	5	5,581	4	4,485	4
Hispanic	15,617	14	18,264	15	19,707	15	17,311	14
Non-Hispanic	94,938	86	101,322	85	115,247	85	108,190	85
Majority	63,718	60	67,832	59	76,307	59	74,474	61
Minority	43,229	40	47,460	41	53,861	41	47,172	39
Type of Employment								
Military	92,978	83	104,348	87	117,333	86	99,333	78
Civilian	18,819	17	15,859	13	18,804	14	28,539	22
Officer	14,175	15	14,009	13	16,842	14	16,463	17
Enlisted	78,803	85	90,339	87	100,491	86	82,870	83

Seniority								
Junior Enlisted	67,574	86	79,031	88	85,896	85	70,183	85
Senior Enlisted	11,229	14	11,308	13	14,595	15	12,687	15
Junior Officer	8,571	61	9,380	67	11,031	65	10,232	62
Senior Officer	5,604	40	4,629	33	5,811	35	6,231	38
Junior Civilian	4,496	28	3,746	28	4,401	28	5,872	24
Senior Civilian	11,820	72	9,530	72	11,071	72	18,832	76
Deployment Status (Q. Are you currently deployed?)⁶								
No, it has been more than 6 months since my last deployment, or I have never deployed	77,157	76	90,969	79	94,865	75	82,896	76
No, but I returned from combat zone deployment within the past 6 months	6,541	6	6,014	84	8,280	7	6,226	6
No, but I returned from non-combat zone deployment within the past 6 months	3,375	3	4,340	4	4,487	4	3,550	3
Yes (CONUS)	2,716	3	3,195	3	3,598	3	3,498	3
Yes (OCONUS, in a combat zone)	6,342	6	5,331	5	7,871	6	5,453	5
Yes (OCONUS, in a non-combat zone)	5,458	5	6,052	5	7,074	6	7,475	7

⁶ Question is not contained within the Unit Climate Assessment (UCA); therefore data is only reflective of DEOMI Organizational Climate Survey (DEOCS).

C.1 Perceptions of Leadership Support for SAPR

The descriptive statistics of the *Perceptions of Leadership Support for SAPR* questions, broken out by data collection period, are in the tables below.

Table 11.
Descriptive Statistics for the Perceptions of Leadership Support for SAPR Data Collected in June 2013 (25 May 2013 to 24 June 2013)

	Q1. My leadership promotes a climate that is free of sexual assault	Q2. My leadership would respond appropriately in the event a sexual assault was reported.	Perceptions of Leadership Support for SAPR (Composite Score)*
<i>n</i>	111,797	111,797	111,797
Mean	4.30	4.33	4.31
Std. Error of Mean	.00	.00	.00
Median	5.00	5.00	5.00
Mode	5.00	5.00	5.00
Std. Deviation	.93	.91	.85
Variance	.86	.82	.72
Range	4.00	4.00	4.00
Minimum	1.00	1.00	1.00
Maximum	5.00	5.00	5.00
Percentiles			
10	3.00	3.00	3.00
20	4.00	4.00	3.50
30	4.00	4.00	4.00
40	4.00	4.00	4.00
50	5.00	5.00	4.50
60	5.00	5.00	5.00
70	5.00	5.00	5.00
80	5.00	5.00	5.00
90	5.00	5.00	5.00

* The mean of two perceptions of leadership support questions were computed to form the composite score.

Table 12.***Descriptive Statistics for the Perceptions of Leadership Support for SAPR Data Collected in July 2013 (25 June 2013 to 24 July 2013)***

	Q1. My leadership promotes a climate that is free of sexual assault	Q2. My leadership would respond appropriately in the event a sexual assault was reported.	Perceptions of Leadership Support for SAPR (Composite Score)*
<i>n</i>	120,207	120,207	120,207
Mean	4.28	4.32	4.30
Std. Error of Mean	0.00	0.00	0.00
Median	5.00	5.00	4.50
Mode	5.00	5.00	5.00
Std. Deviation	.94	.92	.86
Variance	.89	.84	.75
Range	4.00	4.00	4.00
Minimum	1.00	1.00	1.00
Maximum	5.00	5.00	5.00
Percentiles			
10	3.00	3.00	3.00
20	4.00	4.00	3.50
30	4.00	4.00	4.00
40	4.00	4.00	4.00
50	5.00	5.00	4.50
60	5.00	5.00	5.00
70	5.00	5.00	5.00
80	5.00	5.00	5.00
90	5.00	5.00	5.00

* The mean of two perceptions of leadership support questions were computed to form the composite score.

Table 13.***Descriptive Statistics for the Perceptions of Leadership Support for SAPR Data Collected in August 2013 (25 July 2013 to 24 August 2013)***

	Q1. My leadership promotes a climate that is free of sexual assault	Q2. My leadership would respond appropriately in the event a sexual assault was reported.	Perceptions of Leadership Support for SAPR (Composite Score)*
<i>n</i>	136,137	136,137	136,137
Mean	4.28	4.32	4.30
Std. Error of Mean	0.00	0.00	0.00
Median	5.00	5.00	4.50
Mode	5.00	5.00	5.00
Std. Deviation	0.94	0.92	0.86
Variance	0.89	0.84	0.74
Range	4.00	4.00	4.00
Minimum	1.00	1.00	1.00
Maximum	5.00	5.00	5.00
Percentiles			
10	3.00	3.00	3.00
20	4.00	3.50	3.50
30	4.00	4.00	4.00
40	4.00	4.00	4.00
50	5.00	4.50	4.50
60	5.00	5.00	5.00
70	5.00	5.00	5.00
80	5.00	5.00	5.00
90	5.00	5.00	5.00

* The mean of two perceptions of leadership support questions were computed to form the composite score.

