



2018 Service Academy Gender Relations Survey

Overview Report

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by AD1066512

2018 Service Academy Gender Relations Survey

Overview Report

Lisa Davis,^a William Klauberg,^b Natalie Namrow,^b Mark Petusky,^b Yvette Claros,^b
Kimberly Hylton,^b Alisha Creel, PhD.,^c Ashlea Klahr, PhD.^a

^a Office of People Analytics

^b Fors Marsh Group

^c Westat

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Acknowledgments

The Office of People Analytics (OPA) is indebted to numerous people for their assistance with the *2018 Service Academy Gender Relations Survey (2018 SAGR)*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSDP&R). The survey program is conducted under the leadership of Dr. Ashlea Klahr, Director of OPA's Health and Resilience (H&R) Division. H&R research is conducted under the oversight of Ms. Lisa Davis, Deputy Director. The project manager for this effort was Ms. Kimberly Hylton of Fors Marsh Group (FMG).

Service Academy officials contributing to the development and administration of this survey included Ms. Samantha Ross and Mr. Kerry Dunham (U.S. Military Academy); CAPT Raymond Marsh and LT Samantha Stepp (U.S. Naval Academy); Dr. Kimberly Dickman and Mr. Daniel Lee (U.S. Air Force Academy); Ms. Shannon Norenberg (U.S. Coast Guard Academy), and CDR Andrew McCarthy, LTJG Andrew Baransky, and LT David Taliaferro (U.S. Merchant Marine Academy).

Policy officials contributing to the development of this survey include Dr. Nathan Galbreath (Sexual Assault Prevention and Response Office) and Ms. Shirley Raguindin (Office of Diversity, Equity, and Inclusion).

The lead survey design analysts were Ms. Kimberly Hylton and Ms. Natalie Namrow of FMG. They designed the unique presentation of complex items used in this report. Ms. Margaret Coffey, Team Lead of Survey Operations, is responsible for the creation of survey database and archiving standards. The lead operations analyst on this survey was Mr. William (Xav) Klauberg of FMG.

OPA's Statistical Methods Branch, under the guidance of Mr. David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including, sampling, weighting, nonresponse bias analysis, imputation, and the implementation of statistical hypothesis testing used in the survey program. Mr. Eric Falk, Team Lead of the Statistical Methods Branch, was responsible for coordinating the sampling and weighting processes and developed the statistical weights based on the respondents for this survey.

A team consisting of Ms. Lisa Davis and Dr. Ashlea Klahr of OPA, Mr. William (Xav) Klauberg, Ms. Natalie Namrow, Mr. Mark Petusky, Ms. Yvette Claros, Dr. Laura Severance of FMG, and Dr. Alisha Creel of Westat, contributed to the writing and analyses provided in this report. A team consisting of Ms. Lisa Davis of OPA and Ms. Natalie Namrow, Ms. Kimberly Hylton, Mr. William (Xav) Klauberg, Mr. Mark Petusky, and Ms. Yvette Claros, of FMG, completed quality control for this report.

Executive Summary

The Department of Defense (DoD) seeks to continually expand and improve sexual assault and sexual harassment programs and resources at the Military Service Academies. The *2018 Service Academy Gender Relations Survey (2018 SAGR)* is a key source of information for evaluating these programs and for assessing the gender relations environment at the U.S. Military Academy (USMA), the U.S. Naval Academy (USNA), and the U.S. Air Force Academy (USAFA).

In response to the *2016 SAGR* results, DoD issued a memorandum on June 20, 2017, directing the Academies to increase attention in four areas: (1) promoting responsible alcohol choices; (2) reinvigorating prevention, through integrating sexual harassment, hazing and bullying prevention efforts with efforts to prevent sexual assault; (3) enhancing a culture of respect; and (4) improving sexual assault and harassment reporting (Department of Defense, 2017). The Academies were directed to submit plans of action in the fall of 2017 for implementation before students entered the Academies in the summer of 2018. As such, the *2018 SAGR*, administered in March–April 2018 (before the implementation of the plans of action), serves as a baseline for evaluating these most recent efforts.

Background and Methodology

The *2018 SAGR*, conducted by the Health and Resilience (H&R) Division within the Office of People Analytics (OPA), is the ninth of a series of surveys mandated by Title 10, United States Code, Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. The survey results include the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination; students' perceptions of Academy culture with respect to sexual assault and sexual harassment; perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment; and the availability and effectiveness of sexual assault and sexual harassment training.

The DoD's weighted response weight for the *2018 SAGR* was 73% (81% for women, 65% for men). USMA respondents included 897 women (92% response rate) and 2,296 men (69% response rate). USNA respondents included 875 women (74% response rate) and 2,071 men (64% response rate). USAFA respondents included 839 women (77% response rate) and 1,876 men (61% response rate).

Survey Methodology

OPA conducts cross-Service surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community, using standard scientific methods. OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA uses survey methodology best practices promoted by the American

Association for Public Opinion Research (AAPOR).¹ Although OPA has used industry-standard scientific survey methodology for many years, there remains some confusion as to how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix B contains frequently asked questions (FAQ) on the scientific methods employed by government and private survey agencies, including OPA. The survey methodology used on the *SAGR* surveys has remained consistent across time, which allows for comparisons across survey administrations.

Data were collected across all Academies in March and April 2018. A team of researchers from OPA administered the paper-and-pen survey in group sessions. The *2018 SAGR* was administered in this manner for maximum assurance of anonymity. Separate sessions were held for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. This sheet included information about the survey and details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey, the importance of participation, and that completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes to a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity.

The population of interest for the *2018 SAGR* consisted of students at USMA, USNA, and USAFA in class years 2018 through 2021.² A census of all students was conducted to ensure maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as questions asking details of an unwanted gender-related behavior. Data were weighted, using an industry standard process, to reflect each Academy's population as of March 2018. The weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

Summary of Unwanted Sexual Contact Trends

As each Academy has unique issues, resources, and programs, this report provides data separately for each Academy by gender. This section provides background for trended estimates regarding unwanted sexual contact by Academy, followed in the next section by topline results by Academy.

As detailed in Chapter 1 of the report, unwanted sexual contact includes experiencing completed or attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object,

¹ AAPOR's "Best Practices" state that "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and the DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys, such as the census study employed in the *2018 SAGR*.

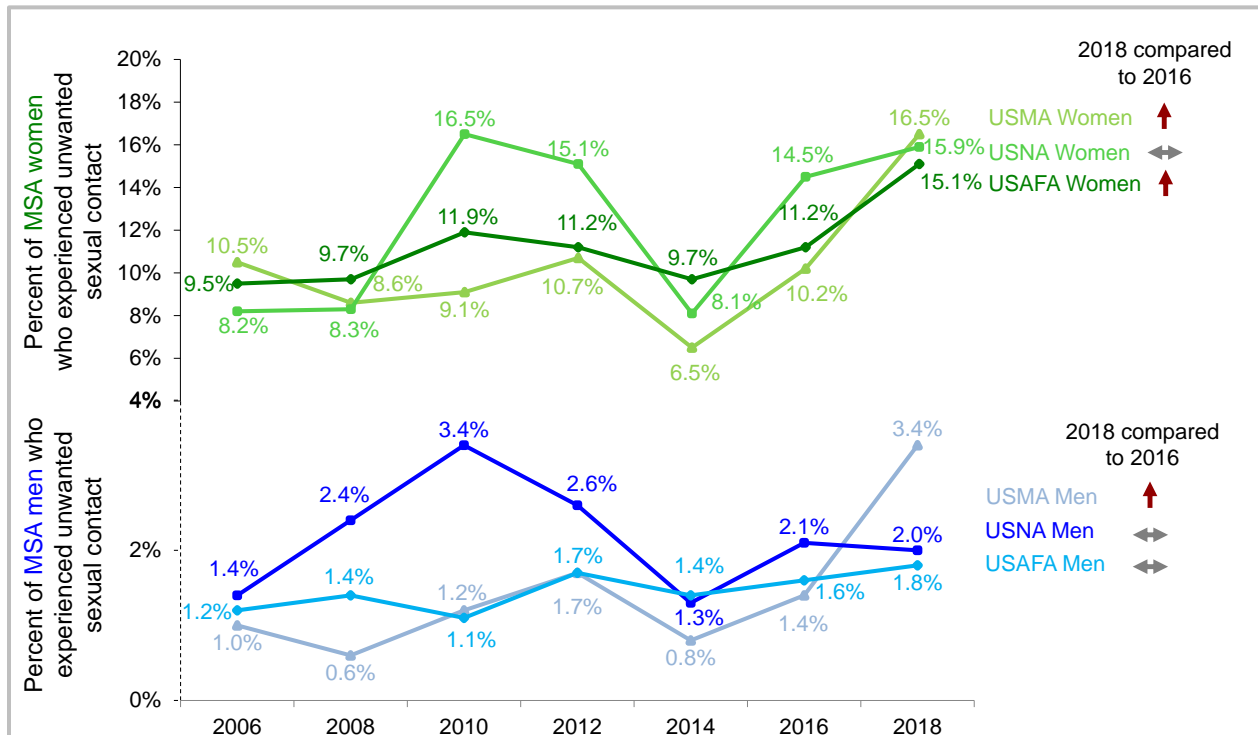
² Two groups of students were excluded: visiting students from other Academies and foreign nationals.

or unwanted sexual touching. Students were asked about experiences of unwanted sexual contact between June 2017 and the time they took the survey, representing the past academic program year (APY2017–2018).

Figure 1 shows the estimated unwanted sexual contact rate by Academy and gender starting in 2006, along with comparisons of the 2018 estimate to the 2016 estimate. Details are described for each Academy.

Figure 1.

Estimated Past Year Unwanted Sexual Contact Rate, by Academy and Gender



United States Military Academy (USMA)

The estimated prevalence rates of unwanted sexual contact at USMA increased for both women and men in 2018 compared to 2016. For women, a significant increase was found among freshmen, sophomores, and juniors. For men, a significant increase was found among freshmen, sophomores, and seniors. Sophomore women and men were more likely than those in other class years to experience unwanted sexual contact.

For women, there was an increase in all three categories of unwanted sexual contact (completed penetration, attempted penetration, and unwanted sexual touching).³ For men, there was an increase in completed penetration and unwanted sexual touching.

United States Naval Academy (USNA)

The estimated prevalence rates of unwanted sexual contact at USNA did not change significantly in 2018 compared to 2016, for both women and men. However, a significant increase was found among sophomore women and men, whereas a significant decrease was found among senior men. Sophomore women and men were more likely than midshipmen in other class years to experience unwanted sexual contact. For women and men, there was no change in the rates for all three categories of unwanted sexual contact experienced.

United States Air Force Academy (USAFA)

The estimated prevalence rates of unwanted sexual contact at USAFA increased for women but were statistically unchanged for men in 2018 compared to 2016. For women, a significant increase was found among juniors. Sophomore and junior women were more likely than those in other class years to experience unwanted sexual contact. There were no differences between classes for men. For women, there was an increase in completed penetration and unwanted sexual touching. For men, there was no change in the rates by type of unwanted sexual contact experienced.

Results by Military Service Academy

This section reviews the topline findings for each Academy, including additional details about unwanted sexual contact experiences, estimates of sexual harassment and gender discrimination, and results related to the four areas of increased attention outlined by DoD, including alcohol use, bystander intervention in high-risk situations, perceptions of sexual assault and sexual harassment training, perceptions of how leadership and peers respond to sexual assault and sexual harassment, and trust in the Academy's response to a report of sexual assault.

United States Military Academy (USMA)

Unwanted Sexual Contact Among Women at USMA

Overall, nearly one in six USMA women (16.5%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (6.3 percentage points higher than in 2016).

³ This variable was coded in a hierarchical manner such that those who indicated experiencing completed penetration were categorized as such (regardless of whether they indicated experiencing attempted penetration and/or unwanted sexual touching). Students who did not indicate experiencing completed penetration but did indicate experiencing attempted penetration were categorized as experiencing attempted penetration (regardless of whether they indicated experiencing unwanted sexual touching). Finally, students who did not indicate experiencing completed or attempted penetration but indicated experiencing unwanted sexual touching were categorized as experiencing unwanted sexual touching. Further details on how each behavior is defined and categorized are found in Chapter 1.

Specifically, 4.8% of USMA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 6.6% experienced attempted penetration (with or without sexual touching), and 5.1% experienced unwanted sexual touching only. As noted above, each of the three estimates is a significant increase compared to 2016.

Of USMA women who experienced unwanted sexual contact, the vast majority (96%) indicated that the alleged offender in the one situation that had the greatest effect on them was male and more than half (54%) indicated the alleged offender was a fellow Academy student who was in the same class year. Of USMA women who experienced unwanted sexual contact, just under half (45%) indicated the alleged offender had been drinking alcohol at the time of the incident, and over one-third (38%) indicated they themselves had been drinking.

Of USMA women who experienced unwanted sexual contact, 15% indicated they reported this incident (an increase from 5% in 2016).⁴

Unwanted Sexual Contact Among Men at USMA

Overall, around one in 29 USMA men (3.4%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (2.0 percentage points higher than in 2016).

Specifically, 1.0% of USMA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.7% experienced attempted penetration (with or without sexual touching), and 1.7% experienced unwanted sexual touching only. As noted above, the estimates for completed penetration and unwanted touching are significantly higher compared to 2016.

Of USMA men who experienced unwanted sexual contact, half identified their offender as male whereas half identified their offender as female. More than half (60%) of USMA men indicated that the alleged offender was a fellow Academy student who was in the same class year. Over one-third (37%) indicated the alleged offender had been drinking alcohol, and nearly half (49%) indicated they were drinking alcohol at the time of the incident.

Of USMA men who experienced an unwanted sexual contact, 7% indicated they reported this incident (unchanged from 2016).

Sexual Harassment and Gender Discrimination Among USMA Students

Nearly half (48%) of USMA women (unchanged from 2016) and 17% of USMA men (increase from 13% in 2016) experienced sexual harassment since June 2017. A little less than one-third (32%) of USMA women and 4% of USMA men experienced gender discrimination since June 2017 (unchanged from 2016 for women and men).

⁴ Reporting of unwanted sexual contact on the survey is based on self-report data. Official reports of sexual assault are included in the Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018 (DoD, 2019).

Alcohol Use Among USMA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USMA, 16% of women and 35% of men reported they generally drink five or more drinks when drinking. One-quarter (25%) of USMA women and nearly one-third (30%) of USMA men reported being unable to remember what happened the night before due to drinking at least once during the past year.

USMA Students' Response to Sexual Assault and Sexual Harassment

For USMA women who experienced unwanted sexual contact, one-tenth (10%) indicated someone was present who stepped in to help, but about one-third (31%) indicated that someone was present who could have stepped in but did not.⁵ For USMA men who experienced unwanted sexual contact, 16% indicated someone was present who stepped in to help (an increase from 4% in 2016), but about one-third (32%) indicated that someone was present who could have stepped in but did not.

Two-thirds of USMA women (67%) and almost half (47%) of USMA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, although more than half of USMA women (59%) and men (60%) were willing to a large extent to point out that a line had been crossed (decrease from 69% for both women and men in 2016). More than half of USMA women (60%) and nearly three-quarters of USMA men (73%; decrease from 76% in 2016) indicated they would be willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment to a large extent.

Perceptions of Sexual Assault and Sexual Harassment Training at USMA

New items on the 2018 SAGR assessed to what extent students' education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 49% of women and 54% of men for recognizing warning signs for sexual assault; 50% of women and 56% of men for intervening to help prevent sexual assault; 66% of women and 70% of men for knowing where to get help for someone who was sexually assaulted; 60% of women and 62% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 62% of women and 63% of men for recognizing the warning signs for an unhealthy relationship.

⁵ Note this is based on the respondent's perceptions that someone else could have stepped in but did not and does not take into account whether the bystander was aware of the situation.

Perceptions of Leadership and Peer Behavior at USMA

The majority of USMA women (72%; decrease from 74% in 2016) and USMA men (77%) indicated that commissioned officers set good examples with their own behavior and talk to a large extent. In addition, more than two-thirds of USMA women (69%; decrease from 72% in 2016) and three-quarters of USMA men (75%) indicated non-commissioned officers set good examples with their own behavior and talk to a large extent.

A little less than half of USMA women (49%) and more than half of USMA men (58%) indicated that cadet leaders enforce Academy rules to a large extent. About half of USMA women (51%; decrease from 54% in 2016) and more than two-thirds of USMA men (65%) indicated other cadets watch out for each other to prevent sexual assault.

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership (80% of USMA women [up from 78% in 2016] and 87% of USMA men [up from 84% in 2016]), commissioned officers (65% of USMA women [up from 62% in 2016]) and 80% of USMA men [up from 76% in 2016]), and non-commissioned officers (62% of USMA women and 75% of USMA men [up from 73% in 2016]) were the most highly rated among all members of the USMA community regarding their efforts to stop sexual assault and sexual harassment. Of note, ratings of cadet leaders were much lower than Academy senior leaders and officers (43% of USMA women and 64% of USMA men [up from 62% in 2016]). For both women and men, ratings of almost all members of the USMA community increased since 2016.