Table 14.***Descriptive Statistics for the Perceptions of Leadership Support for SAPR Data Collected in September 2013 (25 August 2013 to 24 September 2013)***

	Q1. My leadership promotes a climate that is free of sexual assault	Q2. My leadership would respond appropriately in the event a sexual assault was reported.	Perceptions of Leadership Support for SAPR (Composite Score)*
<i>n</i>	127,872	127,872	127,872
Mean	4.36	4.38	4.37
Std. Error of Mean	.00	.00	.00
Median	5.00	5.00	5.00
Mode	5.00	5.00	5.00
Std. Deviation	.89	.88	.82
Variance	.80	.77	.67
Range	4.00	4.00	4.00
Minimum	1.00	1.00	1.00
Maximum	5.00	5.00	5.00
Percentiles			
10	3.00	3.00	3.00
20	4.00	4.00	4.00
30	4.00	4.00	4.00
40	4.00	4.00	4.50
50	5.00	5.00	5.00
60	5.00	5.00	5.00
70	5.00	5.00	5.00
80	5.00	5.00	5.00
90	5.00	5.00	5.00

* The mean of two perceptions of leadership support questions were computed to form the composite score.

C.2 Perceptions of Barriers to Reporting Sexual Assault

The descriptive statistics of the *Perceptions of Barriers to Reporting Sexual Assault* question, broken out by data collection period, is displayed in the table below.

Table 15.

Descriptive Statistics by Month for the Barriers to Reporting Sexual Assault Data Collected from 25 May 2013 to 24 September 2013

	25 May 2013 – 24 June 2013 (n = 111,797)		25 June 2013 – 24 July 2013 (n = 120,207)		25 July 2013 – 24 August 2013 (n = 136,137)		25 August 2013– 24 Sept 2013 (n = 127,872)	
	n	%	n	%	n	%	n	%
Overall								
3 or more barriers perceived	51,670	46	55,271	46	60,884	45	56,901	45
1 to 2 barriers perceived	18,939	17	20,517	17	23,540	17	21,067	17
No barriers perceived	41,188	37	44,419	37	51,713	38	49,904	39
Area perceived as a barrier								
Concern Victim Advocate (VA) will not keep restricted report confidential	22,119	20	23,683	20	26,137	19	24,610	19
Fear of operational impacts on training, security clearances, and overseas deployments	28,866	26	31,272	26	34,212	25	31,994	25
Fear of disciplinary action due to victim's misconduct	31,930	29	34,841	29	38,601	28	35,102	28
Not knowing how to report	30,757	28	31,647	26	35,295	26	33,097	26
Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct	34,496	31	37,040	31	41,249	30	38,481	30
Fear of re-victimization	37,192	33	40,878	34	44,973	33	41,341	32
Not thinking anything would be done	38,163	34	40,321	34	44,485	33	41,615	33
Fear of being reduced in the eyes of the commander or colleagues	39,867	36	43,100	36	47,480	35	44,127	35
Lack of privacy/ confidentiality	44,882	40	47,652	40	52,635	39	49,601	39
Stigma, shame, fear	53,416	48	57,736	48	63,448	47	59,854	47
None of the above, sexual assaults would be reported	41,188	37	44,419	37	51,713	38	49,904	39

C.3 Bystander Intervention Climate

The descriptive statistics of the *Bystander Intervention Climate* question, broken out by data collection period, is displayed in the table below.

Table 16.

Descriptive Statistics by Month for the Bystander Intervention Climate Data Collected from 25 May 2013 to 24 September 2013

	25 May 2013 – 24 June 2013 (n = 111,797)		25 June 2013 – 24 July 2013 (n = 120,207)		25 July 2013 – 24 August 2013 (n = 136,137)		25 August 2013 – 24 Sept 2013 (n = 127,872)	
	n	%	n	%	n	%	n	%
Q4. Suppose you see a Service member put something in a person’s drink. You’re unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?								
Confront the Service member	47,598	43	51,881	43	58,252	43	53,903	42
Tell the person what you saw the Service member do	52,176	47	54,453	45	61,906	45	60,640	47
Watch the situation to see if it escalates	7,472	7	8,342	7	9,574	7	8,595	7
Leave to avoid any kind of trouble	1,227	1	1,439	1	1,665	1	1,285	1
Nothing	3,324	3	4,092	3	4,740	4	3,449	3
Q5. Imagine you go TDY 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 at the training buys your colleague a drink and he/she is told a drink may never be refused, as doing so would go against tradition	29,493	26	31,608	26	36,194	27	34,213	27
The senior leader buys your colleague a second and third drink despite his/her repeated objections	36,455	33	38,073	32	43,421	32	42,883	34
Your colleague appears intoxicated and disoriented, and continues to be the senior leader’s main focus of attention	13,210	12	14,273	12	15,850	12	15,057	12
The senior leader repeatedly hugs your colleague, rubs his/her shoulders, and offers to walk him/her back to quarters	10,699	10	12,373	10	13,871	10	12,312	10
You see the senior leader quietly taking your intoxicated colleague out of the place	5,020	5	5,694	5	6,247	5	5,342	4
As they leave, your colleague tries to push away the senior leader and says, “no”	9,581	9	9,864	8	11,105	8	10,474	8
In this scenario, I would not intervene at any point	7,339	7	8,322	7	9,449	7	7,591	6

C.4 Bystander Intervention Climate Composite Score

The descriptive statistics of the composite score⁷ of the *Bystander Intervention Climate* questions, broken out by data collection period, is displayed in the table below.

Table 17.
Descriptive Statistics by Month for the Bystander Intervention Composite Score Data Collected from 25 May 2013 to 24 September 2013

	25 May 2013 – 24 June 2013	25 June 2013 – 24 July 2103	25 July 2013 – 24 August 2013	25 August 2013 – 24 Sept 2013
<i>n</i>	111,797	120,207	136,137	127,872
Mean	3.95	3.93	3.94	3.99
Std. Error of Mean	.00	.00	0.00	.00
Median	4.60	4.60	4.60	4.60
Mode	4.60	4.60	4.60	4.60
Standard Deviation	1.16	1.17	1.17	1.14
Variance	1.35	1.38	1.38	1.29
Range	4.00	4.00	4.00	4.00
Minimum	1.00	1.00	1.00	1.00
Maximum	5.00	5.00	5.00	5.00
Percentiles				
10	2.20	2.20	2.20	2.20
20	3.00	3.00	3.00	3.00
30	3.80	3.80	3.80	3.80
40	4.20	4.20	4.20	4.20
50	4.60	4.60	4.60	4.60
60	4.60	4.60	4.60	4.60
70	4.60	4.60	4.60	4.60
80	5.00	5.00	5.00	5.00
90	5.00	5.00	5.00	5.00

⁷ The *Bystander Intervention Climate* questions are scored by multiplying the *action* score (Q4) by *intervening* item (Q5) score. Multiplying the action score by the intervening score allows one to calculate the interactive effect of the likely action and point of intervention. This number is then transformed to a 5-point scale. Items are coded such that a high score indicates a more favorable climate.