Trust in USMA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, half of USMA women (50%) and the majority of USMA men (74%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Nearly half of USMA women (46%) and the majority of USMA men (68%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. Finally, more than half of USMA women (55%) and the majority of USMA men (77%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

United States Naval Academy (USNA)

Unwanted Sexual Contact Among Women at USNA

Overall, nearly one in six USNA women (15.9%) experienced unwanted sexual contact since June 2017 (unchanged from 2016).

Specifically, 6.0% of USNA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 5.4% experienced attempted penetration (with or without sexual touching), and 4.4% experienced unwanted sexual touching only. As noted above, none of the three estimates are significantly different compared to 2016.

Of USNA women who experienced unwanted sexual contact, the vast majority (95%) indicated that the alleged offender in the one situation that had the greatest effect on them was male, and nearly two-thirds (64%) indicated the alleged offender was a fellow Academy student who was in the same class year. Nearly two-thirds (64%) indicated that they or the alleged offender had been drinking alcohol at the time of the incident.

Of USNA women who experienced unwanted sexual contact, 11% indicated they reported this incident (unchanged from 2016).

Unwanted Sexual Contact Among Men at USNA

Overall, around one in 50 USNA men (2.0%) experienced unwanted sexual contact since June 2017 (unchanged from 2016).

Specifically, 0.4% of USNA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.2% experienced attempted penetration (with or without sexual touching), and 1.4% experienced unwanted sexual touching only. As noted above, none of the three estimates are significantly different compared to 2016.

Of USNA men who experienced unwanted sexual contact, 44% of male victims identified their alleged offender as male, 44% identified their alleged offender as female, and 11% identified a mix of both male and female alleged offenders. Nearly three-quarters (74%) indicated the alleged offender was a fellow Academy student who was in the same class year. Nearly half (45%) indicated the alleged offender had been drinking alcohol and more than one-third (35%) indicated they had been drinking alcohol at the time of the incident.

Of USNA men who experienced unwanted sexual contact, 4% indicated they reported this incident (unchanged from 2016).

Sexual Harassment and Gender Discrimination Among USNA Students

More than half (56%) of USNA women (increase from 51% in 2016) and 17% of USNA men (increase from 12% in 2016) experienced sexual harassment since June 2017. A little more than one-third (37%) of USNA women (increase from 33% in 2016) and 4% of USNA men (decrease from 7% in 2016) experienced gender discrimination since June 2017.

Alcohol Use Among USNA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USNA, 18% of women and 38% of men reported that they generally have five or more drinks when drinking. More than one-quarter of USNA women (28%) and USNA men (29%) reported being unable to remember what happened the night before due to drinking at least once during the past year.

USNA Students' Response to Sexual Assault and Sexual Harassment

For USNA women who experienced unwanted sexual contact, 13% indicated someone was present who stepped in to help, but 42% indicated that someone was present who could have stepped in but did not. For USNA men who experienced unwanted sexual contact, 18%

indicated someone was present who stepped in to help, but nearly one-third (31%) indicated that someone was present who could have stepped in but did not.

A majority of USNA women (77%) and more than half (52%) of USNA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, whereas just over half of USNA women (52%) and men (58%) were willing to a large extent to point out that a line had been crossed (decrease from 61% for women and 70% for men in 2016). Compared to 2016, women and men were also less willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment, where more than half of USNA women (52%) and nearly half (49%) of USNA men indicated they would be willing to seek help from the chain of command to a large extent (decrease from 68% for women and 65% for men in 2016).

Perceptions of Sexual Assault and Sexual Harassment Training at USNA

New items on the 2018 SAGR assessed to what extent students’ education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 62% of women and 59% of men for recognizing warning signs for sexual assault; 62% of women and 60% of men for intervening to help prevent sexual assault; 76% of women and 72% of men for knowing where to get help for someone who was sexually assaulted; 71% of women and 65% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 60% of women and 57% of men for recognizing the warning signs for an unhealthy relationship.

Perceptions of Leadership and Peer Behavior at USNA

The majority of USNA women (69%) and USNA men (70%) indicated commissioned officers set good examples in their own behavior and talk to a large extent. In addition, the majority of USNA women and men (71% for both) indicated non-commissioned officers set good examples in their own behavior and talk to a large extent.

A little less than half of USNA women (49%) indicated midshipman leaders enforce Academy rules to a large extent. More than half of USNA men (54%) indicated midshipman leaders enforce Academy rules to a large extent (decrease from 57% in 2016). More than half of USNA women (57%) indicated other midshipmen watch out for each other to prevent sexual assault (decrease from 65% in 2016). More than two-thirds of USNA men (64%) indicated other midshipmen watch out for each other to prevent sexual assault (decrease from 72% in 2016).

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership (68% of USNA women [down from 74% in 2016] and 79% of USNA men [down from 83% in

2016]), non-commissioned officers (61% of USNA women and 73% of USNA men), and commissioned officers (59% of USNA women [down from 65% in 2016] and 73% of USNA men [down from 75% in 2016]) were the most highly rated among all members of the USNA community regarding their efforts to stop sexual assault and sexual harassment. In contrast, midshipman leaders were rated lower than Academy senior leadership and officers (45% of USNA women [down from 54% in 2016] and 56% of USNA men [down from 67% in 2016]). However, for both women and men, ratings of almost all members of the USNA community decreased from 2016.

Trust in USNA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, less than half of USNA women (44%) and the majority of USNA men (68%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Less than half of USNA women (43%) and the majority of USNA men (61%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. More than half of USNA women (53%) and the majority of USNA men (70%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

United States Air Force Academy (USAFA)

Unwanted Sexual Contact Among Women at USAFA

Overall, more than one in seven USAFA women (15.1%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (3.9 percentage points higher than 2016). Specifically, 5.0% of USAFA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 5.5% experienced attempted penetration (with or without sexual touching), and 4.6% experienced unwanted sexual touching only. As noted above, the estimates for completed penetration and unwanted touching significantly increased compared to 2016.

Of USAFA women who experienced unwanted sexual contact, the vast majority (95%) indicated that the alleged offender in the one situation that had the greatest effect on them was male, and nearly two-thirds (63%) indicated the alleged offender was a fellow Academy student who was in the same class year. Over half (53%) indicated the alleged offender had been drinking alcohol and 51% indicated they had been drinking alcohol at the time of the incident (both increased from 2016; from 36% and 29%, respectively).

Of USAFA women who experienced unwanted sexual contact, 13% indicated they reported this incident (unchanged from 2016).

Unwanted Sexual Contact Among Men at USAFA

Overall, around one in 56 USAFA men (1.8%) experienced unwanted sexual contact since June 2017 (statistically unchanged from 2016). Specifically, 0.3% of USAFA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.7% experienced attempted penetration (with or without sexual touching), and 0.8% experienced

unwanted sexual touching only. As noted above, none of the three estimates is significantly changed compared to 2016.

Of USAFA men who experienced unwanted sexual contact, 65% identified their alleged offender as female, 20% as male (a decrease from 46% in 2016), and 12% as unsure (an increase from <1% in 2016). Nearly half (49%) indicated the alleged offender was a fellow Academy student who was in the same class year, whereas nearly one-third (32%) indicated the alleged offender was a fellow Academy student in a lower class year. Over half (57%) indicated the alleged offender had been drinking alcohol, and less than half (44%) indicated they had been drinking alcohol at the time of the incident.

The proportion of USAFA men who experienced an unwanted sexual contact who reported this incident is not reportable.

Sexual Harassment and Gender Discrimination Among USAFA Students

Nearly half (46%) of USAFA women and 13% of USAFA men experienced sexual harassment since June 2017 (both unchanged since 2016). More than one-quarter (28%) of USAFA women (increase from 24% in 2016) and 5% of USAFA men (increase from 3% in 2016) experienced gender discrimination since June 2017.

Alcohol Use Among USAFA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USAFA, 10% of women and 22% of men (compared to 20% of civilian male college students) reported they generally drink five or more drinks when drinking. One-fifth (20%) of USAFA women and nearly one-quarter (23%) of USAFA men reported being unable to remember what happened the night before due to drinking at least once during the past year.

USAFA Students' Response to Sexual Assault and Sexual Harassment

For USAFA women who experienced unwanted sexual contact, more than one-tenth (13%) indicated someone was present who stepped in to help, but one-third (33%) indicated that someone was present who could have stepped in but did not. For USAFA men who experienced unwanted sexual contact, 16% indicated someone was present who stepped in to help, but 41% indicated that someone was present who could have stepped in but did not.

Two thirds of USAFA women (67%) and nearly half (47%) of USAFA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, where more than half of USAFA women (52%) and a majority of USAFA men (71%) were willing to a large extent to point out that a line had been crossed (decrease from 63% for women and 74% for men in 2016).

Compared to 2016, women and men were also less willing to seek help from the chain of command in stopping other students who continue to engage in sexual harassment, where more than half of USAFA women (56%) and USAFA men (59%) indicated they would be willing to a large extent to seek help from the chain of command (decrease from 65% for women and 67% for men in 2016).

Perceptions of Sexual Assault and Sexual Harassment Training at USAFA

New items on the 2018 SAGR assessed to what extent students' education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 45% of women and 51% of men for recognizing warning signs for sexual assault; 45% of women and 54% of men for intervening to help prevent sexual assault; 64% of women and 67% of men for knowing where to get help for someone who was sexually assaulted; 57% of women and 60% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 54% of women and 52% of men for recognizing the warning signs for an unhealthy relationship.

Perceptions of Leadership and Peer Behavior at USAFA

The majority of USAFA women (77%; down from 84% in 2016) and USAFA men (84%) indicated commissioned officers set good examples in their own behavior and talk to a large extent. The majority of USAFA women (82% down from 85% in 2016) and USAFA men (86%) indicated non-commissioned officers set good examples in their own behavior and talk to a large extent.

Just over half of USAFA women (53%; down from 71% in 2016) and two-thirds of USAFA men (67%) indicated cadet leaders enforce Academy rules to a large extent. About half of USAFA women (53%; down from 60% in 2016) and more than two-thirds of USAFA men (69%) indicated other cadets watch out for each other to prevent sexual assault.

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership and officers were the most highly rated among all members of the USAFA community regarding their efforts to stop sexual assault and sexual harassment, with well over half of USAFA women (69%; down from 79% in 2016) and USAFA men (84%) indicating Academy senior leadership make honest and reasonable efforts to a large or very large extent. Of note, women's ratings of Academy senior leadership and officers declined from 2016 but remained high. For both women and men, ratings of USAFA faculty and staff increased from 2016.

Trust in USAFA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, more than one-third of USAFA women (37%) and nearly two-thirds of USAFA men (63%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Less than one-third of USAFA women (30%) and half of USAFA men (50%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. More than one-third of USAFA

women (39%) and just under two-thirds of USAFA men (63%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

Table of Contents

	<u>Page</u>
Executive Summary	iii
Background and Methodology.....	iii
Survey Methodology	iii
Summary of Unwanted Sexual Contact Trends.....	iv
United States Military Academy (USMA)	v
United States Naval Academy (USNA).....	vi
United States Air Force Academy (USAFA).....	vi
Results by Military Service Academy	vi
United States Military Academy (USMA)	vi
Unwanted Sexual Contact Among Women at USMA.....	vi
Unwanted Sexual Contact Among Men at USMA	vii
Sexual Harassment and Gender Discrimination Among USMA Students	vii
Alcohol Use Among USMA Students	viii
USMA Students' Response to Sexual Assault and Sexual Harassment	viii
Perceptions of Sexual Assault and Sexual Harassment Training at USMA	viii
Perceptions of Leadership and Peer Behavior at USMA.....	ix
Trust in USMA's Response to Sexual Assault	ix
United States Naval Academy (USNA).....	ix
Unwanted Sexual Contact Among Women at USNA	ix
Unwanted Sexual Contact Among Men at USNA.....	x
Sexual Harassment and Gender Discrimination Among USNA Students.....	x
Alcohol Use Among USNA Students.....	x
USNA Students' Response to Sexual Assault and Sexual Harassment.....	x
Perceptions of Sexual Assault and Sexual Harassment Training at USNA.....	xi
Perceptions of Leadership and Peer Behavior at USNA	xi
Trust in USNA's Response to Sexual Assault.....	xii
United States Air Force Academy (USAFA).....	xii
Unwanted Sexual Contact Among Women at USAFA	xii
Unwanted Sexual Contact Among Men at USAFA	xii
Sexual Harassment and Gender Discrimination Among USAFA Students	xiii
Alcohol Use Among USAFA Students	xiii
USAFA Students' Response to Sexual Assault and Sexual Harassment	xiii
Perceptions of Sexual Assault and Sexual Harassment Training at USAFA	xiv
Perceptions of Leadership and Peer Behavior at USAFA	xiv
Trust in USAFA's Response to Sexual Assault.....	xiv
Chapter 1: Introduction and Methodology	1
Introduction.....	1
DoD Sexual Assault Programs and Policies.....	1
DoD Sexual Assault Prevention and Response Policy	1
Program Oversight	1
Defining Sexual Assault	1
DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies	2
Program Oversight	2

Table of Contents (Continued)

	<u>Page</u>
Defining Sexual Harassment and Gender Discrimination	3
Measurement of Constructs	3
Unwanted Sexual Contact	3
Time Reference	5
Sex-Based Military Equal Opportunity (MEO) Violations	5
Behavioral Definition	5
Negative Outcomes Associated With Reporting a Sexual Assault	6
Construction of Metrics for Negative Outcomes	7
Professional Reprisal.	7
Ostracism.	8
Other Negative Outcomes	9
Survey Methodology	10
Statistical Design	11
Survey Administration	13
Statistical Comparisons	13
Presentation of Results	14
Chapter 2: United States Military Academy (USMA)	15
Unwanted Sexual Contact Rates	15
Estimated Past Year Unwanted Sexual Contact Rate	16
Estimated Rates of USC Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime	18
Risk of Re-victimization	19
One Situation of Unwanted Sexual Contact With the Biggest Effect	20
Behavior Experienced in One Situation of USC	20
Who: Reported Demographics and Characteristics of the Alleged Offender(s)	20
Where: Location and Context	22
USMA Women	22
USMA Men	24
Actions Following the USC One Situation	26
Reporting of Unwanted Sexual Contact	27
Reasons for Not Reporting Unwanted Sexual Contact	28
Negative Outcomes of Reporting Unwanted Sexual Contact	30
Estimated Sex-Based Military Equal Opportunity Violation Rates	31
Sexual Harassment	32
Gender Discrimination	32
Sex-Based Military Equal Opportunity (MEO) Violations	33
MEO Violations and the Continuum of Harm	34
One Situation of Potential Sex-Based MEO Violation With the Biggest Effect	35
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation	36
Discussing/Report of Sex-Based MEO Violations	37
Reasons for Not Discussing/Reporting Sex-Based MEO Violations	38
Academy Culture and Climate	40

Table of Contents (Continued)

	<u>Page</u>
Cadet Alcohol Use	41
Bystander Intervention.....	42
Gender Relations Education	43
Willingness to Stop Sexual Harassment	43
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment	44
Perceptions of Culture at USMA	46
Perceptions of USMA Leadership and Cadets Setting Good Examples.....	46
Deterrents to Reporting Sexual Assault.....	46
Rape Myths and Victim Blaming Occurring at the Academy	47
Trust in the Academy.....	48
Chapter 3: United States Naval Academy (USNA).....	51
Unwanted Sexual Contact Rates	51
Estimated Past Year Unwanted Sexual Contact Rate	52
Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Midshipman's Lifetime.....	54
Risk of Re-victimization	55
One Situation of Unwanted Sexual Contact With the Biggest Effect	56
Behaviors in the One Situation of Unwanted Sexual Contact	56
Who: Reported Demographics and Characteristics of the Alleged Offender(s).....	56
Where: Location and Context	58
USNA Women	58
USNA Men	60
Actions Following the USC One Situation	62
Reporting of Unwanted Sexual Contact	63
Reasons for Not Reporting Unwanted Sexual Contact.....	64
Negative Outcomes of Reporting Unwanted Sexual Contact.....	66
Estimated Sex-Based Military Equal Opportunity Violation Rates	67
Sexual Harassment.....	68
Gender Discrimination.....	68
Sex-Based Military Equal Opportunity Violations.....	69
MEO Violations and the Continuum of Harm.....	70
One Situation of Potential Sex-Based MEO Violations With the Biggest Effect	71
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation.....	71
Discussing/Reporting of Sex-Based MEO Violations.....	73
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation One Situation	74
Academy Culture and Climate	76
Midshipman Alcohol Use	77
Bystander Intervention.....	78
Gender Relations Education	79
Willingness to Stop Sexual Harassment	80
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment	81

Table of Contents (Continued)