C.5 Knowledge of Sexual Assault Reporting Options

The descriptive statistics of the *Knowledge of Sexual Assault Reporting Options* question, broken out by data collection period, is displayed in the table below.

Table 18.

Descriptive Statistics by Month for the Knowledge of Sexual Assault Reporting Options Data Collected from 25 May 2013 to 24 September 2013

	25 May 2013 – 24 June 2013		25 June 2013 – 24 July 2013		25 July 2013 – 24 August 2013		25 August 2013 – 24 Sept 2013	
	<i>n</i>	%	<i>n</i>	<i>n</i>	%	<i>n</i>	<i>n</i>	%
Answered Question Correctly	94,806	85	102,966	86	116,297	85	111,100	87
Answered Question Incorrectly	16,991	15	17,241	14	19,840	15	16,772	13

Appendix D.
Definitions of the Subgroup Classifications

Definitions of the Subgroup Classifications

Data is broken out by multiple subgroups within this document. A description of the criteria used to create the DEOCS subgroup samples is provided in the table below.

Table 19.
Definitions of the Subgroup Classifications

Subgroup	Classifications
DoD	Active duty military, Reserves, National Guard, DoD Civilians, and Other (e.g., contractor, private civilian, State employees, local/host nations, etc.)
Reserve Component	Army Reserve, Navy Reserve, Air Force Reserve, Coast Guard Reserve, and Marine Corps Reserve
Active Duty/NGB	Active duty military and National Guard
Military	Active duty military, Reserves and National Guard
Civilian	DoD Civilians and other non-military personnel (e.g., contractor, private civilian, State employees, local/host nations, etc.)
Officer	O-1 and above and all Warrant Officers
Enlisted	E-1 through E-9
Junior Officer	O-1 through O-3
Senior Officer	O-4 and above
Junior Enlisted	E-1 through E6 ⁸
Senior Enlisted	E-7 through E-9
Junior Civilians	For GS, WG/WL/WS/WB, and SES: Junior = 1 through 8
Senior Civilians	For GS, WG/WL/WS/WB, and SES: Senior = 9 and above
Majority	Respondents who listed their race as "White," and their ethnicity as "not Hispanic."
Minority	Respondents who did list their race as "American Indian or Alaska Native," "Asian," "Black or African American," or "Native Hawaiian or other Pacific Islander" and their ethnicity as either "Hispanic" or "not Hispanic"

⁸ UCA Air Force Junior. Enlisted is categorized as E1-E4 and Senior Enlisted is categorized as E5-E9



SAPR Monthly Report No. 13 - 13

000841

**DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
ORGANIZATIONAL CLIMATE SURVEY
(DEOCS)**

General Description

The DEOCS questionnaire is intended for organizations of any size, and is suitable for military and/or civilian personnel. The questionnaire measures climate factors associated with the military equal opportunity (EO) program, civilian equal employment opportunity (EEO) program, Sexual Assault Prevention and Response (SAPR), and organizational effectiveness (OE) issues. The race-ethnic classification system used on DEOCS is consistent with recent Office of Management and Budget (OMB) guidelines for classification of racial groups and multi-racial designations. Approximately half of the questionnaire items address EO/EEO issues, the remainder address organizational and demographic areas. The DEOCS is a climate assessment instrument designed to assess the “shared perceptions” of respondents about formal or informal policies, practices, and procedures likely to occur in the organization. This survey does not collect or use personally identifiable information and is not retrieved by personal identifier. Therefore, the information collected is not subject to the Privacy Act of 1974.

For the purposes of this survey, the following ethnicity and race definitions are provided (using standard Federal definitions).

Per OMB guidance, 1 January 2003, Spanish/Hispanic/Latino is an ethnic category, not a race category.

All race and ethnicity responses are rolled up into minority or majority categories for the final report.

Spanish/Hispanic/Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

PART I

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, Officer, Enlisted, Civilian, etc.). If fewer than five responses are given for a particular group, those responses are not reported for that group.

YOUR ACCURACY IS IMPORTANT IN GETTING AN HONEST ASSESSMENT OF YOUR ORGANIZATION.

1. I am

1 = Male 2 = Female

2. Are you Spanish/Hispanic/Latino?

1 = No

2 = Yes

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

1 = American Indian or Alaska Native

2 = Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)

3 = Black or African American

4 = Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

5 = White

6 = N/A

4. My age is

1 = 18 - 21

2 = 22 - 30

3 = 31 - 40

4 = 41 - 50

5 = 51 or over

5. Are you currently deployed?

1 = No, it has been more than 6 months since my last deployment, or I have never deployed

2 = No, but I returned from combat zone deployment within the past 6 months

3 = No, but I returned from non-combat zone deployment within the past 6 months

4 = Yes (CONUS)

5 = Yes (OCONUS, in a combat zone)

6 = Yes (OCONUS, in a non-combat zone)

6. I am a(n):

1 = Military officer

2 = Warrant officer

3 = Enlisted member

4 = Federal DoD civilian employee

5 = Federal non-DoD civilian employee

6 = N/A

7. If you are a federal civilian employee, in which category are you a member?

- 1 = GS
- 2 = GM
- 3 = WG/WL/WS/WB
- 4 = SES
- 5 = N/A

8. What is your pay grade (for example; an E3 or O3 would select 1; an E5 or O5 would select 2)?

- 1 = 1 - 3
- 2 = 4 - 6
- 3 = 7 - 8
- 4 = 9 - 10
- 5 = 11 - 13
- 6 = 14 - 15

9. **MILITARY ONLY:** My branch of service is: **FOR CIVILIAN EMPLOYEES: Leave #9 BLANK on the bubble sheet.**