	<u>Page</u>
Perceptions of Culture at USNA	82
Perceptions of USNA Leadership and Midshipmen Setting Good Examples	83
Deterrents to Reporting Sexual Assault	83
Rape Myths and Victim Blaming Occurring at the Academy	84
Trust in the Academy	85
Chapter 4: United States Air Force Academy (USAFA).....	87
Unwanted Sexual Contact Rates	87
Estimated Past Year Unwanted Sexual Contact Rate	88
Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Cadet’s Lifetime	90
Risk of Re-victimization	91
One Situation of Unwanted Sexual Contact With the Biggest Effect	92
Behavior in the One Situation of Unwanted Sexual Contact (USC)	92
Who: Reported Demographics and Characteristics of the Alleged Offender(s).....	92
Where: Location and Context	94
USAFA Women.....	94
USAFA Men	97
Actions Following the USC One Situation	99
Reporting of Unwanted Sexual Contact	100
Reasons for Not Reporting Unwanted Sexual Contact	101
Negative Outcomes of Experiencing Unwanted Sexual Contact	103
Estimated Sex-Based Military Equal Opportunity Violation Rates	104
Sexual Harassment.....	104
Gender Discrimination.....	105
Sex-Based Military Equal Opportunity Violations.....	106
MEO Violations and the Continuum of Harm.....	107
One Situation of Potential Sex-Based MEO Violations With the Biggest Effect	108
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation.....	108
Discussing/Reporting the Sex-Based MEO Violation.....	110
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation	112
Academy Culture and Climate	113
Cadet Alcohol Use	114
Bystander Intervention.....	115
Gender Relations Education	116
Willingness to Stop Sexual Harassment	117
Individuals’ Efforts to Stop Sexual Assault and Sexual Harassment	118
Perceptions of Culture at USAFA.....	119
Perceptions of USAFA Leadership and Cadets Setting Good Examples	120
Deterrents to Reporting Sexual Assault.....	120
Rape Myths and Victim Blaming Occurring at the Academy	121
Trust in the Academy	122
Chapter 5: General Conclusions.....	125

Table of Contents (Continued)

	<u>Page</u>
Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination	125
Promote Responsible Alcohol Choices	126
Reinvigorate Prevention	126
Bystander Intervention Behaviors.....	127
Willingness to Intervene Against Sexual Harassment	127
Perceptions of Leadership and Peer Behavior	128
Enhance a Culture of Respect.....	129
Improve Sexual Assault and Sexual Harassment Reporting	129
Reporting Rates	129
Reasons for Reporting.....	130
Reasons for Not Reporting.....	130
Barriers to Reporting.....	130
Overall View of Gender Relations by Academy.....	131
USMA	131
USNA.....	132
USAFA	132
References	135
Frequently Asked Questions (FAQ)	159

Appendices

A. Survey Instrument	139
B. Frequently Asked Questions (FAQ)	157

List of Tables

1.	2018 SAGR Counts and Weighted Response Rates	12
2.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment to a Large Extent for USMA.....	45
3.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment at USNA	82
4.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment for USAFA	119

List of Figures

1.	Estimated Past Year Unwanted Sexual Contact Rate, by Academy and Gender	v
2.	Questions Measuring Unwanted Sexual Contact.....	4
3.	Two-Part Sex-Based MEO Violation Measure.....	6
4.	Construction of Estimated Professional Reprisal Rate	8
5.	Construction of Estimated Ostracism Rate	9
6.	Construction of Estimated Other Negative Outcomes Rate	10
7.	Estimated Past Year Unwanted Sexual Contact Rate for USMA.....	16

Table of Contents (Continued)

	<u>Page</u>
8. Estimated Past Year Unwanted Sexual Contact Rate by Type for USMA by Gender and Class Year.....	18
9. Estimated Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and Lifetime for USMA.....	19
10. Risk of Re-victimization for USMA.....	19
11. Behaviors Experienced in USC One Situation for USMA.....	20
12. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Women.....	21
13. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Men.....	22
14. Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Women.....	23
15. Context of the USC One Situation for USMA Women.....	24
16. Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Men.....	25
17. Context of the USC One Situation for USMA Men.....	26
18. Actions Following the USC One Situation for USMA.....	27
19. Reporting the One Situation for USMA Women.....	28
20. Reasons for Not Reporting the USC One Situation for USMA Women.....	29
21. Reasons for Not Reporting the USC One Situation for USMA Men.....	29
22. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USMA Females.....	31
23. Estimated Sexual Harassment Rates for USMA.....	32
24. Estimated Gender Discrimination Rates for USMA.....	33
25. Estimated Sex-Based Military Equal Opportunity (MEO) Violation Rates for USMA.....	34
26. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USMA.....	35
27. Details of the One Situation of Sex-Based MEO Violations for USMA Women.....	36
28. Details of the One Situation of Sex-Based MEO Violations for USMA Men.....	37
29. Discussing/Reporting the Sex-Based MEO Violation for USMA Women.....	38
30. Discussing/Reporting the Sex-Based MEO Violation for USMA Men.....	38
31. Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Women.....	39
32. Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Men.....	40
33. Alcohol Use Among USMA Cadets.....	41
34. Bystander Intervention for USMA Cadets.....	42
35. Gender Relations Education for USMA Cadets.....	43
36. Willingness to Stop Sexual Harassment for USMA Cadets.....	44
37. Perceptions of USMA Leadership and Cadets Setting Good Examples to a Large Extent.....	46
38. Deterrents to Reporting Sexual Assault for USMA Cadets.....	47
39. Perceptions of Rape Myths and Victim Blaming Occur at USMA to a Large Extent.....	48

Table of Contents (Continued)

	<u>Page</u>
40. Trust in the Academy for USMA Cadets.....	49
41. Estimated Past Year Unwanted Sexual Contact Rate for USNA Midshipmen	52
42. Estimated Past Year Unwanted Sexual Contact Rate by Type for USNA by Gender and Class Year.....	54
43. Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime	55
44. Risk of Re-victimization for USNA Students.....	55
45. Behavior Experienced in USC One Situation for USNA	56
46. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Women	57
47. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Men	58
48. Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Women.....	59
49. Context of the USC One Situation for USNA Women.....	60
50. Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Men	61
51. Context of the USC One Situation for USNA Men.....	62
52. Actions Following the USC One Situation for USNA Women and Men	63
53. Reporting the USC One Situation for USNA Women.....	64
54. Reasons for Not Reporting USC for USNA Women.....	65
55. Reasons for Not Reporting USC for USNA Men.....	65
56. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USNA Women.....	67
57. Estimated Sexual Harassment Rates for USNA	68
58. Estimated Gender Discrimination Rates for USNA	69
59. Estimated Sex-Based MEO Violation Rate for USNA.....	70
60. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USNA	71
61. Details of the One Situation of Sex-Based MEO Violation for USNA Women	72
62. Details of the One Situation of Sex-Based MEO Violation for USNA Men.....	73
63. Discussing/Reporting the Sex-Based MEO Violation for USNA Women.....	74
64. Discussing/Reporting the Sex-Based MEO Violation for USNA Men.....	74
65. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Women.....	75
66. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Men	76
67. Alcohol Use Among USNA Midshipmen	77
68. Bystander Intervention for USNA Midshipmen	79
69. Gender Relations Education for USNA Midshipmen.....	80
70. Willingness to Stop Sexual Harassment for USNA Midshipmen	81
71. Perceptions of USNA Leadership and Midshipmen Setting Good Examples to a Large Extent.....	83
72. Deterrents to Reporting Sexual Assault for USNA Midshipmen	84

Table of Contents (Continued)

	<u>Page</u>
73. Perceptions of Rape Myths and Victim Blaming Occur at USNA to a Large Extent	85
74. Trust in the Academy for USNA Midshipmen	86
75. Estimated Past Year Unwanted Sexual Contact Rate for USAFA	88
76. Estimated Past Year Unwanted Sexual Contact Rate by Type for USAFA by Gender and Class Year.....	90
77. Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime for USAFA	91
78. Risk of Re-Victimization for USAFA	91
79. Behavior Experienced in USC One Situation for USAFA	92
80. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Women.....	93
81. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Men	94
82. Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Women.....	96
83. Context of the USC One Situation for USAFA Women	97
84. Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Men	98
85. Context of the USC One Situation for USAFA Men.....	99
86. Actions Following the USC One Situation for USAFA	100
87. Reporting the One Situation for USAFA Women	101
88. Reasons for Not Reporting USC for USAFA Women	102
89. Reasons for Not Reporting USC for USAFA Men.....	102
90. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USAFA Females	104
91. Estimated Sexual Harassment Rates for USAFA	105
92. Estimated Gender Discrimination Rates for USAFA	106
93. Estimated Sex-Based MEO Violation Rates for USAFA.....	107
94. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USAFA	108
95. Details of the One Situation of Sex-Based MEO Violation for USAFA Women	109
96. Details of the One Situation of Sex-Based MEO Violation for USAFA Men	110
97. Discussing/Reporting the Sex-Based MEO Violation for USAFA Women	111
98. Discussing/Reporting the Sex-Based MEO Violation for USAFA Men.....	111
99. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Women.....	112
100. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Men	113
101. Alcohol Use Among USAFA Cadets	115
102. Bystander Intervention for USAFA Cadets	116
103. Gender Relations Education for USAFA Cadets.....	117
104. Willingness to Stop Sexual Harassment for USAFA Cadets.....	118
105. Perceptions of USAFA Leadership and Cadets Setting Good Examples to a Large Extent	120

Table of Contents (Continued)

	<u>Page</u>
106. Deterrents to Reporting Sexual Assault for USAFA Cadets	121
107. Perceptions of Rape Myths and Victim Blaming Occur at USAFA to a Large Extent	122
108. Trust in the Academy for USAFA Cadets	123

Chapter 1: Introduction and Methodology

Introduction

The Health and Resilience (H&R) Division of the Office of People Analytics (OPA) has been conducting congressionally-mandated gender relations surveys of cadets and midshipmen at each of the Military Service Academies (MSA) since 2005. The chief purpose of these surveys have been to measure, analyze, and report estimated prevalence rates of sexual assault and rates of sex-based military equal opportunity (MEO) violations (sexual harassment and gender discrimination). The survey also serves to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the climate of gender relations at the Academies. The *2018 Service Academy Gender Relations Survey (2018 SAGR)* was conducted to address these purposes and is the most recent of the biennial surveys to be administered.

DoD Sexual Assault Programs and Policies

The current assessment cycle at the Academies, which consists of a biennial and alternating administration of surveys and focus groups, is codified by Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. This requirement applies to the DoD Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USFA]).

DoD Sexual Assault Prevention and Response Policy

Program Oversight

DoD Directive (DoDD) 6495.01 charged the Under Secretary of Defense for Personnel & Readiness (USD[P&R]) with implementing a Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive through data collection and performance metrics (Department of Defense, 2015a). It established the Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) in 2006 to address all DoD sexual assault policy matters, except criminal investigations and legal processes, which are the responsibility of the Military Criminal Investigative Organization (MCIO) and the Offices of the Judge Advocates General in the Military Departments, respectively. DoD SAPRO requires data to continually assess the prevalence of sexual assault at the Academies and the effectiveness of the programs and resources they implement.

Defining Sexual Assault

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2015b). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to

commit these acts. “Consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance.

In Section 522 of the NDAA for FY 2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012. As amended, Article 120, UCMJ, “Rape, Sexual Assault, and Other Sexual Misconduct,” defines rape as “a situation where any person causes another person of any age to engage in a sexual act by: (1) using unlawful force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant, or similar substance that substantially impairs the ability of that person to appraise or control conduct” (Title 10 U.S. Code Section 920, Article 120). Article 120 of the UCMJ defines “consent” as “words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person.” The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent;
- Lack of verbal or physical resistance or submission resulting from the accused’s use of force, threat of force, or placing another person in fear does not constitute consent;
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent;
- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect; or
- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies

Program Oversight

The Office of Diversity, Equity, and Inclusion (ODEI) is the primary office within DoD that develops and executes diversity management and equal opportunity policies and programs. ODEI monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODEI is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD 1350.2; Department of Defense, 2015c).

Defining Sexual Harassment and Gender Discrimination

The DoD military sexual harassment policy was defined in 1995, and revised in 2015 in DoDD 1350.2 as: “A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.

Workplace conduct, which for the military this may include on or off duty conduct 24 hours a day, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (Department of Defense, 2015c).

Gender discrimination is defined in DoDD 1350.2 as “unlawful discrimination” where there is discrimination based on “sex that is not otherwise authorized by law or regulation” (Department of Defense, 2015c).

Measurement of Constructs

Construction of estimated rates of unwanted sexual contact, sex-based MEO violations, and retaliatory behaviors are described in detail below.

Unwanted Sexual Contact

Unwanted sexual contact refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.⁶ In the *2018 SAGR*, unwanted sexual contact is measured using a comprehensive, behavioral list of items (Q48; Figure 2). The resulting prevalence rate provides an estimated proportion of individuals who experienced any of these behaviors, referred to as unwanted sexual contact, in the past academic program year (APY, i.e., since June 2017).⁷

⁶ The UCMJ defines the term sexual contact within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

⁷ The RAND Corporation developed a measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). RAND fielded both the existing unwanted sexual contact measure and the new measure and found that weighted estimated topline rates from each measure were not statistically significantly different. In October 2015, OPA conducted pretests at the three DoD Academies using RAND’s new sexual assault measure. The pretest

Figure 2.
Questions Measuring Unwanted Sexual Contact



As originally developed, the goal of the unwanted sexual contact question was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact item was not to provide a crime victimization rate but to provide the DoD with information about Service Academy cadets and midshipmen who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. This behaviorally based measure captures specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or its definition of sexual assault. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125 of the UCMJ. As such, using behaviorally based questions allows for more accurate estimation of prevalence rates (Fisher & Cullen, 2000). The *2018 SAGR* specifically asks about behaviors that were against the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, and penetration by an object or finger, as well as unwanted sexual touching. The latter is specific to unwanted touching of sexual regions of the body (i.e., genitalia, breasts, or buttocks) and does not include touching of nonsexual regions of the body or behaviors that are harassing in nature. The terms and definitions of unwanted sexual contact have been consistent

included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the measure’s length and graphic language made it inappropriate for administration to students in an in-person group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

throughout all of the *SAGR* surveys since 2006 to provide DoD with comparable data points across time.

Time Reference

When surveys ask about experiences within a set timeframe, there is risk that respondents might include experiences that fall outside of that specific timeframe, a bias known as external telescoping. For the *2018 SAGR*, the survey contains an inherent “anchor” via the APY. Students are instructed in a verbal briefing before the survey administration only to consider experiences that have occurred within that APY, beginning in June 2017. This timeframe is reiterated on the survey instrument in the unwanted sexual contact question and for the subsequent questions about the “one situation” that had the greatest effect on the respondent. Research and theory on telescoping suggests that timeframes anchored with highly salient events, called landmarks, can be effective in reducing telescoping bias (Gaskell, Wright, & O’Muirheartaigh, 2000). To be maximally effective, landmarks should avoid two potential problems: (1) susceptibility of the landmark itself to telescoping forward in respondents’ memories and (2) inequivalent salience of the landmark for all respondents (Gaskell et al., 2000). The landmark used in the *2018 SAGR* appears resistant to both potential problems. The beginning of the current APY for Academy students marks a number of important changes for students, such as change in class rank, opening of new opportunities, and expansion of privileges. This moment in time is unlikely to be mentally telescoped forward by respondents; moreover, this landmark should be equally salient for all respondents. Given the repeated timeframe instructions and the strong salient landmark given by the APY, the risk of telescoping for the reference period in the *2018 SAGR* is likely to be very small.

Sex-Based Military Equal Opportunity (MEO) Violations

In 2014, RAND developed new measures of sex-based MEO violations for the *RAND Military Workplace Survey (2014 RMWS)* that were designed to align with criteria for a DoD-based MEO violation. This measure was designed to align with military law and policy that outline criteria for an MEO violation; the measure incorporates behaviors and follow-up criteria to derive rates. The categories of behaviors include sexual harassment (i.e., sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The measure was tailored for use at the Academies, including minor changes (e.g., the items ask about “someone from your Academy” instead of “someone from work” and “most cadets/midshipmen” instead of “most men/women in the military”) and two substantive changes (1) separate items from the *2014 RMWS* on someone repeatedly telling about their sexual activities and making sexual gestures/body movements were combined into a single item and (2) an item on whether someone intentionally touched you in a sexual way when you did not want them to was removed, as this behavior falls under unwanted sexual contact. Otherwise, the measure was consistent with the measure used for active duty and Reserve members.

Behavioral Definition

Following the *2014 RMWS* guidelines, OPA used a two-step process to determine estimated sex-based MEO violation rates. First, we asked questions about whether students experienced behaviors prohibited by MEO policy by someone from their Academy and the circumstances of

those experiences. Second, we categorized those reported behaviors into two types of sex-based MEO categories—sexual harassment and gender discrimination—to produce estimated rates for these two categories.

The sex-based MEO measure includes two requirements to reach the level of being in violation of DoD policy (DoDD 1350.2). First, the student must endorse an experience consistent with the sex-based MEO violations specified by DoDD 1350.2. These include indicating experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their Academy. Second, the student also had to have indicated “yes” to one of the follow-up items that assess persistence and/or severity of the behavior (Figure 3).

Figure 3.
Two-Part Sex-Based MEO Violation Measure

1 Experienced at least one sex-based behavior		2 Met the legal criteria	
Sexual Harassment	Sexually Hostile Work Environment		
	<ul style="list-style-type: none"> ➤ Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset ➤ Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to ➤ Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset ➤ Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset ➤ Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset ➤ Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset ➤ Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset ➤ Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset* ➤ Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset ➤ Intentionally touched you in a sexual way when you did not want them to** <ul style="list-style-type: none"> ➤ Repeatedly touched you in any other way that made you uncomfortable, angry, or upset 	<ul style="list-style-type: none"> ➤ They continued this unwanted behavior even after they knew that you or someone else wanted them to stop ➤ This was severe enough that most cadets/midshipmen would have been offended 	
	Sexual Quid Pro Quo		
<ul style="list-style-type: none"> ➤ Made you feel as if you would get some workplace benefit in exchange for doing something sexual ➤ Made you feel like you would get punished or treated unfairly at the Academy if you did not do something sexual 	<ul style="list-style-type: none"> ➤ They told you that they would give you a reward or benefit for doing something sexual ➤ They hinted that you would get a reward or benefit for doing something sexual ➤ Someone else told you they got benefits from this person by doing sexual things 		
	Gender Discrimination		
<ul style="list-style-type: none"> ➤ Said that someone of your gender is not as good as someone of the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer ➤ Mistreated, ignored, excluded, or insulted you because of your gender 	<ul style="list-style-type: none"> ➤ Their beliefs about someone of your gender harmed or limited your cadet/midshipman career ➤ This treatment harmed or limited your cadet/midshipman career 		

Negative Outcomes Associated With Reporting a Sexual Assault

The DoD strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. One area the DoD has been

monitoring is repercussions (i.e., negative behaviors as a result of reporting sexual assault). Specifically, three forms of negative behaviors have been outlined: professional reprisal, ostracism, and other negative behaviors.

Construction of Metrics for Negative Outcomes

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to capture perceptions of a range of outcomes resulting from reporting sexual assault. The resulting battery of questions was designed to measure negative behaviors a student may have experienced as a result of making a report of sexual assault and to account for additional motivating factors, as indicated by the student, consistent with prohibited actions of professional reprisal and ostracism in the UCMJ and military policies and regulations. There are also questions regarding other negative behaviors.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or other negative outcomes.⁸ Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited negative behaviors. The estimates presented in this report reflect the students' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliatory behavior. Construction of rates of professional reprisal, ostracism, and other negative outcomes are based on general policy prohibitions. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Professional Reprisal. Reprisal is defined as “taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication” such as report of a crime.⁹ Per the definition in law and policy, reprisal may only occur if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the student who reported a crime. As depicted in Figure 4, the estimated professional reprisal rate in the 2018 SAGR is a summary measure reflecting whether students indicated they experienced a behavior consistent with professional reprisal as a result of reporting unwanted sexual contact, (i.e., the action taken was not based on conduct or performance). Further, the student must believe leadership took these actions for any one of a specific set of reasons: because they were trying to get back at the student for making an official report (restricted or unrestricted), because they were trying to discourage the student from moving forward with their report, or because they were angry at the student for causing a problem for them.

⁸ Because the SAGR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

⁹ Military Whistleblower Protection Act (10 U.S.C. § 1034); Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged victim or other member of the Armed Forces who reports a crime and requires that violations of those regulations be punishable under Article 92.

Figure 4.
Construction of Estimated Professional Reprisal Rate

1	Experienced at least one behavior from leadership in line with potential professional reprisal
<ul style="list-style-type: none"> ➤ Denied you or removed you from a leadership position ➤ Denied you a training opportunity that could have led to a leadership position ➤ Rated you lower than you deserved on a performance evaluation ➤ Denied you an award or other form of recognition you were previously eligible to receive ➤ Assigned you to new duties without doing the same to others ➤ Assigned you to duties that do not match your current class year or position within the company/squadron ➤ Transferred you to a different company/squadron without your request or agreement ➤ Ordered you to one or more mental health evaluations ➤ Disciplined you or ordered other corrective action 	
2	Belief that the leadership actions experienced were ONLY based on student's report of sexual assault (i.e., not based on their conduct or performance)
3	Belief that the leadership took action for one of the following reasons:
<ul style="list-style-type: none"> ➤ To get back at you for making a report (unrestricted or restricted) ➤ To discourage you from moving forward with your report ➤ They were mad at you for causing a problem for them 	

Ostracism. Although the interpretation of ostracism varies slightly,¹⁰ in general, ostracism may occur if retaliatory behaviors were taken either by a member's military peers (such as fellow students in the context of the Academies) or by leadership. Examples of ostracism include improper exclusion from social acceptance, activities, or interactions; denying privilege of friendship due to reporting or planning to report a crime; and/or subjecting the student to insults or bullying. As depicted in Figure 5, this is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, the student perceived at least one behavior consistent with ostracism. To be included in this estimated rate, the student also needed to indicate that he or she perceived that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and that the student believed that the person(s) was (were) trying to discourage him or her from moving forward with his or her report or discourage others from reporting.

¹⁰ Enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Military Departments crafted policies that implement the regulation of these prohibitions against ostracism outlined in section 1709(a).

Figure 5.
Construction of Estimated Ostracism Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential ostracism
	<ul style="list-style-type: none"> ➤ Made insulting or disrespectful remarks or made jokes at your expense—in <u>public</u> ➤ Excluded you or threatened to exclude you from social activities or interactions ➤ Ignored you or failed to speak to you (for example, gave you “the silent treatment”)
2	Belief that at least one individual knew or suspected the student made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken to discourage the student from moving forward with his or her report or discourage others from reporting

Other Negative Outcomes.¹¹ This is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, respondents indicated experiencing negative behaviors from cadet/midshipman peers or leadership that occurred without a valid military purpose, and may have included physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Figure 6 shows the behaviors and two follow-up criteria required to be included in the metric. To be included in this estimated rate, the student also needed to indicate that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and the student believed that the person(s) was (were) trying to discourage him or her from moving forward with his or her report or to discourage others from reporting, or that the person was trying to abuse or humiliate him or her.

¹¹ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 6.
Construction of Estimated Other Negative Outcomes Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential other negative outcomes
<ul style="list-style-type: none"> ➤ Made insulting or disrespectful remarks or made jokes at your expense —to you in <u>private</u> ➤ Showed or threatened to show private images, photos, or videos of you to others ➤ Bullied you or made intimidating remarks about the assault ➤ Was physically violent with you or threatened to be physically violent ➤ Damaged or threatened to damage your property 	
2	Belief that at least one individual knew or suspected the student made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken for one of the following reasons:
<ul style="list-style-type: none"> ➤ To discourage the student from moving forward with his or her report or discourage others from reporting ➤ They were trying to abuse or humiliate the student 	

Survey Methodology

OPA uses industry-standard scientific survey methodology to control for bias and allow for generalizability to populations. For more than 25 years, OPA has been DoD’s lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the DoD. OPA uses standard scientific methods to conduct cross-component surveys that provide DoD with fast, accurate assessments of attitudes, opinions, and experiences of the entire DoD community. Although OPA has used industry-standard scientific survey methodology for many years, it is important to clearly describe how the scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Specifically, OPA’s survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).¹² In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND, Government Accountability Office [GAO]).¹³

¹² AAPOR’s “Best Practices” state that, “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and DoD community using stratified random sampling for more than 25 years.

¹³ The GAO reviewed OPA’s (then Defense Manpower Data Center’s [DMDC]) survey methods in 2010 and determined OPA uses valid scientific survey methods (GAO, 2010). In 2013, the Joint Program in Survey Methodology (JPSM) confirmed OPA’s scientific weighting methods were appropriate. In 2014, an independent analysis of the methods used for a 2012 survey on gender relations in the active duty force, which aligns with methods used in the 2018 SAGR, determined that “[OPA] relied on standard, well accepted, and scientifically

Appendix B contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA.

Statistical Design

The population of interest for the *2018 SAGR* consisted of all students at USMA, USNA, and USAFA.¹⁴ The entire population of male and female students was selected for the survey.¹⁵ This census of all students was designed for maximum reliability of results in the sections in which the survey questions applied to only a subset of students, such as those questions asking details of an unwanted sexual contact, especially among men. It should be noted that while all students were invited, the survey was voluntary and thus students were not required to participate.

The target survey frame consisted of 12,894 students drawn from the student rosters provided to OPA by each of the three MSAs. OPA received a final dataset containing 12,779 returned questionnaires. Surveys were completed by 8,854 students,¹⁶ yielding an overall weighted response rate for respondents at the DoD Academies of 73% (81% for DoD Academy women and 65% for DoD Academy men).

Using an industry-standard process, data were weighted to reflect each Academy's population as of March 2018.¹⁷ The estimated number of students, the number of respondents, and the portion of total respondents in each reporting group are shown in Table 1.

justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*" (Morrall, Gore, & Schell, 2014).

¹⁴ Two groups of students were excluded: visiting students from other Academies and foreign nationals.

¹⁵ Starting in 2014, *SAGR* included all female and male Service Academy students to better understand the specific experiences of men who indicate unwanted sexual contact and/or MEO violations. In previous survey years, all women at all Service Academies and a statistically constructed sample of men were included in the study in order to produce reliable results.

¹⁶ "Completed" is defined as answering 50% or more of the questions asked of all participants, at least one response from the MEO violations questions (Q4, Q7, Q10, Q13, Q16, Q19, Q22, Q25, Q29, Q32, Q34, Q36, or Q38), and a valid response to Q48 on unwanted sexual contact.

¹⁷ For further details, see OPA (2019).

Table 1.
2018 SAGR Counts and Weighted Response Rates

	Population	Survey Respondents	Weighted Response Rates
DoD Total	12,894	8,854	73%
Men	9,650	6,243	65%
Women	3,244	2,611	81%
USMA	4,298	3,193	81%
Men	3,326	2,296	69%
Women	972	897	92%
USNA	4,440	2,946	69%
Men	3,255	2,071	64%
Women	1,185	875	74%
USFA	4,156	2,715	69%
Men	3,069	1,876	61%
Women	1,087	839	77%

Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The standard process of weighting consists of the following steps:

- Adjustment for selection probability—OPA typically adjusts for selection probability within scientific sampling procedures. However, in the case of the *2018 SAGR*, all students were selected to participate in the survey. Therefore, although adjustment for selection probability is usually performed as the first step in the weighting process, in this instance, the selection probability is 100%, hence the base weights are calculated to be 1.
- Adjustments for nonresponse—Although the *2018 SAGR* was a census of all students, some students did not respond to the survey, and others responded or started the survey but did not complete it (i.e., did not provide the minimum number of responses required for the survey to be considered complete). OPA adjusts for this nonresponse by creating population estimates by first calculating the base weights as the reciprocal of the probability of selection (in the *2018 SAGR*, the base weights take on the value 1 since the survey was a census). Next, OPA adjusts the base weights for those who did not respond to the survey, then adjusts for those who started the survey but did not complete it.
- Adjustment to known population values—OPA typically adjusts the weights in the previous step to known population values to account for remaining bias. In the case of the *2018 SAGR*, the weights in the previous step were adjusted to known

population values using the three known demographic variables (Academy, class year, and gender). The poststratification adjustments all have the value 1 because the three demographic variables were already accounted for in the previous step.

Although the *2018 SAGR* was a census of students, not everyone responded to the survey; hence, the weighting procedures described above were required to produce population estimates (e.g., percentage female). Because of the weighting, conventional formulas for calculating margins of error overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN PROC DESCRIPT (Research Triangle Institute, Inc., 2013).¹⁸ Variance estimates are used to construct margins of error (i.e., confidence interval half-widths) of percentages and means based on 95% confidence intervals.

Survey Administration

Data were collected in March and April 2018. A trained research team from OPA administered the anonymous paper-and-pen survey in group sessions. Separate sessions were held for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. The information sheet included details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey and the importance of participation. Completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes into a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process.¹⁹

Statistical Comparisons

Results of the *2018 SAGR* are presented at various levels within this report. Results are reported for each Academy by gender (where applicable) and class year. When the *2018 SAGR* questions are comparable to questions in the previous 2016 survey, an analysis of comparisons between survey years is presented for statistically significant changes overtime. In addition, rates from 2014, 2012, 2010, 2008, and 2006 are presented for overall prevalence rates of unwanted sexual contact (statistical comparisons for these prevalence rates by class year are only reported for 2016). Comparisons to prior years for sex-based MEO violations are only comparable to 2016 estimates due to changes in the measure in 2016.

For the categories of Academy, gender, and survey year, OPA relied on data recorded during the survey administration. For class year, respondents were classified by self-report. Definitions for reporting categories follow:

¹⁸ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

¹⁹ RCS: DD-P&R(AR) 2198.

- *Academy*—USMA, USNA, and USAFA.
- *Class Year*—Seniors (Class of 2018), Juniors (Class of 2019), Sophomores (Class of 2020), and Freshmen (Class of 2021).
- *Gender*—Self-explanatory.

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the 2018 SAGR: between survey years (comparisons to previous survey years) and within the current survey year (2018) by class membership (i.e., senior, junior, sophomore, and freshman) and gender (where applicable). Class comparisons within the current survey year are made along a single dimension by Academy and gender. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension (i.e., the total population minus the group being assessed). For example, responses of senior women at USAFA are compared to the weighted average of the responses from junior, sophomore, and freshman USAFA women (e.g., women in all other classes at USAFA). In some cases, the same value of an estimate for two different classes is significantly higher or lower for one class but not the other. This may be due to rounding (both 12.7% and 13.4% are displayed as 13%) or differences in margins of error. When comparing results across survey years (e.g., 2018 compared to 2016), statistical tests for differences between means (i.e., average scores) are used. For all statistical tests, OPA uses two-independent-sample *t*-tests where differences are statistically significant at $p < 0.01$. Because the results of comparisons are based on weighted estimates, the reader can infer that the results generalize to the population.

Presentation of Results

The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident one is that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was ± 3 , we are 95% confident that the “true” value being estimated in the population is between 52% and 58%. Because the results of comparisons are based on weighted results, the reader can assume that the results generalize to the Academy’s populations within an acceptable margin of error.

The annotation “NR” indicates that a specific result is “not reportable” due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of not having a sufficient number of respondents (fewer than five), an effective number of respondents (fewer than 15), or a relative standard error (greater than 0.3). The effective number of respondents takes into account the finite population correction and variability in weights. An “NR” presentation protects the DoD, and the reader, from presenting potentially inaccurate findings due to instability of the specific estimate. The cause of instability is due to high variability (large relative standard error) usually associated with a small number of respondents contributing to the estimate. Additionally, some estimates might be so small as to appear to approach a value of zero. In those cases, an estimate of less than one (<1%) is displayed.

Chapter 2: United States Military Academy (USMA)

This chapter provides findings for the United States Military Academy (USMA), also known as West Point, regarding estimated prevalence and incidents of unwanted sexual contact (USC), potential sex-based military equal opportunity (MEO) violations, and general cadet culture.²⁰ Administration of the *2018 Service Academy Gender Relations Survey (2018 SAGR)* took place on site at USMA from March 26–29, 2018. Of the 4,298 cadets at the Academy, 3,193 completed the survey (897 women, 2,296 men) for an overall participation rate of 74% (92% for women, 69% for men).

This chapter provides topline findings for women and men at USMA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years for the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.²¹ When data are not reportable for USMA men, only results for USMA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to assess experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact”. This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident as sexual assault. The USC rate reflects the estimated percentage of USMA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

Many instances of USC involve a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors and because behaviors may co-occur, responses were coded to create three hierarchically-constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

²⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

²¹ Further details are provided in Chapter 1.

- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

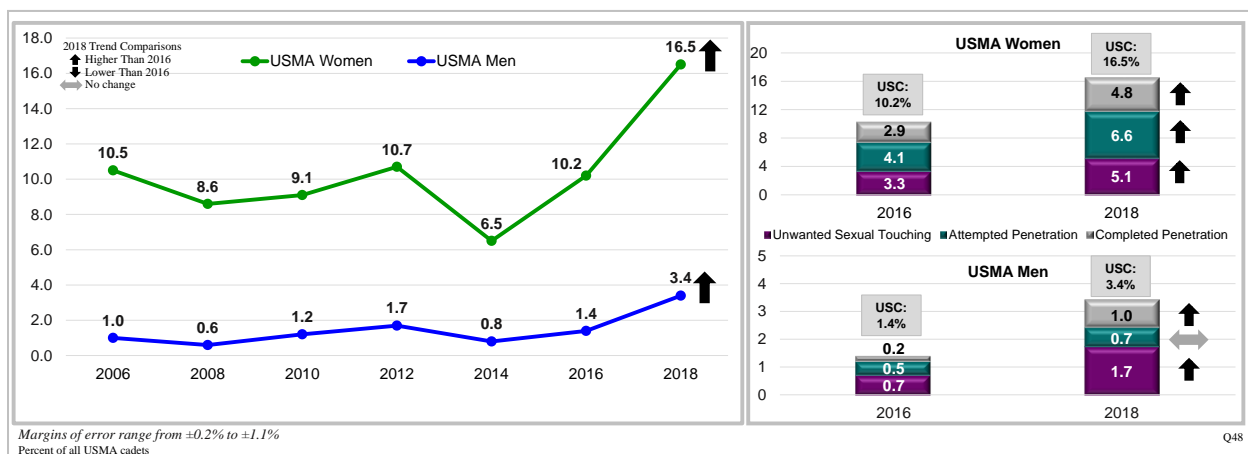
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

Estimated Past Year Unwanted Sexual Contact Rate

16.5% of USMA women experienced USC since June 2017, which increased from 2016, reaching the highest level since tracking began (Figure 7). This rate is comprised of an estimated 4.8% of USMA women who experienced *completed penetration*, 6.6% who experienced *attempted penetration*, and 5.1% who experienced *unwanted sexual touching*, all three of which increased from 2016.