- 1 = Air Force
- 2 = Army
- 3 = Coast Guard
- 4 = Marine Corps
- 5 = Navy
- 6 = Non U.S. Military Service

10. **MILITARY ONLY:** I am a (n): **FOR CIVILIAN EMPLOYEES: Leave #10 BLANK on the bubble sheet.**

- 1 = Active component member (including Coast Guard)
- 2 = Traditional guardsman (Drilling)
- 3 = Guardsman on active duty
- 4 = Traditional reservist (Drilling)
- 5 = Reservist on active duty

Part II

YOU NEED NOT HAVE PERSONALLY SEEN OR EXPERIENCED THE ACTIONS BELOW. Use the following scale to rate the *LIKELIHOOD* that the actions listed below **COULD** have happened, even if you have not personally observed or experienced it. *If you are a member of a Reserve or National Guard unit or are a part time employee, "your last 30 work days" refers to the last 30 days you spent at your unit (not necessarily the past consecutive 30 workdays).*

- 1 = There is a *very high chance* that the action occurred.
- 2 = There is a *reasonably high chance* that the action occurred.
- 3 = There is a *moderate chance* that the action occurred.
- 4 = There is a *small chance* that the action occurred.
- 5 = There is *almost no chance* that the action occurred.

During your last 30 workdays at your duty location:

- 11. A person told several jokes about a particular race/ethnicity.
- 12. Supervisors of different racial or ethnic backgrounds were seen having lunch together.
- 13. Personnel of different racial or ethnic backgrounds were seen having lunch together.
- 14. A supervisor did not select a qualified subordinate for promotion because of his/her race/ethnicity.

15. A member was assigned less desirable office space because of his/her race/ethnicity.
16. The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift.
17. While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group.
18. Members from different racial or ethnic groups were seen socializing together.
19. Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area.
20. When a person complained of sexual harassment, the supervisor said, "You're being too sensitive."
21. Offensive racial/ethnic names were frequently heard.
22. Racial/ethnic jokes were frequently heard.
23. A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender.
24. Sexist jokes were frequently heard.
25. Someone made sexually suggestive remarks about another person.
26. A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person.
27. A demeaning comment was made about a certain religious group.
28. A supervisor favored a worker who had the same religious beliefs as the supervisor.
29. A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified.
30. An older individual did not get the same career opportunities as did a younger individual.
31. A worker with a disability was not given the same opportunities as other workers.
32. A young supervisor did not recommend promotion for a qualified older worker.
33. A career opportunity presentation to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion.
34. A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified non-disabled worker.

Part III

In this part of the survey, answer the following questions regarding *how you feel about your organization* that is the organization led by the individual who requested you complete this survey.

- 1 = Totally agree with the statement
- 2 = Moderately agree with the statement
- 3 = Neither agree nor disagree with the statement
- 4 = Moderately disagree with the statement
- 5 = Totally disagree with the statement

35. I find that my values and the organization's values are very similar.
36. I am proud to tell others that I am part of this organization.
37. Assuming I could stay until eligible for retirement, I do not see many reasons to do so.
38. Often, I find it difficult to agree with the policies of this organization on important matters relating to its people.
39. Becoming a part of this organization was definitely not in my best interests.
40. The values of this organization reflect the values of its members.
41. This organization is loyal to its members.
42. This organization is proud of its people.

Part IV

Respond to the following items regarding the *effectiveness of your work group* (all persons who report to the same supervisor that you do), and top leaders, using the scale below:

- 1 = *Totally agree* with the statement
- 2 = *Moderately agree* with the statement
- 3 = *Neither agree nor disagree* with the statement
- 4 = *Moderately disagree* with the statement
- 5 = *Totally disagree* with the statement

- 43. The amount of output of my work group is very high.
- 44. The quality of output of my work group is very high.
- 45. When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.
- 46. My work group's performance in comparison to similar work groups is very high.
- 47. My work group works well together as a team.
- 48. Members of my work group pull together to get the job done.
- 49. Members of my work group really care about each other.
- 50. Members of my work group trust each other.
- 51. Top leaders in my organization work well together as a team.
- 52. Top leaders in my organization pull together to get the job done.
- 53. Top leaders in my organization really care about each other.
- 54. Top leaders in my organization trust each other.

Part V

The questions in this section are used to determine *how satisfied you are with job-related issues*. Indicate your degree of satisfaction or dissatisfaction by choosing the most appropriate phrase:

- 1 = *Very satisfied*
- 2 = *Moderately satisfied*
- 3 = *Neither satisfied nor dissatisfied*
- 4 = *Moderately dissatisfied*
- 5 = *Very dissatisfied*

How satisfied are you with:

- 55. The chance to help people and improve their welfare through the performance of my job.
- 56. My amount of effort compared to the efforts of my co-workers.
- 57. The recognition and pride my family has in the work I do.
- 58. The chance to acquire valuable skills in my job that prepare me for future opportunities.
- 59. My job as a whole.

Part VI

60. Within the past 12 months, I have personally experienced an incident of discrimination within my current organization. (Mark all that apply.)

- 1 = YES, due to my racial/national origin/color
- 2 = YES, due to my gender (sex)
- 3 = YES, due to my age
- 4 = YES, due to my disability
- 5 = YES, due to my religion

6 = No

61. Within the past 12 months, I have personally experienced an incident of sexual harassment within my current organization.

1 = YES 2 = NO

62. Did you report any of the above incidents of discrimination or sexual harassment to someone in your organization?

1 = I filed a formal complaint through my organization's EO/EEO representative.

2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint .

3 = I reported the incident to my supervisor/superior without filing a formal complaint.

4 = I confronted the individual who committed the act without filing a formal complaint.

5 = I did not report the incident to anyone.