3.4% of USMA men experienced USC since June 2017, which like women, increased from 2016 and is the highest estimate of male USC at the Academy since the beginning of the study (Figure 7). This rate is comprised of an estimated 1.0% of USMA men who experienced *completed penetration*, 0.7% who experienced *attempted penetration*, and 1.7% who experienced *unwanted sexual touching*, with an increase for unwanted sexual touching and completed penetration from 2016.

Figure 7.
Estimated Past Year Unwanted Sexual Contact Rate for USMA



USC rates for each class year are displayed in Figure 8. The overall rate increased in all class years except for seniors for women, and men saw increases in every class year except juniors. However, for both men and women, sophomores were more likely than other class years to

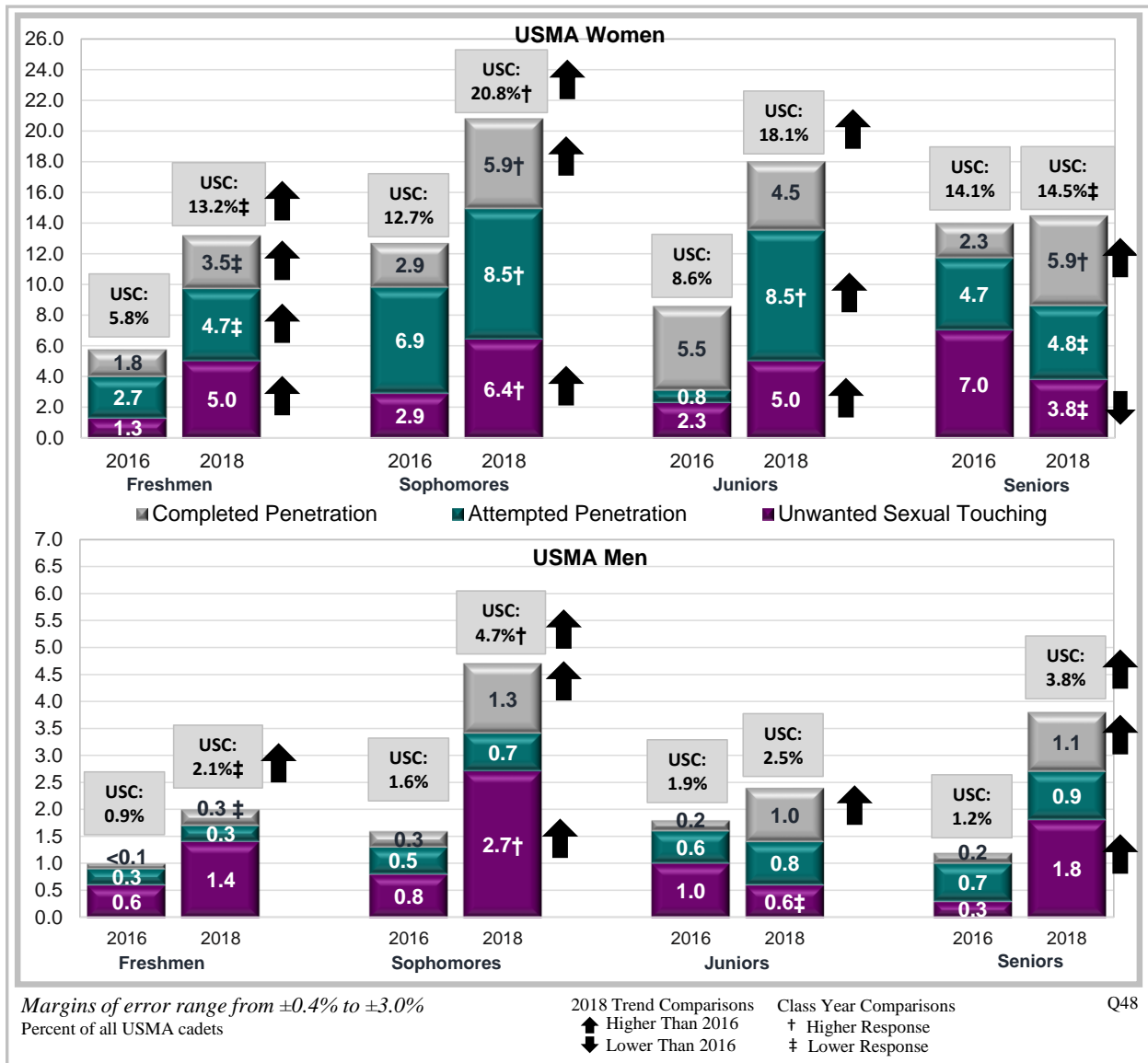
experience USC, and freshmen were less likely. The relatively lower rate for freshmen is potentially influenced by cadet fraternization rules which prohibit any “improper relationships between fourth class and upper class cadets” (USMA, 2012). However, while this rule may protect freshmen from unwanted sexual behaviors, OPA focus groups in 2017 identified a potential explanation for the increase in USC seen in sophomores: “shark week,” or the timeframe when freshmen officially transition to sophomores and the fraternization rules lighten, is a potentially vulnerable period for students (Barry et al., 2017).

Differences between class years were found for types of USC experienced by USMA women. Similar to USC overall, sophomore women were more likely than other class years to experience attempted penetration, completed penetration, and/or unwanted sexual touching, whereas freshman women were less likely to experience attempted penetration and/or completed penetration. Compared to rates in 2016, significant increases were found for junior, sophomore, and freshman women who experienced unwanted sexual touching, junior and freshman women who experienced attempted penetration, and senior, sophomore, and freshman women who experienced completed penetration.

Fewer differences were found for men by class year, with freshman men less likely to experience completed penetration compared to men in other class years. Sophomore men were more likely to experience unwanted sexual touching compared to men in other class years, while junior men were less likely. With regard to changes in rates since 2016, rates for senior and sophomore men who experienced unwanted sexual touching increased, and rates of completed penetration for senior, junior, and sophomore men increased.

Figure 8.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USMA by Gender and Class Year

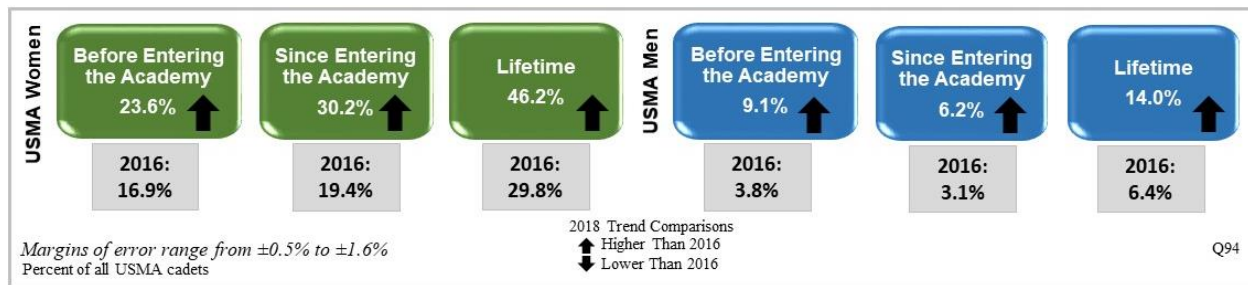


Estimated Rates of USC Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime

The behaviorally-based items capturing USC before entering the Academy, since entering the Academy (including within the past year), and lifetime estimated prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 9, rates for women and men who experienced USC **before entering the Academy**, **since entering the Academy** (including in the past year), and in their **lifetime** all increased compared to 2016.

Figure 9.

Estimated Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and Lifetime for USMA

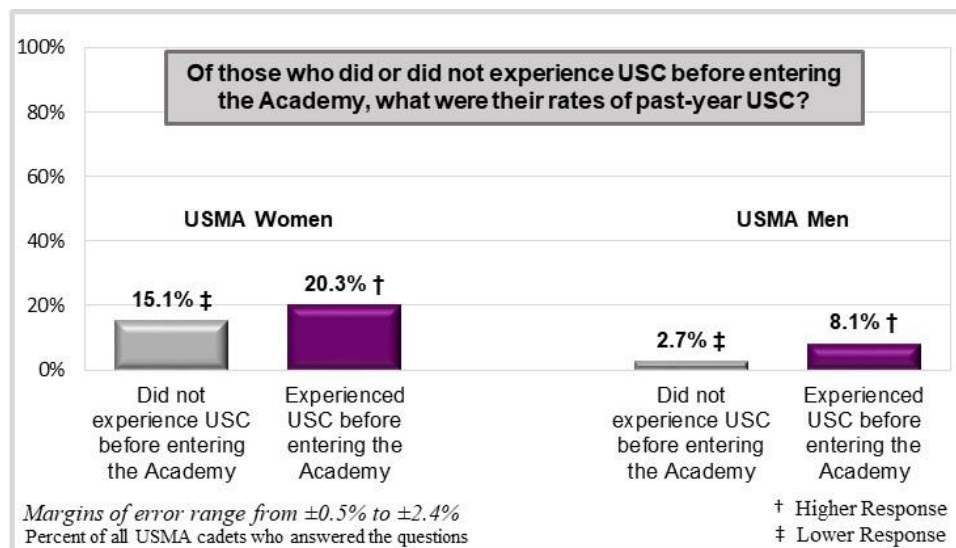


Risk of Re-victimization

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, survivors are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not cadets had experienced USC before entering the Academy. As shown in Figure 10, both USMA women and men who experienced USC before entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 10.

Risk of Re-victimization for USMA



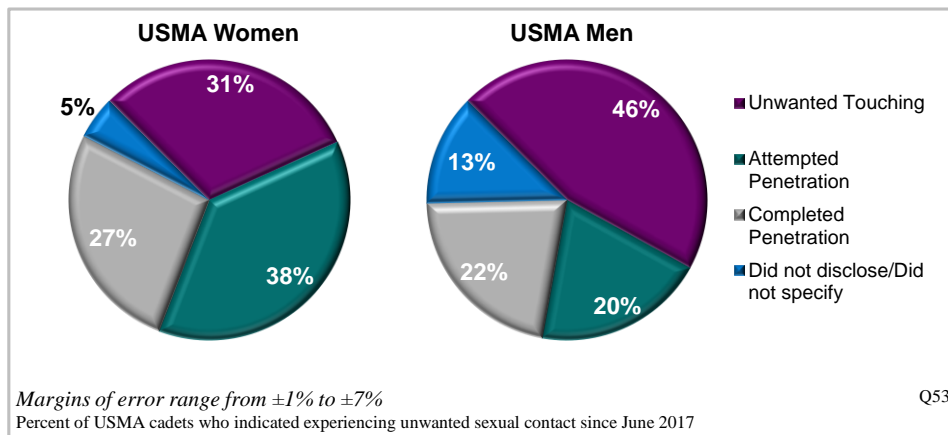
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 16.5% of USMA women and 3.4% of USMA men who experienced USC since June 2017²² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).²³ In addition to the behavior involved in the one situation, cadets were asked to provide details regarding characteristics of who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behavior Experienced in One Situation of USC

To calculate the behaviors involved in the students’ most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 16.5% of USMA women who experienced USC since June 2017, more than one-third experienced *attempted penetration*, less than one-third experienced *unwanted sexual touching*, and more than one-quarter experienced *completed penetration* (Figure 11). Of the 3.4% of USMA men who experienced USC since June 2017, nearly half experienced *unwanted sexual touching*, a little less than one-quarter experienced *completed penetration* and one-fifth experienced *attempted penetration*.

Figure 11.
Behaviors Experienced in USC One Situation for USMA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USMA women in Figure 12 and men in Figure 13. The majority of women indicated the one situation was performed by one person, who was a male, and an Academy student. Additionally, the majority of women knew their alleged offender, with a little over half indicating the alleged

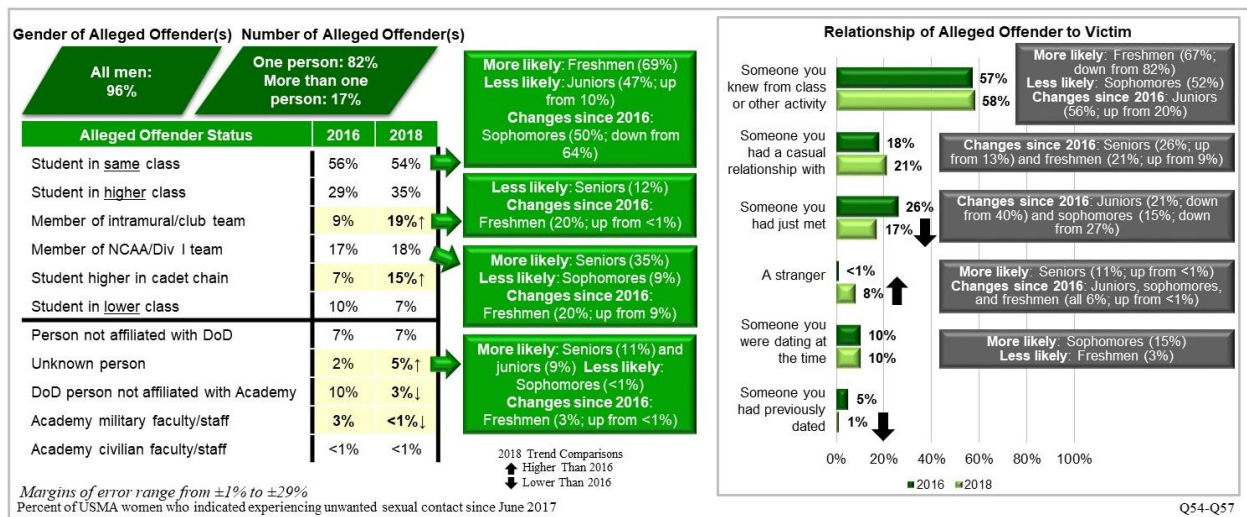
²² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

²³ Although some students may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event were asked.

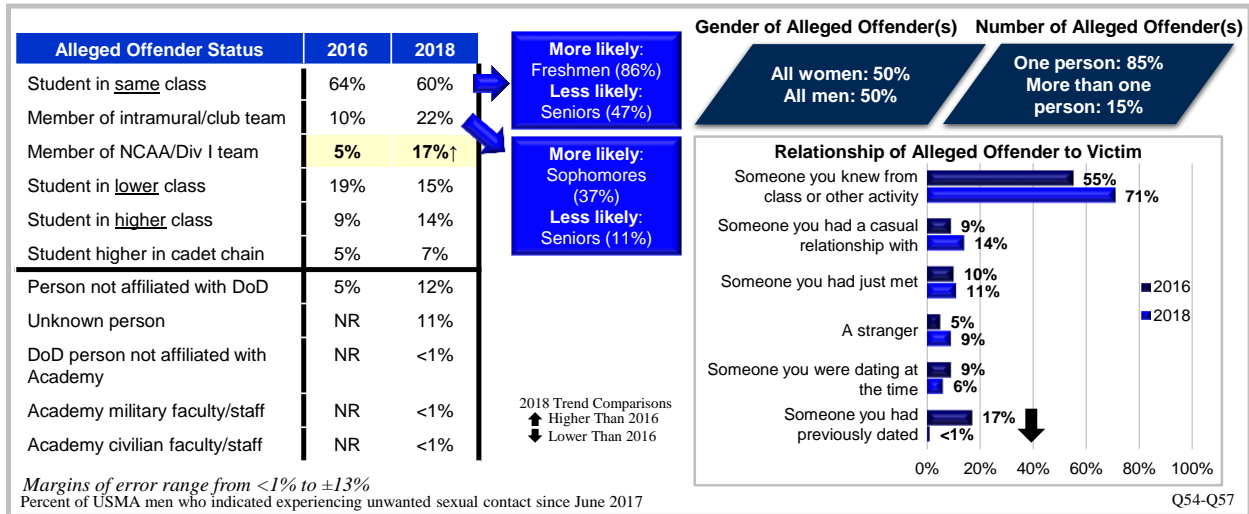
offender was a classmate, whereas about one-fifth indicated the alleged offender was someone they had a casual relationship with (e.g., hooked up with). Compared to 2016, women who indicated the alleged offender was a stranger increased and indication that the alleged offender was someone they had just met and someone they had previously dated decreased. Examining differences between class years, freshman women were more likely than women in other class years to indicate that the alleged offender was someone they knew from class or other activity and was in the same class year, whereas seniors were more likely to indicate that the alleged offender was an unknown person or stranger (which increased from 2016).

Figure 12.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Women

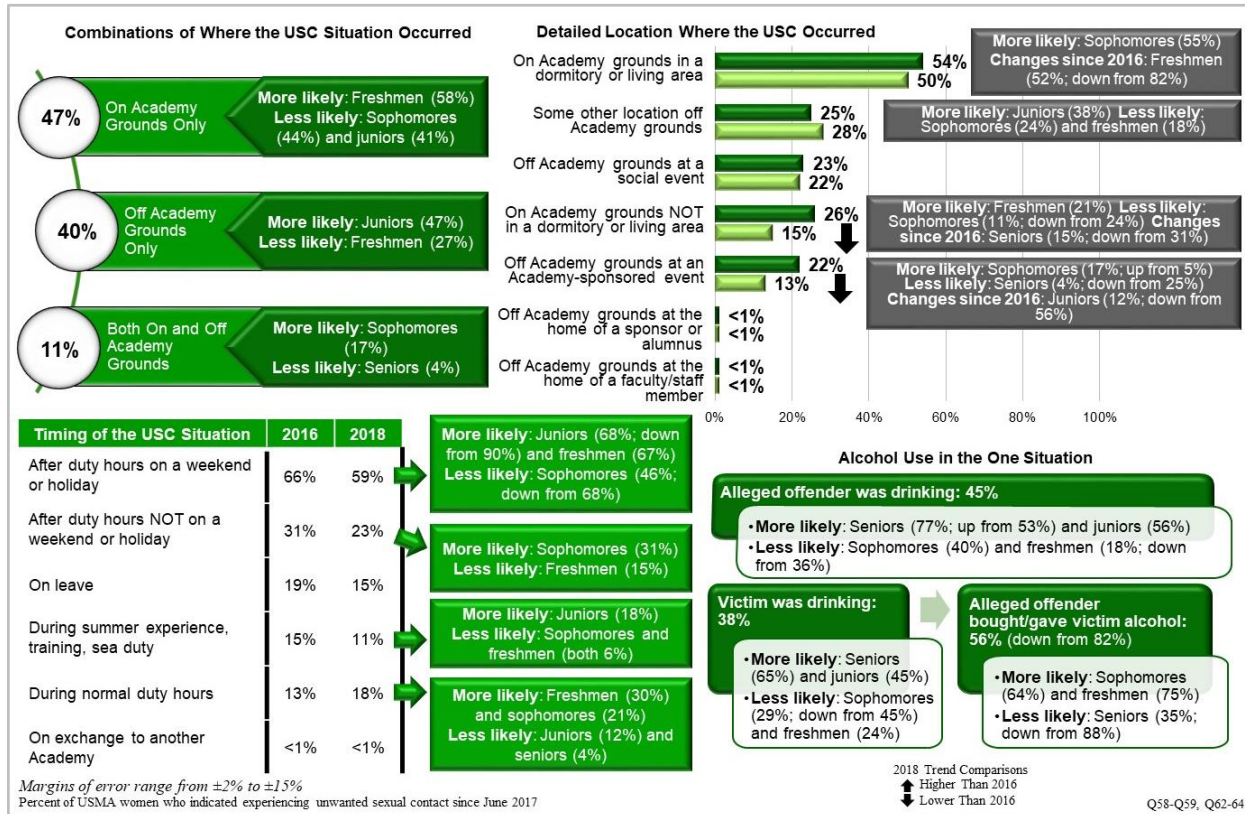


Like women, the majority of men indicated that they knew their alleged offender from class or other activity and that the one situation was perpetrated by one person, who was most often an Academy student and often in the same class year (Figure 13). Unlike women, half of men indicated that the alleged offender was male and the other half indicated that the alleged offender was female. Analysis of data over time revealed more than a threefold increase in men who were victimized by a member of an NCAA/Division I team, whereas compared to 2016, men were less likely to indicate that the alleged offender was someone they had previously dated.

Figure 13.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Men*****Where: Location and Context*****USMA Women***

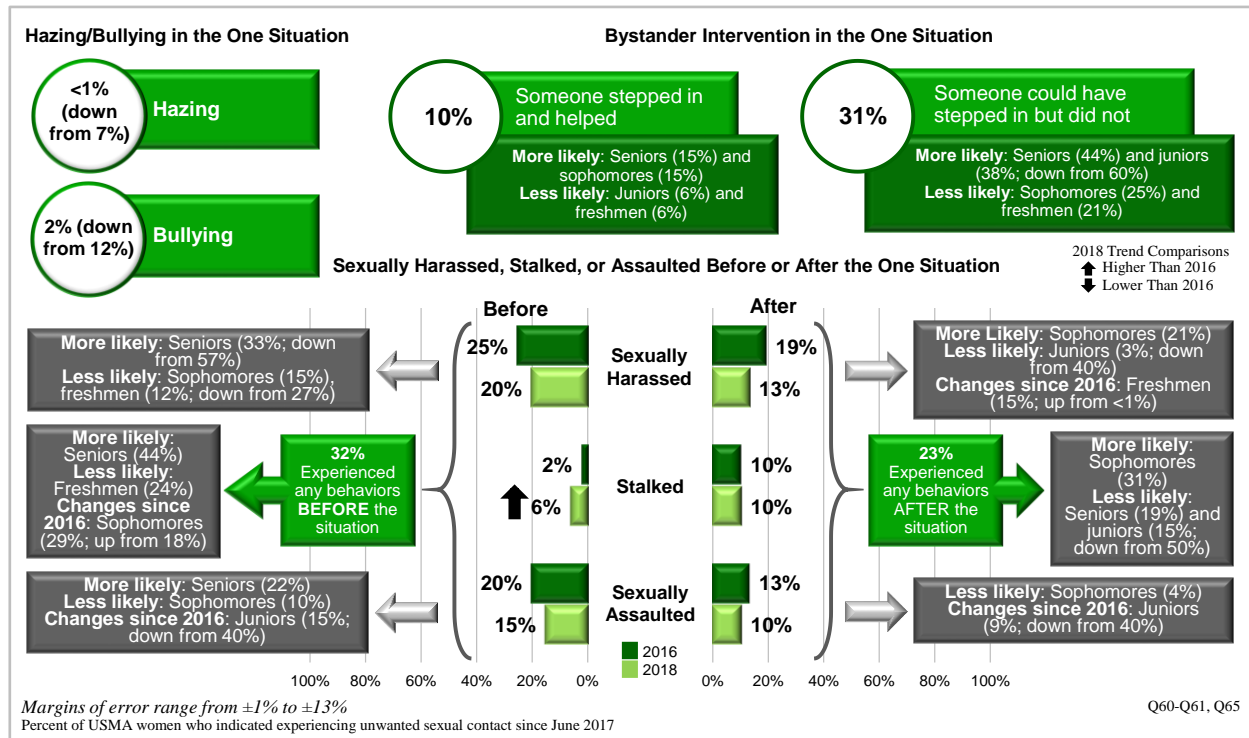
An overview of where and in what context the one situation occurred is highlighted in this section. For women, approximately half of USC situations occurred on Academy grounds only, specifically with half of events occurring in a dormitory or living area, and nearly three-fifths occurring after duty hours on a weekend or holiday (Figure 14). Class year differences were found for women regarding the circumstances around experiencing USC. Sophomores were more likely than women in other class years to experience USC on Academy grounds in a dormitory/living area, whereas there was a decrease for freshmen from 2016. Juniors and freshmen were more likely than women in other class years to indicate that the one situation occurred after duty hours on a weekend or holiday, although this percentage decreased for juniors from 2016. Sophomores and freshmen were more likely than women in other class years to indicate that their experience happened during normal duty hours, whereas seniors and juniors were less likely.

Alcohol use on the part of the victim and/or the alleged offender has remained constant among women since 2016. More than one-third of women indicated that they had been drinking at the time of the incident, with senior and junior women more likely to indicate so than women in other class years. Of the 38% of women who indicated they had been drinking at the time of the incident, more than half indicated that the alleged offender bought or gave them alcohol to drink, which was a decrease from 2016 led by a decrease among seniors. Underclassmen were more likely to indicate that the alleged offender bought or gave them alcohol.

Figure 14.**Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Women**

As seen in Figure 15, very few women who experienced USC characterized their one situation as hazing and/or bullying, with few describing the situation as either, which decreased for both categories since 2016. About one-third of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation. Less than one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation. One-tenth of women indicated that there was someone else present who stepped in to help during the one situation, and about one-third of women indicated that there was someone else present, but he or she did not step in to help. Upperclassmen were more likely to say that someone was present but did not help, although this estimate for juniors decreased from 2016.

Figure 15.
Context of the USC One Situation for USMA Women

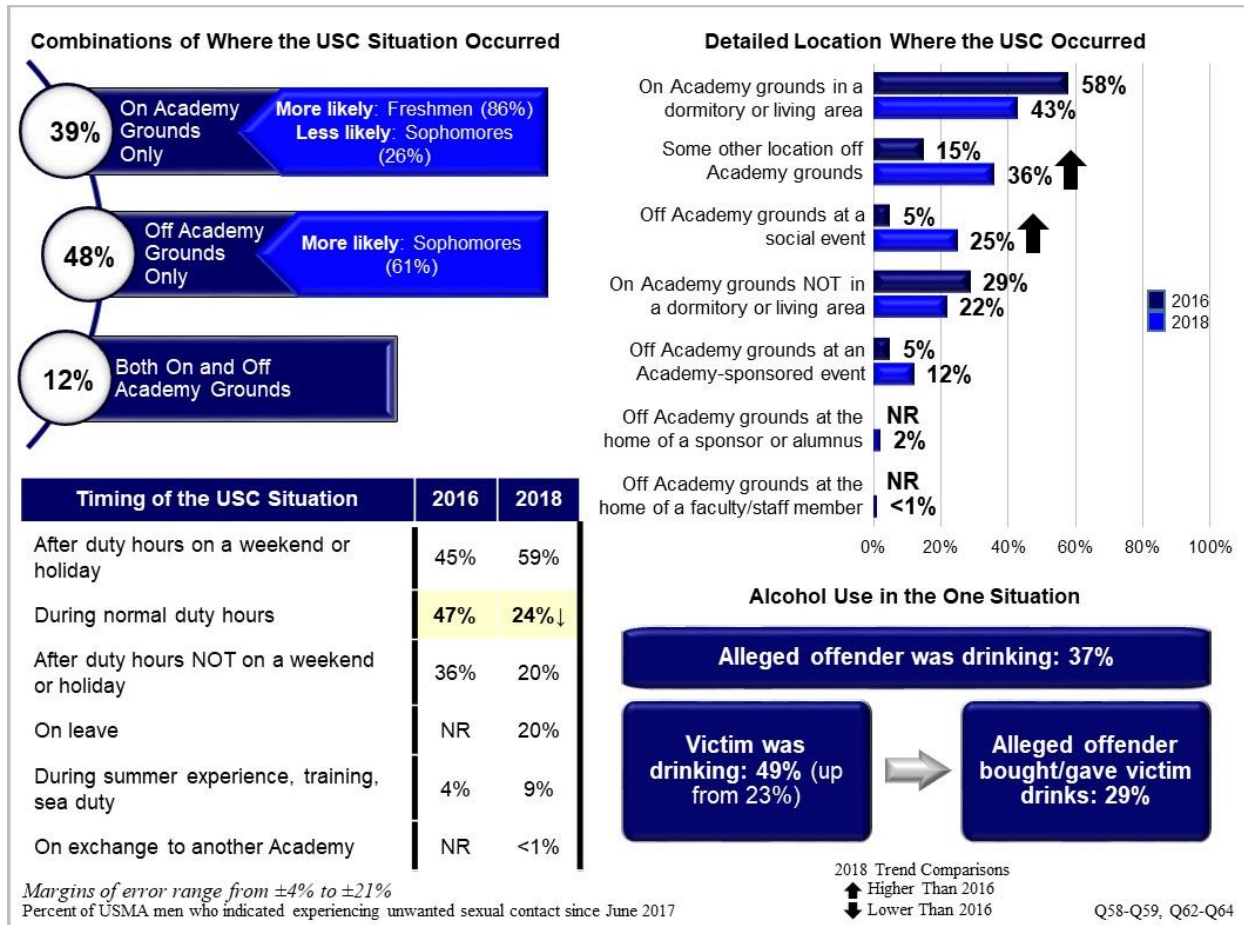


USMA Men

Of the USMA men who experienced USC, nearly half indicated the unwanted situation occurred off Academy grounds only (Figure 16).²⁴ Specifically, one-quarter indicated that the incident occurred off Academy grounds at a social event, and more than one-third at some other location off Academy grounds, both significant increases from 2016. More than one-third of USMA men indicated the situation occurred only on Academy grounds, with a little more than two-fifths of those indicating that the unwanted situation occurred on Academy grounds in a dormitory/living area. About three-fifths of USMA men indicated the situation occurred after duty hours on a weekend or holiday, and about one-quarter indicated the situation occurred during normal duty hours, which decreased from 2016.

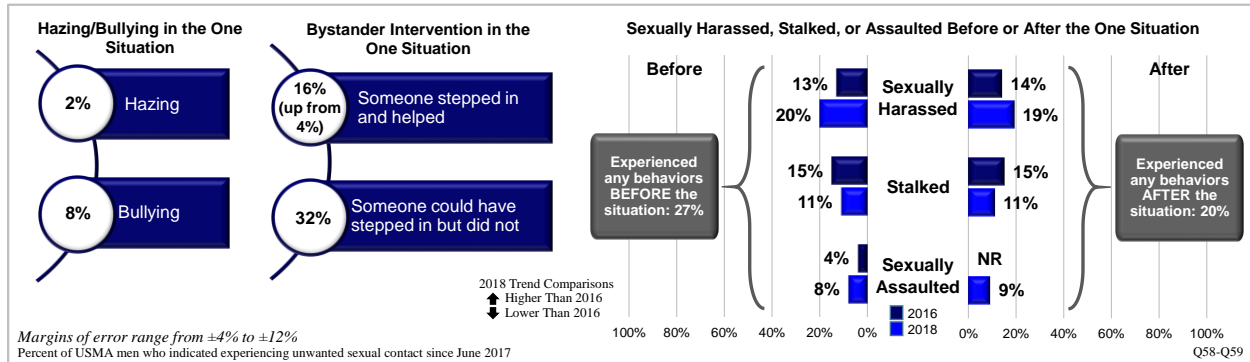
For men, more than one-third indicated that the alleged offender had been drinking during the one situation, just under half indicated that they had been drinking at the time of the incident, (an increase from 2016), and of those who indicated they has been drinking, less than one-third indicated the alleged offender bought or gave them alcohol to drink.

²⁴ Breakouts by class year were not reportable for USMA men.

Figure 16.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Men***

Contextually, very few USMA men indicated they would describe the USC one situation as hazing and/or bullying (Figure 17). More than one-quarter indicated that they were sexually harassed, stalked, or sexually assaulted **before** their one situation by the same alleged offender, and one-fifth experienced at least one behavior **after** the situation. Similar to USMA women, a little less than one-third of USMA men indicated that there was someone else present during the one situation who did not step in to help. Relatively few men indicated that there was someone else present who stepped in to help during the one situation, but did increase from 2016, suggesting a growing willingness to help men who appear to be at risk for sexual assault.

Figure 17.
Context of the USC One Situation for USMA Men

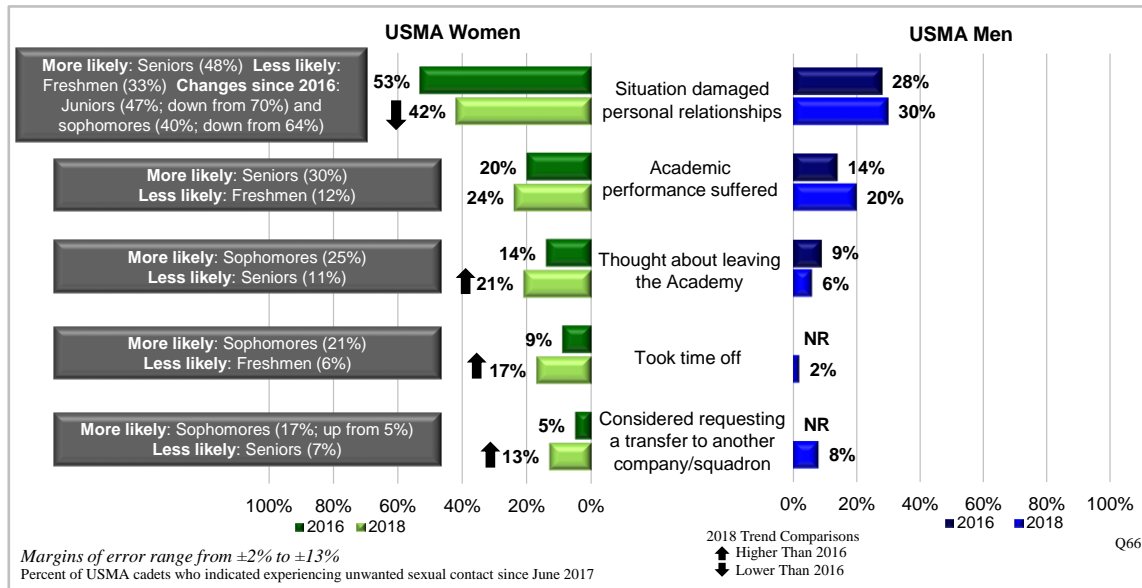


Actions Following the USC One Situation

Cadets who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience officially. This section examines what happened after the one situation occurred, including whether they reported the incident, their reasons for reporting or for not reporting the incident, and negative reactions from peers and/or leadership.