6 = N/A. I did not experience an incident of discrimination or sexual harassment in the past 12 months.

63. How satisfied are you with how your issue was (or is being) resolved?

1 = *Very* satisfied

2 = *Moderately* satisfied

3 = *Moderately* dissatisfied

4 = *Very* dissatisfied

5 = N/A. I did not experience an incident of discrimination or sexual harassment in the past 12 months.

Part VII

The questions in this section are used to determine your *perceptions of leadership support* in regards to sexual assault, your *knowledge of sexual assault reporting options*, *perceived barriers to reporting sexual assault*, and *bystander intervention*.

64. My leadership promotes a climate that is free of sexual assault.

1 = *Strongly agree*

2 = *Agree*

3 = *Neither agree nor disagree*

4 = *Disagree*

5 = *Strongly disagree*

65. My leadership would respond appropriately in the event a sexual assault was reported.

1 = *Strongly agree*

2 = *Agree*

3 = *Neither agree nor disagree*

4 = *Disagree*

5 = *Strongly disagree*

66. A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.

1 = True

2 = False

67. Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit (*Mark all that apply*):

- 1 = Lack of privacy/confidentiality
- 2 = Stigma, shame, fear
- 3 = Fear of being reduced in the eyes of the commander or colleagues
- 4 = Fear of disciplinary action due to victim's misconduct
- 5 = Fear of re-victimization
- 6 = Fear of operational impacts on training, security clearances, and overseas deployments
- 7 = Not knowing how to report
- 8 = Not thinking anything would be done
- 9 = Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct.
- 10 = Concern Victim Advocate (VA) will not keep report confidential
- 11 = None of the above, sexual assaults would be reported

68. Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?

- 1 = Nothing
- 2 = Leave to avoid any kind of trouble
- 3 = Watch the situation to see if it escalates
- 4 = Tell the person what you saw the Service member do
- 5 = Confront the Service member

69. Imagine you go TDY 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?

- 1 = A senior leader at the training buys your colleague a drink and he/she is told a drink may never be refused, as doing so would go against tradition
- 2 = The senior leader buys your colleague a second and third drink despite his/her repeated objections
- 3 = Your colleague appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- 4 = The senior leader repeatedly hugs your colleague, rubs his/her shoulders, and offers to walk him/her back to quarters
- 5 = You see the senior leader quietly taking your intoxicated colleague out of the place
- 6 = As they leave, your colleague tries to push away the senior leader and says, "no."
- 7 = In this scenario, I would not intervene at any point

Question #33: (DoD) Please provide the following information regarding the DEOMI command climate surveys:

Question #33(a): What questions used in the DEOMI climate surveys and the methodology used to develop the questions and administer the surveys?

Answers are given in two parts – I are the questions, II is the methodology, and III is the administration:

I. Questions used in the DEOMI Climate Surveys:

The first set of items represents the DEOCS currently being used, Version 3.3.5. Beginning March 2012, the DEOCS contained sexual assault prevention and response (SAPR) climate questions as a core component of the survey. The second set of items represent the future version of the DEOCS scheduled to be released January 2014, Version 4.0.

Question/Factor Breakdown for DEOCS Version 3.3.5

Factor 1: Sexual Harassment & Discrimination

When a person complained of sexual harassment, the supervisor said, "You're being too sensitive."

A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender.

Sexist jokes were frequently heard.

Someone made sexually suggestive remarks about another person.

Factor 2: Differential Command Behavior

A supervisor did not select for promotion a qualified subordinate of a different race/ethnicity.

A member was assigned less desirable office space because of their race/ethnicity.

The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift.

While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group.

Factor 3: Positive EO Behavior

Supervisors of different racial or ethnic backgrounds were seen having lunch together.

Personnel of different racial or ethnic backgrounds were seen having lunch together.

Members from different racial or ethnic groups were seen socializing together.

Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area.

Factor 4: Racist Behaviors

A person told several jokes about a particular race/ethnicity.

Offensive racial/ethnic names were frequently heard.

Racial/ethnic jokes were frequently heard.

Factor 5: Age Discrimination

A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified.

An older individual did not get the same career opportunities as did a younger individual.

A young supervisor did not recommend promotion for a qualified older worker.

Factor 6: Religious Discrimination

A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person.

A demeaning comment was made about a certain religious group.

A supervisor favored a worker who had the same religious beliefs as the supervisor.

Factor 7: Disability Discrimination

A worker with a disability was not given the same opportunities as other workers.

A career opportunity speech to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion.

A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified worker.

Factor 8: Organizational Commitment

I find that my values and the organization's values are very similar.

I am proud to tell others that I am part of this organization.

There's not too much to be gained by sticking with this organization until retirement (assuming I could do so if I wanted to).

Often, I find it difficult to agree with the policies of this organization on important matters relating to its people.

Becoming a part of this organization was definitely not in my best interests.

Factor 9: Trust in the Organization

The values of this organization reflect the values of its members.

This organization is loyal to its members.

This organization is proud of its people.

Factor 10: Work Group Effectiveness

The amount of output of my work group is very high.

The quality of output of my work group is very high.

When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.

My work group's performance in comparison to similar work groups is very high.

Factor 11: Work Group Cohesion

My work group works well together as a team.

Members of my work group pull together to get the job done.

Members of my work group really care about each other.
Members of my work group trust each other.

Factor 12: Leadership Cohesion

Top leaders in my organization work well together as team.
Top leaders in my organization pull together to get the job done.
Top leaders in my organization really care about each other.
Top leaders in my organization trust each other.

Factor 13: Job Satisfaction

The chance to help people and improve their welfare through the performance of my job.
My amount of effort compared to the effort of my co-workers.
The recognition and pride my family has in the work I do.
The chance to acquire valuable skills in my job that prepare me for future opportunities.
My job as a whole.

Factor 14: Leadership Support for Sexual Assault Prevention and Response

SAPR1: My leadership promotes a climate that is free of sexual assault.
SAPR2: My leadership would respond appropriately in the event a sexual assault was reported.
SAPR3: A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.
SAPR4: Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit.
SAPR5: Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?
SAPR6: Imagine you go TDY 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?