As seen in Figure 18, many USMA women who experienced USC also experienced some negative action. The most common negative action was damage to personal relationships, although this decreased from 2016. Percentages for women who considered requesting a transfer to another company, thought about leaving the Academy, and took time off increased from 2016. Compared to other class years, seniors were more likely to indicate that the situation damaged personal relationships and that their academic performance suffered, whereas sophomores were more likely to think about leaving the Academy, take time off, and consider requesting a transfer to another company (which increased from 2016). For USMA men, the most frequent negative action following USC was experiencing damage to personal relationships followed by their academic performance suffering.

Figure 18.
Actions Following the USC One Situation for USMA

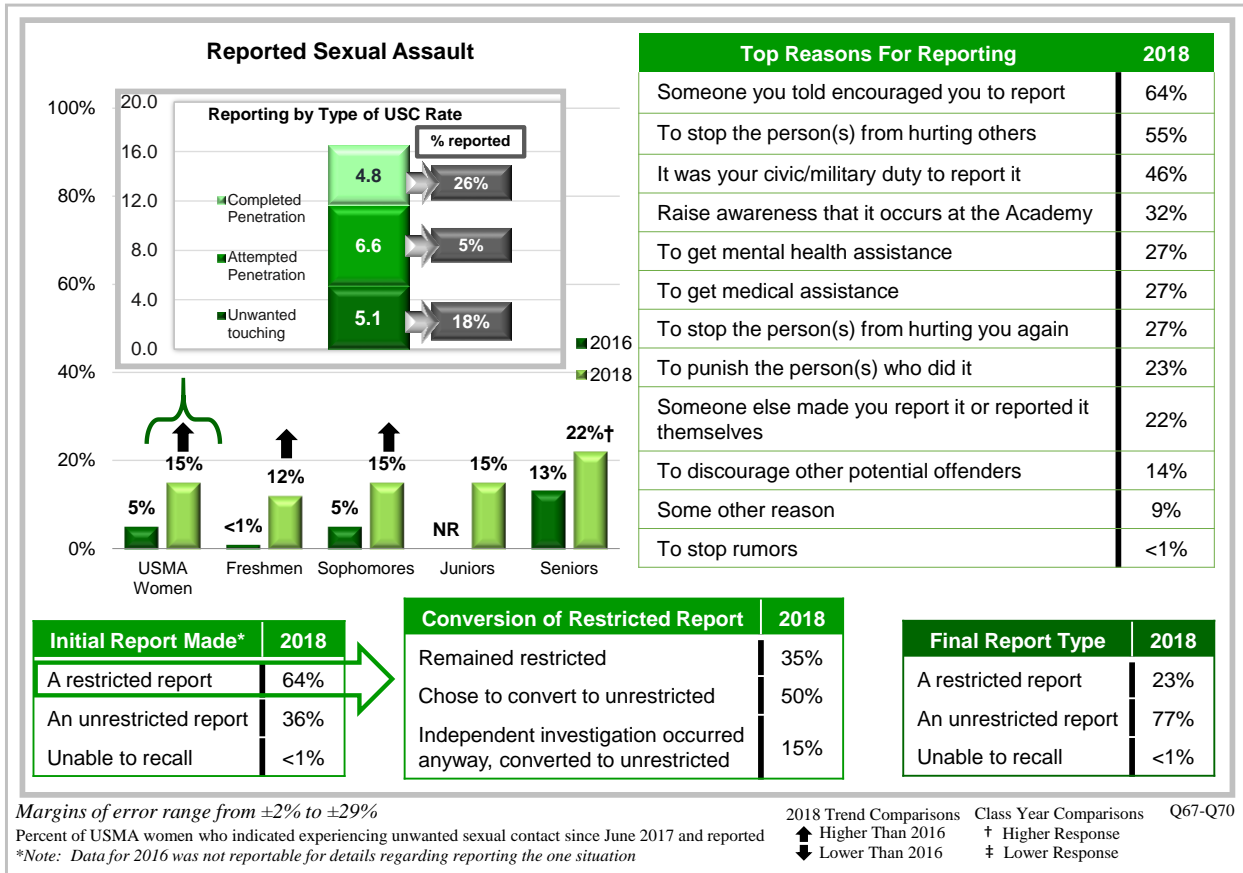


Reporting of Unwanted Sexual Contact²⁵

15% of the 16.5% of women who experienced USC since June 2017 reported that they were a victim of USC, an increase from 2016 led by sophomores and freshmen; however, seniors were more likely to report the incident than women in other class years (Figure 19). About two-thirds of women who reported the incident made a restricted report initially, but half of these were converted to unrestricted; in the end, about three-quarters of USMA women indicated that their final report type was unrestricted. The top three reasons for reporting indicated by USMA women included someone encouraged them to report, to stop the person(s) from hurting others, and that it was their civic/military duty to report.

²⁵ Results for USMA men are not reportable.

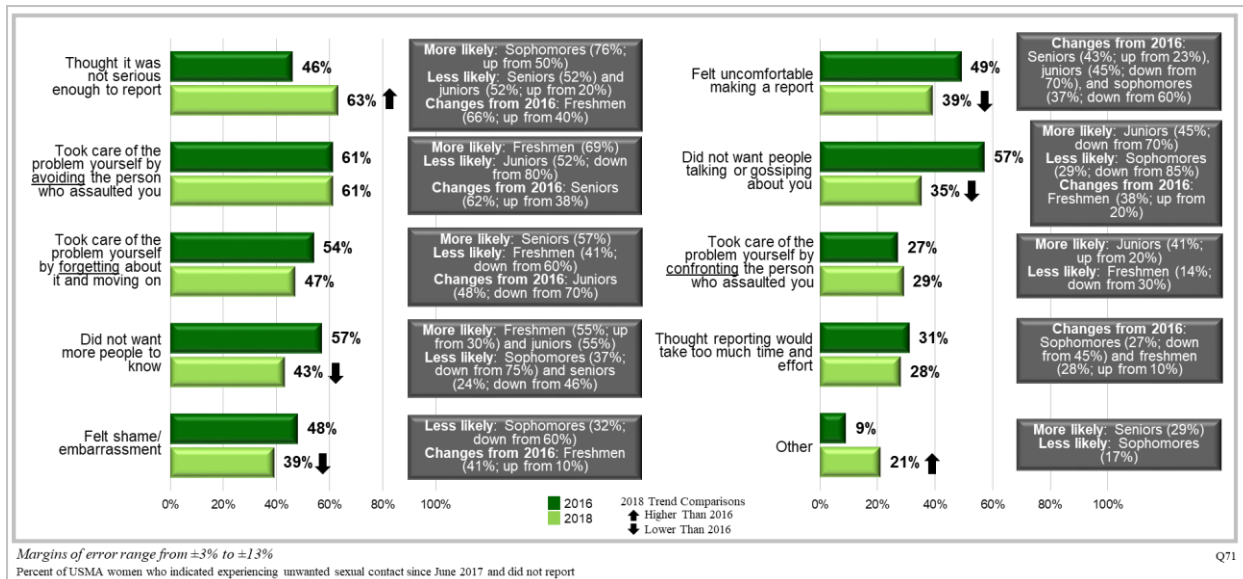
Figure 19.
Reporting the One Situation for USMA Women



Reasons for Not Reporting Unwanted Sexual Contact

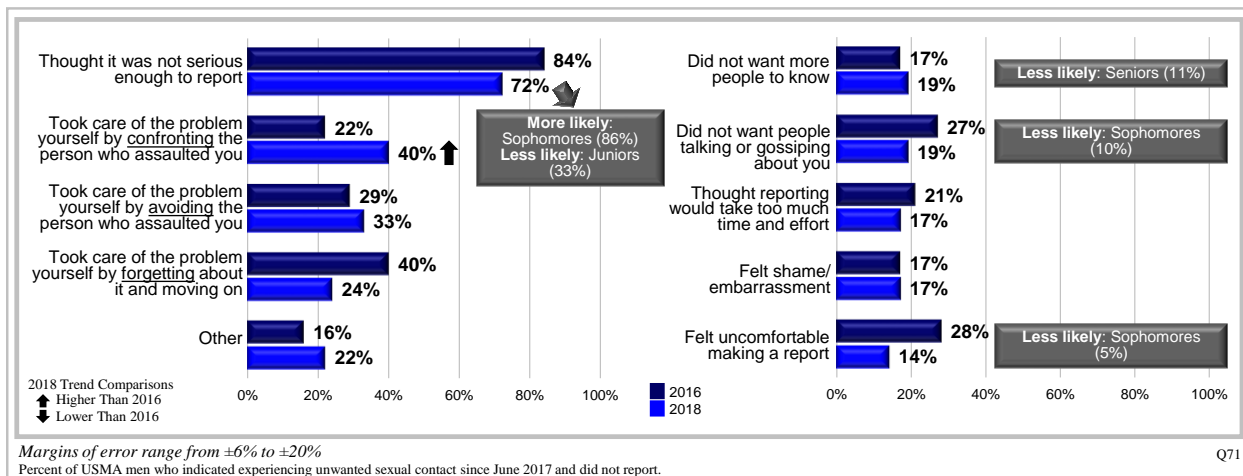
As seen in Figure 20, of the 16.5% of women who experienced USC since June 2017, 85% chose not to report their experience of unwanted sexual contact, which is consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report the incident, the top reason was that they thought it was not serious enough to report, which increased from 2016. Other reasons for not reporting included taking care of the problem themselves, specifically avoiding the alleged offender or forgetting about it and moving on. Notable class year differences are shown for each reason in Figure 20.

Figure 20.
Reasons for Not Reporting the USC One Situation for USMA Women



As seen in Figure 21, of the 3.4% of men who experienced USC since June 2017, 93% chose not to report their experience of unwanted sexual contact. The top reasons for not reporting were similar to women's reasons; they thought it was not serious enough to report, and that they took care of the problem themselves by confronting (an increase from 2016) and/or avoiding the alleged offender or forgetting about it and moving on.

Figure 21.
Reasons for Not Reporting the USC One Situation for USMA Men



Negative Outcomes of Reporting Unwanted Sexual Contact

Experiencing USC is often innately physically and psychologically harmful, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, or friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

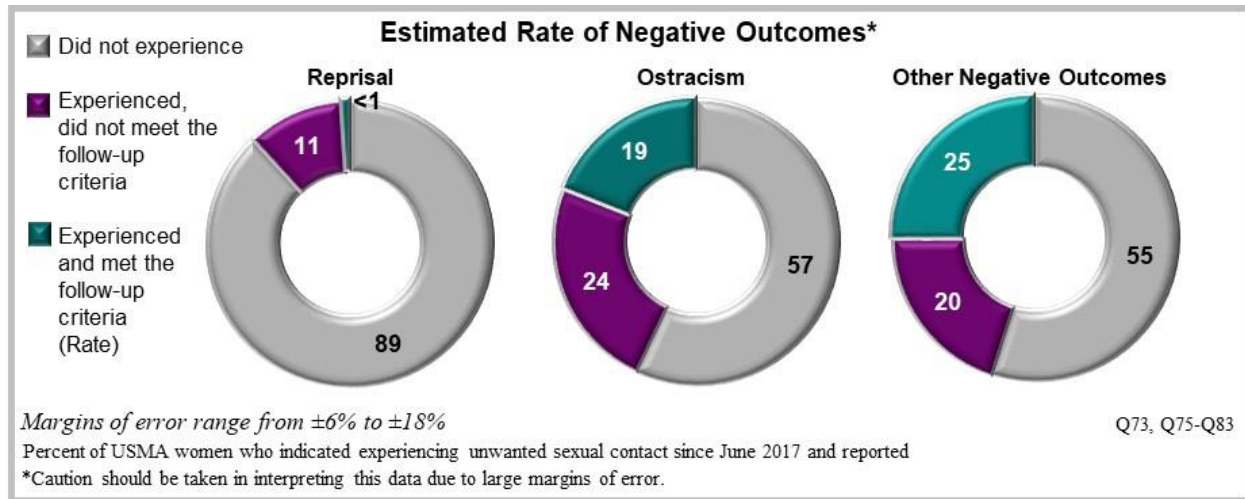
Measures of ***professional reprisal, ostracism, and other negative outcomes***²⁶ are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data in this section are out of USMA females who experienced USC in the past year and reported it (15% of the 16.5% of USMA females who experienced USC). Due to small percentages, findings for USMA men are not reportable.

The ***estimated rate of professional reprisal*** is a summary measure reflecting whether cadets indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, more than one-tenth of USMA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than 1% experienced behaviors meeting the follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, about one-quarter of USMA women who experienced and reported USC experienced behaviors consistent with ostracism but did not meet the follow-up criteria, and about one-fifth experienced the behaviors and met the follow-up criteria (the estimated rate of ostracism).

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 22, about one-fifth of USMA women who experienced and reported USC also experienced behavior(s) consistent with other negative outcomes, but did not meet the follow-up criteria, and one-quarter experienced behaviors meeting the follow-up criteria (the estimated rate of other negative outcomes).

²⁶ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 22.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USMA Females²⁷***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines cadets' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.²⁸

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violations rate (a combination of sexual harassment and/or gender discrimination). The estimated rates are presented by gender and by class year and significant differences from 2016 are noted where applicable.²⁹

²⁷ Throughout this report, the term "experienced" is based on students' perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

²⁸ See Chapter 1 for details on the metric used and construction of estimated rates.

²⁹ Measures of sexual harassment and gender discrimination were new in 2016; therefore, trends can only be made between 2018 and 2016.

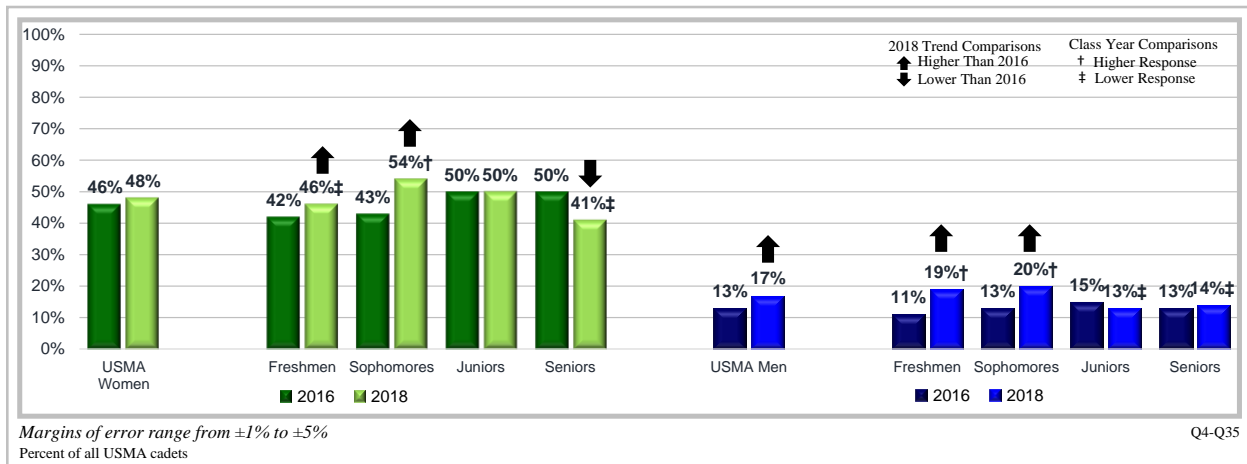
Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*.

48% of USMA women met criteria for sexual harassment (Figure 23). Sophomores were more likely to experience sexual harassment compared to women in other class years, which is an increase from 2016. However, seniors were less likely to experience sexual harassment than women in other class years and showed a decrease from 2016, whereas freshmen were also less likely than other class years, but showed an increase from 2016.

17% of USMA men met criteria for sexual harassment. Although men were less exposed to these behaviors than women, sexual harassment increased for men from 2016, which was driven by increases among sophomores and freshmen, who were more likely to experience sexual harassment compared to men in other class years. Juniors and seniors were less likely to experience sexual harassment compared to men in other class years.