Question/Factor Breakdown for DEOCS Version 4.0

Factor 1: Organizational Commitment

I feel motivated to give my best efforts to the mission of my organization.
I am proud to tell others that I belong to this organization.
I feel a strong sense of belonging to this organization.

Factor 2: Trust in Leadership

I trust that my organization's leadership will represent my best interests.
I trust that my organization's leadership will treat me fairly.
I trust that my organization's leadership will support my career advancement.

Factor 3: Organizational Performance

When short suspense/tasks arise, people in my organization do an outstanding job in handling

these situations.

My organization's performance, compared to similar organizations, is high.

All members of my organization make valuable contributions to completing tasks.

My organization makes good use of available resources to accomplish its mission.

Factor 4: Organizational Cohesion

Members look out for each other's welfare.

Members support each other to get the job done.

Members work well together as a team.

Members trust each other.

Factor 5: Leadership Cohesion

Leaders in my organization work well together as a team.

Leaders in my organization support each other to get the job done.

Leaders in my organization are consistent in enforcing policies.

Leaders in my organization communicate well with each other.

Factor 6: Job Satisfaction

I like my job.

I feel satisfied with my present job.

Most days I am enthusiastic about my work.

I find real enjoyment in my work.

Factor 7: Diversity Management

Members' skills and other attributes are taken into account when assigning tasks.

Members are encouraged to perform to their fullest potential, regardless of their background.

Efforts are made to make everyone feel like part of the team.

Members have access to a mentoring program.

Factor 8: Organizational Processes

Programs are in place to address members' concerns.

Relevant job information is shared among members.

Discipline is administered fairly.

Personnel are accountable for their behavior.

Decisions are made after reviewing relevant information.

Factor 9: Intention to stay

What best describes your current career intentions?

1 = If provided the opportunity, definitely stay until retirement.

2 = If provided the opportunity, probably stay until retirement.

3 = If provided the opportunity, definitely stay for the next several years, but not until retirement.

4 = Probably leave after completion of current obligation or within the next couple of years.

5 = Definitely leave after completion of current obligation or within the next couple of years.

6 = N/A

Factor 10: Help Seeking Behaviors

Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.

Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).

Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.

Factor 11: Exhaustion/Burnout

I feel mentally worn out.

I feel physically worn out.

I feel emotionally worn out.

Factor 12: Hazing

Newcomers are harassed or humiliated prior to being accepted into the organization.

To be accepted in this organization, members must participate in potentially dangerous activities that are not related to the mission.

Newcomers in this organization are pressured to engage in potentially harmful activities that are not related to the mission.

Factor 13: Demeaning Behaviors

Certain members are excessively teased to the point where they are unable to defend themselves.

Certain members are purposely excluded from social work group activities.

Certain members are frequently reminded of small errors or mistakes they have made, in an effort to belittle them.

Factor 14: Favoritism

People in my work area do not practice favoritism.

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

*If respondents select 1 or 2, then they are asked, "In what way or ways do you perceive favoritism is being displayed?"

1=Race/sex/national origin differences

2=Job opportunities

3=Performance report ratings

4=Personal relationships

5=Don't know

6=Other

Factor 15: Racial Discrimination

Qualified personnel of all races/ethnicities can expect the same training opportunities.
Qualified personnel of all races/ethnicities can expect similar job assignments.
People of all races/ethnicities can expect to be treated with the same level of professionalism.

Factor 16: Sex Discrimination

Qualified members of both genders can expect the same training opportunities.
Qualified members of both genders can expect similar job assignments.
Qualified members of both genders can expect to be treated with the same level of professionalism.

Factor 17: Religious Discrimination

Qualified personnel of all religions can expect the same training opportunities.
Qualified people of all religions can expect similar job assignments.
Leaders do not publicly endorse a particular religion.

Factor 18: Sexual Harassment

Sexual harassment does not occur in my work area.
Leaders in my organization adequately respond to allegations of sexual harassment.
Leaders play an active role in the prevention of sexual harassment.

Factor 19: Racist Behaviors

Racial slurs are not used in my work area.
Racial comments are not used in my work area.
Racial jokes are not used in my work area.

Factor 20: Sexist Behaviors

Sexist slurs are not used in my work area.
Sexist comments are not used in my work area.
Sexist jokes are not used in my work area.

Factor 21: Age Discrimination—CIVILIAN ONLY

Qualified personnel over 40 years old can expect the same training opportunities as younger personnel.
Qualified personnel over 40 years old can expect the same career enhancing opportunities as younger personnel.
Qualified personnel over 40 years old can expect similar job assignments as younger personnel.

Factor 22: Disability Discrimination—CIVILIAN ONLY

Qualified personnel who are disabled can expect the same training opportunities as non-disabled personnel.

Qualified personnel who are disabled can expect the same career enhancing opportunities as non-disabled personnel.

Qualified personnel who are disabled can expect similar job assignments as non-disabled personnel.

Factor 23: Sexual Assault Prevention and Response

RESPONSE SCALE:

- 4 = Very Safe
- 3 = Safe
- 2 = Unsafe
- 1 = Very Unsafe

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?

RESPONSE SCALE:

- 4 = Great Extent
- 3 = Moderate Extent
- 2 = Slight Extent
- 1 = Not at all

To what extent does your chain of command:

- a. Promote a unit climate based on "mutual respect and trust"
- b. Refrain from sexist comments and behaviors
- c. Actively discourage sexist comments and behaviors
- d. Provide sexual assault prevention and response training that interests and engages you
- e. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior
- f. Publicize the outcomes of sexual assault cases
- g. Publicize sexual assault report resources (e.g., Sexual Assault Response Coordinator contact information; Victim Advocate contact information; awareness posters; sexual assault hotline phone number)
- h. Publicize the Restricted (confidential) Reporting option for sexual assault
- i. Encourage victims to report sexual assault
- j. Create an environment where victims feel comfortable reporting sexual assault

RESPONSE SCALE:

- 4 = Very Likely
- 3 = Moderately Likely
- 2 = Slightly Likely

1 = Not at all Likely

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
- b. The chain of command would believe the person making the report
- c. The chain of command would keep knowledge of the report limited to those with a need to know
- d. The chain of command would forward the report outside the unit to criminal investigators
- e. The chain of command would take steps to protect the safety of the person making the report
- f. The chain of command would support the person making the report
- g. The chain of command would take corrective action to address factors that may have led to the sexual assault
- h. Unit members would label the person making the report a troublemaker
- i. Unit members would support the person making the report
- j. The offender(s) or their associates would retaliate against the person making the report
- k. The career of the person making the report would suffer

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).

- 1 = Negative impact to career or progress
- 2 = Loss of privacy/confidentiality
- 3 = Fear of professional retaliation for making the report
- 4 = Fear of social retaliation for making the report
- 5 = Lack of confidence in the military justice system
- 6 = Lack of confidence in the chain of command
- 7 = Takes too much time and effort to report
- 8 = Not knowing how to make a sexual assault report
- 9 = None of the above, sexual assaults would be reported

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)

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

Imagine you go to a bar with a group of people whom you just met. What is the earliest point

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at which you would intervene in the following escalating situation? (Select one)

- 1 = 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
- 2 = The senior leader buys a second and third drink for the same person despite his/her repeated objections
- 3 = The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- 4 = The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters
- 5 = You see the senior leader quietly escorting the intoxicated person out of the bar
- 6 = As they leave, the person resists the senior leader and says, "No"
- 7 = In this scenario, I would not intervene at any point

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

- 1 = YES, can take a Restricted Report
- 2 = NO, cannot take a Restricted Report

Victim Advocate

- 1 = YES, can take a Restricted Report
- 2 = NO, cannot take a Restricted Report

Military Service Healthcare Personnel

- 1 = YES, can take a Restricted Report
- 2 = NO, cannot take a Restricted Report

Anyone in my chain of command

- 1 = YES, can take a Restricted Report
- 2 = NO, cannot take a Restricted Report

Criminal investigator and Military Police Officer

- 1 = YES, can take a Restricted Report
- 2 = NO, cannot take a Restricted Report

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

- 1 = Yes
- 2 = No

*If respondents select "Yes," then they are asked, "In response to this situation: (Select the one response that most closely resembles your actions)

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

- 1 = I stepped in and separated the people involved in the situation
- 2 = I asked the person who appeared to be at risk if they needed help

- 3 = I confronted the person who appeared to be causing the situation
- 4 = I created a distraction to cause one or more of the people to disengage from the situation
- 5 = I asked others to step in as a group and diffuse the situation
- 6 = I told someone in a position of authority about the situation
- 7 = I considered intervening in the situation, but I could not safely take any action
- 8 = I decided to not take action

Factor 24: Perceptions of Discrimination/Sexual Harassment

Within the past 12 months, I have personally experienced an incident of discrimination or sexual harassment within my current organization.

(Mark all that apply)

Response Scale:

- 1 = YES, racial/national origin/color
- 2 = YES, sexual harassment
- 3 = YES, gender (sex)
- 4 = YES, religion
- 5 = YES, disability (CIVILIAN ONLY)
- 6 = YES, age (CIVILIAN ONLY)
- 7 = YES, retaliation (CIVILIAN ONLY)
- 8 = YES, pregnancy (CIVILIAN ONLY)
- 9 = YES, equal pay (CIVILIAN ONLY)
- 10 = YES, genetic information (CIVILIAN ONLY)
- 11 = NO, did not experience discrimination

Did you report any of the incidents of discrimination to someone in your organization?

- 1 = I filed a formal complaint through my organization's EO/EEO representative
- 2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint
- 3 = I reported the incident to my supervisor/superior
- 4 = I confronted the individual who committed the act
- 5 = I did not report the incident to anyone
- 6 = N/A, I did not experience an incident of discrimination in the past 12 months

If you did not report the incident of discrimination to anyone in your chain of command, please indicate your personal reasons why. (Mark all that apply)

- 1 = The incident would not be taken seriously
- 2 = The incident would not be believed
- 3 = Lack of privacy/confidentiality
- 4 = Fear of reprisal
- 5 = Lack of support from chain of command
- 6 = Other

7 = N/A. I did not experience an incident of sexual harassment in the past 12 months.

How satisfied are you with how your issue of discrimination was (or is being) resolved?

- 1 = Very Dissatisfied
- 2 = Somewhat Dissatisfied
- 3 = Somewhat Satisfied
- 4 = Very Satisfied
- 5 = N/A

Did you report any of the incidents of sexual harassment to someone in your organization?

- 1 = I filed a formal complaint through my organization's EO/EEO representative
- 2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint
- 3 = I reported the incident to my supervisor/superior
- 4 = I confronted the individual who committed the act
- 5 = I did not report the incident to anyone
- 6 = N/A, I did not experience an incident of sexual harassment in the past 12 months

If you did not report the incident of sexual harassment to anyone in your chain of command, please indicate your personal reasons why. (Mark all that apply).

- 1 = The incident would not be taken seriously
- 2 = The incident would not be believed
- 3 = Lack of privacy/confidentiality
- 4 = Fear of reprisal
- 5 = Lack of support from chain of command
- 6 = Other
- 7 = N/A. I did not experience an incident of sexual harassment in the past 12 months.

How satisfied are you with how your issue of sexual harassment was (or is being) resolved?

- 1 = Very Dissatisfied
- 2 = Somewhat Dissatisfied
- 3 = Somewhat Satisfied
- 4 = Very Satisfied

II. Methodology used in the development of the DEOCS and SAPR items.

DEOCS ITEMS

1. The DEOCS is revised periodically, to better meet the contemporary needs of the Services. All new survey items are tested for statistical reliability and construct validity before inclusion in the survey; these are used to construct additional climate factors that provide leaders with a more comprehensive snapshot of command climate.
2. DEOMI has critically evaluated the scales on the current DEOCS (3.3.5), to determine

whether to retain, delete, or modify them. DEOMI also sought to add scales to address a much wider array of organizational practices and policies that might impact climate, morale, and mission.

3. DEOMI also worked to determine the extent to which each scale represents the relevant theoretical content area (i.e., content validity). To help ensure items possessed face validity (i.e., the extent to which an item or a scale appears to measure what it purports to measure), DEOMI developed items using subject matter experts (SMEs) and/or leveraged published studies that previously addressed the constructs. They also posed candidate questions for the various scales, and then critically reviewed them. In the end, DEOMI arrived at a common consensus about each item before it was tested.
4. Candidate items were tested by posing them on the DEOCS research blocks; individuals completing the DEOCS were invited to complete a fairly short (i.e., no more than 45 questions) survey. The data from these data runs were used to evaluate the reliability and validity of the climate factor scales.
5. To determine reliability, the internal consistency of scales was assessed by computing a variety of statistics. The most notable of these is Cronbach's alpha (α), which is an index of internal consistency determined on the basis of the number of items within a scale and the number of respondents in a sample that completed the scale. Item Total Correlations (ITCs) and Squared Multiple Correlations (SMCs), which are indicators of the relationships between items within a scale, were also considered as indicators of internal consistency of scales. Established cutoffs (e.g., $\alpha > .7$; ITCs $> .40$; SMCs no less than half the magnitude of items with the highest SMC within a scale) were used to determine the reliability of scales and the relative quality of items.
6. To determine the content validity of scales, two procedures were utilized:
 - a. DEOMI conducted an Exploratory Factor Analysis (EFA). EFAs using Principal Axis Factoring (PAF) were used to extract the fewest factors to account for the most amount of variance (i.e., common variability due to item responses) from the items within a scale. Factors that are extracted reflect underlying (i.e., latent) constructs assessed by the items. Ideally, each DEOCS scale should represent a single factor.
 - b. The results obtained via the EFAs were then replicated with an additional sample of respondents, using Confirmatory Factor Analysis (CFA). This constituted the second of the procedures used to assess content validity. CFA is a procedure that allows the confirmation of the theoretical understanding of a concept. Within the present context, CFA was used to assess whether each scale within the DEOCS was indicative of a single latent construct. CFAs yield fit indexes that provide an estimate of how well data fit a specified theoretical model. These indexes can be interpreted using established interpretation guidelines (e.g., Comparative Fit Index (CFI) $> .90$; Tucker Lewis Index (TLI) $> .90$; Root mean square error of approximation (RMSEA) $< .08$; and Standardized root

mean square residual (SRMSR) < .08).

SAPR ITEMS

- **SME Survey.** The DEOMI analysis team reached out to 500 commanders to determine what information they found most useful regarding the SAPR climate in their unit. Results from the 76 responding commanders indicated that commanders found preventative initiatives (e.g., bystander intervention), perceptions of leadership support, and barriers to reporting sexual assault as the most pertinent issues.
- **Item Development.** Based on these results, a team of SAPR subject matter experts wrote a large pool of SAPR climate items.
- **Review for Face Validity.** Active Duty and retired military personnel conducted a peer review for face validity.
- **Content Analysis.** Subject matter experts conducted content analyses to reduce items based on content replication, factor representation, and expected variance in responses.
- **Pilot Test 1.** The analysis team conducted an initial pilot test with the final pool of items by appending them to the research blocks of the DEOCS.
- **Data Analysis 1.** The team then statistically examined the distribution of the data for normality and variance at both the individual and unit-level of analysis. Additionally, they explored the factor structure at the individual-level of analysis and assessed the scale for construct validity, in terms of both convergent and divergent validity. Items that did not uphold strong psychometric properties were either modified or removed.
- **Pilot Test 2.** The remaining items were pilot tested a second time and analyzed using similar statistical analysis as the first pilot test.
- **Data Analysis 2.** Following this iterative process the item pool was narrowed down to six items, measuring four dimensions of SAPR climate for DEOCS version 3.3.5.

The DEOCS version 3.3.5 questions were modified to meet National Defense Authorization Act for Fiscal Year 2013 requirements to assess the command for purposes of preventing and responding to sexual assaults and will be included as a core component of the DEOCS version 4.0 beginning in January 2014. The steps of this modification process are listed below.

1. **Item Revision.** These items were developed through feedback/requests from DoD SAPRO, which included the addition of two “feelings of safety from being sexually assaulted” questions and expanding “perception of leadership support/behaviors” in the prevention and response of sexual assault.
2. **Item Review.** DoD SAPRO met with Service heads to discuss and formulate the revisions. DEOMI and SAPRO finalized pilot items on 20 August 2013 and contracted analysts to test the psychometric properties of the questions.
3. **Pilot Test.** Pilot testing of the DEOCS 4.0 SAPR questions began on 30 August 2013 and concluded on 4 September 2013 on the research blocks of the DEOCS. A total of 3,899 respondents completed the survey.
4. **Data Analysis.** 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.

III. Administration of the Survey:

The DEOCS can be requested online, and the survey is accessible online or in paper form. The online version can be completed from any computer with internet access, and is also available in a low-bandwidth version for ships afloat or commands with limited bandwidth. The DEOCS—which costs the Services nothing to use—offers additional Locally Developed Questions (LDQs) and Short Answer Questions that commanders can leverage to broach myriad topics. Additional LDQs are also available at the Service level to inform top echelon leadership.

Data is collected on an individual organizational basis as determined by the requesting Service/commander, and provided to the requesting commander/organization in a report that does not include any personally-identifying information of respondents (i.e., results are presented by demographic group, e.g., minority/majority, officer/enlisted, etc.).

DEOCS data can also be rolled up in consolidated reports, without attribution to individual organizations included in the report, to higher echelon leadership at the Service and DoD levels. Finally, the DEOMI Research Directorate team of analysts also provides additional data analysis support to the Services' EO offices and top leadership as needed.

Starting 2 March 2012, commanders requesting the online DEOCS received the SAPR climate questions on their DEOCS. Starting 31 May 2012, Air Force commanders requesting the UCA received the SAPR climate questions on their UCA.