Figure 23.
Estimated Sexual Harassment Rates for USMA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

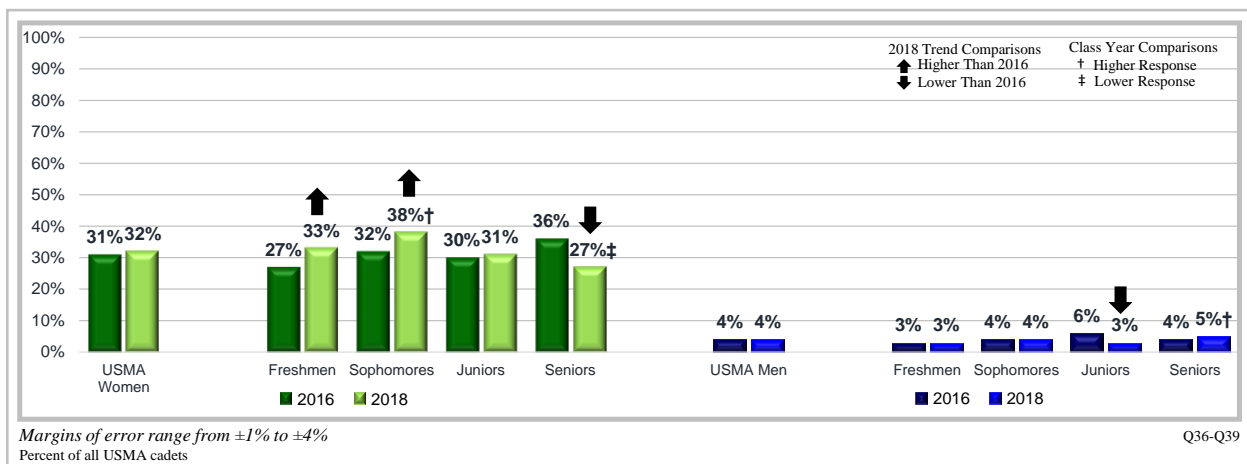
- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and
 - The student thought this person’s beliefs about someone of his or her gender harmed or limited his or her cadet/midshipman career.
- Mistreated, ignored, excluded, or insulted the student because of his or her gender, and
 - The student thought this treatment harmed or limited his or her cadet/midshipman career.

Of note, gender discrimination was less prevalent than sexual harassment. However, the proportional difference between men and women was similar to that of sexual harassment.

32% of USMA women experienced gender discrimination (Figure 24). Senior women were less likely to experience gender discrimination compared to women in other class years, whereas sophomores were more likely. Compared to 2016, rates of gender discrimination decreased for senior women and increased for freshmen and sophomores.

4% of USMA men experienced gender discrimination. Senior men were more likely to experience gender discrimination compared to men in other class years. Compared to 2016, rates of gender discrimination decreased for junior men.

Figure 24.
Estimated Gender Discrimination Rates for USMA



Sex-Based Military Equal Opportunity (MEO) Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination, and meeting the legal requirements. Thus, the estimated sex-based MEO

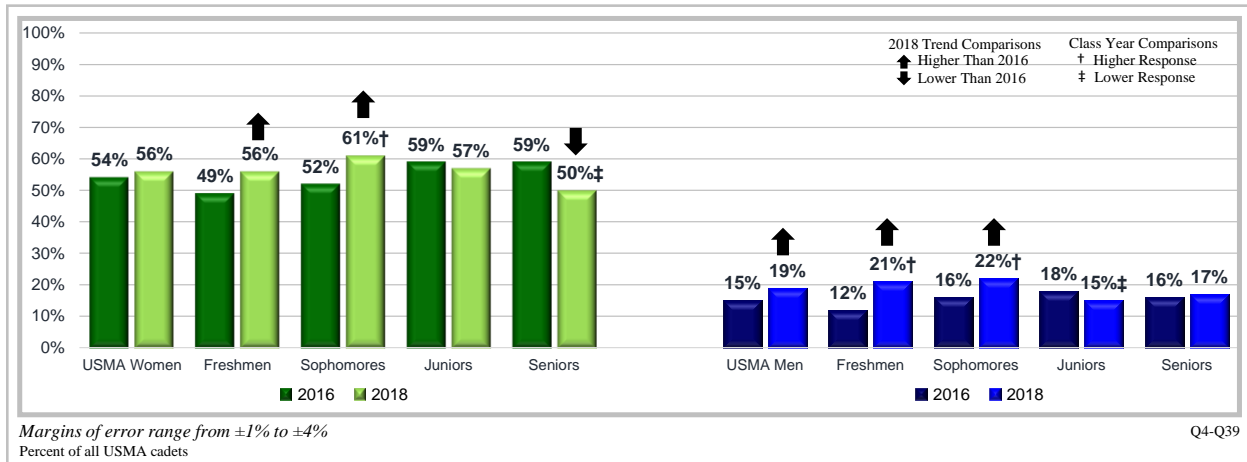
violation rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

56% of USMA women experienced sex-based MEO violations since June 2017, which is statistically unchanged from 2016 (Figure 25). Sophomore women were more likely to experience these violations compared to women in other class years, whereas senior women were less likely. Similarly, rates of sex-based MEO violations decreased for senior women but increased for sophomore and freshman women from 2016.

19% of USMA men experienced sex-based MEO violations, which is an increase from 2016. Sophomore and freshman men, whose rates were up from 2016, were more likely to experience sex-based MEO violations compared to men in other class years, whereas juniors were less likely.

Figure 25.

Estimated Sex-Based Military Equal Opportunity (MEO) Violation Rates for USMA



MEO Violations and the Continuum of Harm

Although harmful on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Military-specific research also supports this connection between unwanted experiences, such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. As described in the USC section of this chapter, about one-third of USMA women who experienced USC said they experienced an unwanted behavior from the same alleged offender before the USC (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or sexually assaulted them before the situation). This was less often the case for USMA men who experienced USC, among whom 27% said they experienced an unwanted behavior from the same alleged offender before the USC. In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not (Figure 26). Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 26.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USMA



As seen in Figure 26, of USMA women who experienced sexual harassment, more than one-quarter (28.9%) experienced USC. This is compared to approximately one in 25 (5.3%) USMA women who did not experience sexual harassment. Of USMA men who experienced sexual harassment, the USC estimated prevalence rate was over one in 10 (11.6%). This is compared to the estimated prevalence rate of one in 75 (1.8%) USMA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violation With the Biggest Effect

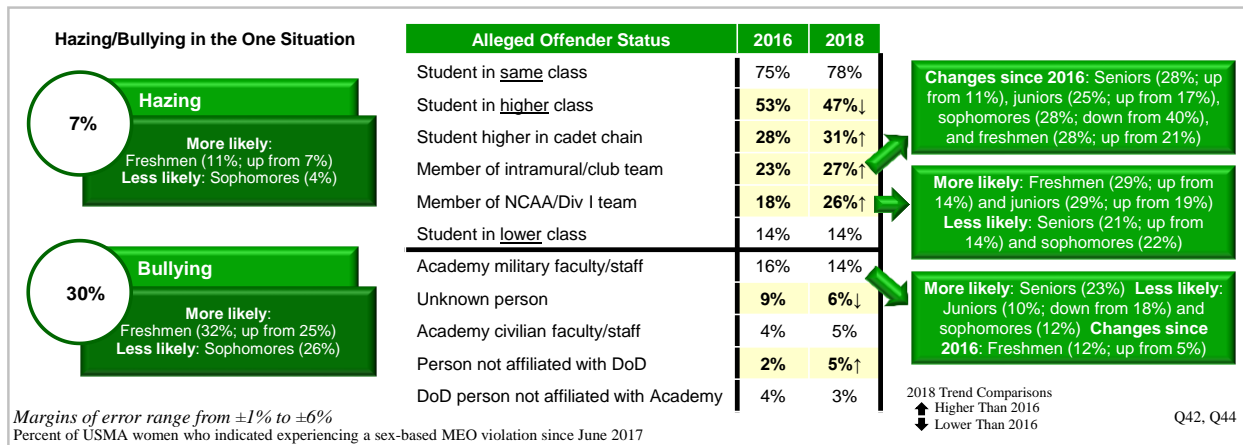
To better understand the circumstances involved in their experience, the 56% of USMA women and 19% of USMA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding who was the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

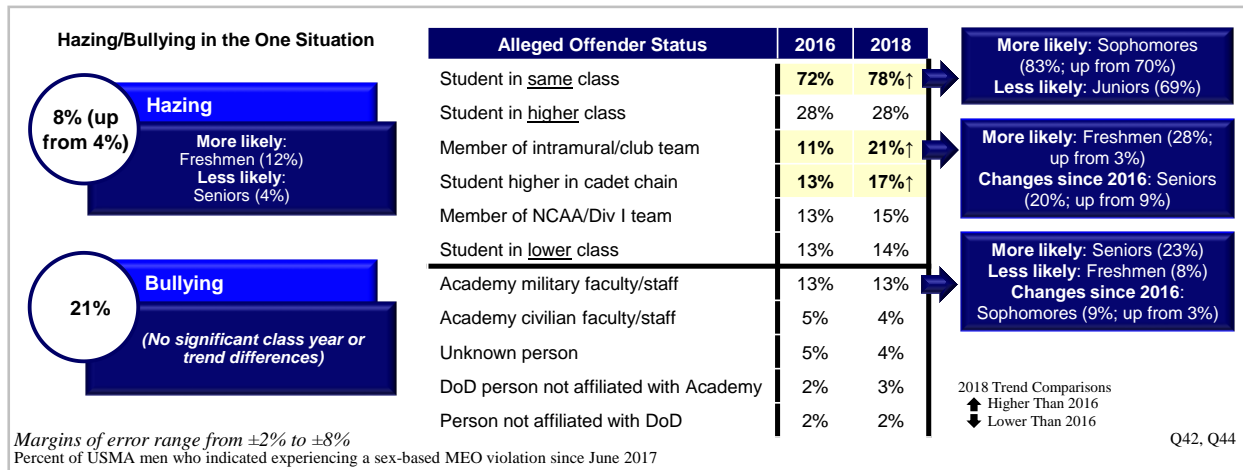
As seen in Figure 27, the majority of women who experienced a sex-based MEO violation since June 2017 indicated the alleged offender was an Academy student, specifically in the same class year. Of note, compared to 2016, alleged offenders who were a member of a sports team increased across almost all class years. Senior women were more likely than women in other class years to indicate that the alleged offender was academy staff (military or civilian), someone unaffiliated with the Department, or a stranger.

Nearly one-third of women indicated the behavior was bullying, whereas less than one-tenth indicated the behavior was hazing, with freshmen more likely than women in the other class years to indicate so.

Figure 27.
Details of the One Situation of Sex-Based MEO Violations for USMA Women



As seen in Figure 28, estimates for men's one situation echoed the experiences of women. The vast majority of men who experienced sex-based MEO violations in the past 12 months indicated the alleged offender was an Academy student, specifically in the same class year, and these estimates have increased since 2016. The proportion of men who indicated the alleged offender was a member of an intramural or club team increased since 2016, specifically among senior and freshman men, with freshman men more likely to indicate the alleged offender was a member of an intramural or club team than men in other class years. Seniors were more likely to identify the alleged offender as uniformed staff, and freshmen were less likely. Similar to women, the majority of men did not consider their experience either hazing or bullying, but many more men considered it bullying than hazing, with a little less than one-quarter of men indicating the behavior was bullying, whereas a little less than one-tenth indicated the behaviors was hazing, which increased two-fold since 2016.

Figure 28.***Details of the One Situation of Sex-Based MEO Violations for USMA Men******Discussing/Report of Sex-Based MEO Violations***

Students who experience sex-based MEO violations have resources available to them should they want to discuss their situation with someone or officially report it. As seen in Figure 29 and Figure 30, less than one-fifth of women and one-tenth of men who experienced sex-based MEO violations since June 2017 indicated that they discussed or reported their experiences to an authority or organization, which represents a significant increase for women. Although women discussed or reported twice as often as men, men indicated a much higher degree of positive results of reporting: about two-thirds of men indicated that the situation was corrected and about half said it was being investigated, whereas only just over one-third of women indicated experiencing these positive outcomes. Additionally, women's responses indicating that their situation was corrected were significantly lower than in 2016, whereas men's responses remained unchanged.

Nearly half of women who reported their experience suffered some type of negative consequence. Compared to other class years, juniors were more likely than other class years to say they were ridiculed or scorned, which was a significant increase since 2016 for juniors, but decreased among seniors and freshmen.

Figure 29.
Discussing/Reporting the Sex-Based MEO Violation for USMA Women

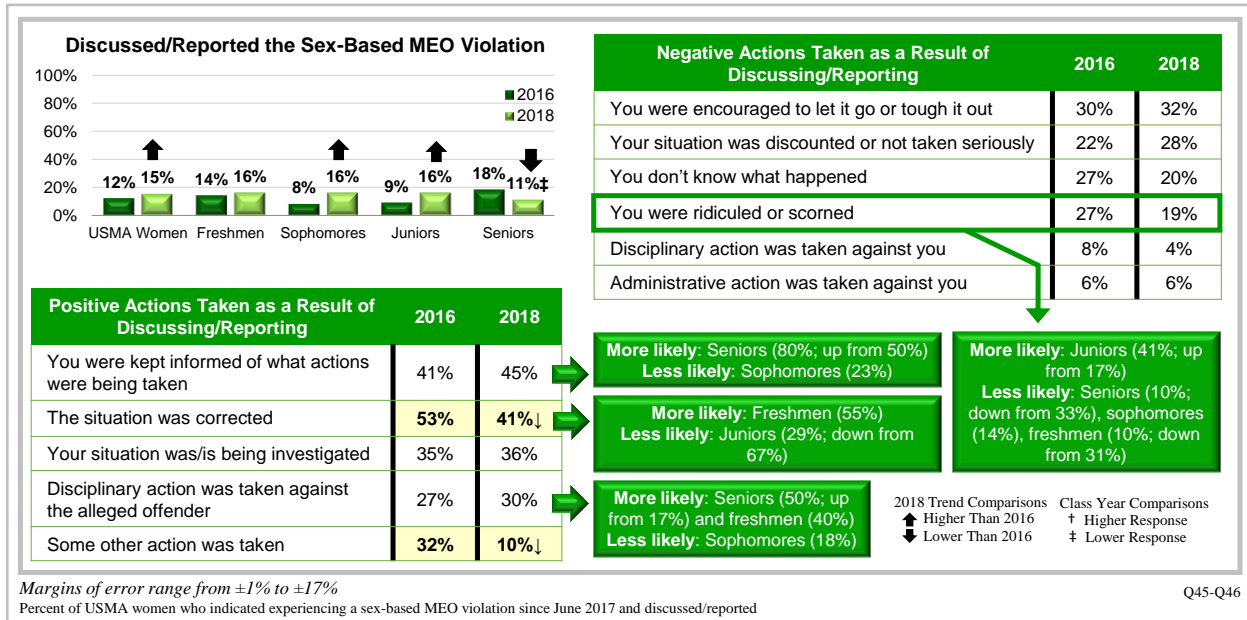
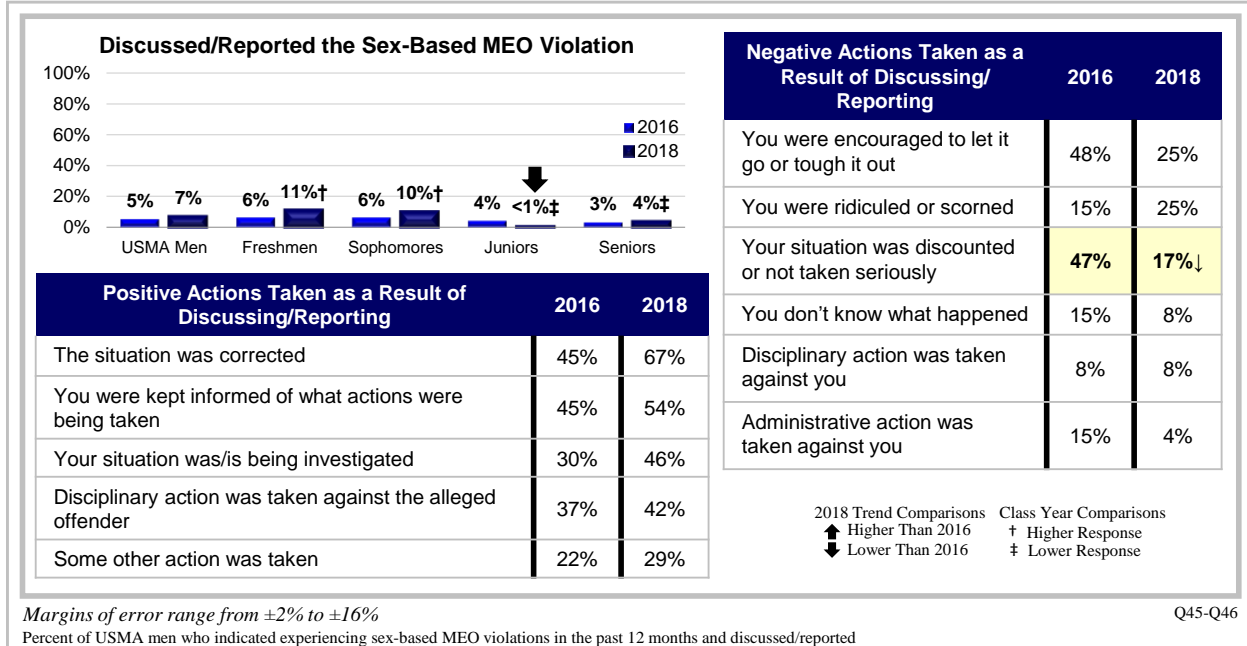


Figure 30.
Discussing/Reporting the Sex-Based MEO Violation for USMA Men



Reasons for Not Discussing/Reporting Sex-Based MEO Violations

Sex-based MEO violations often go unreported or are handled by the victim at the lowest inter-personal level, which is consistent with cadets' training (Barry et al., 2017). Of the 56% of

USMA women and 19% of USMA men who experienced a sex-based MEO violation, the vast majority (85% of women and 93% of men) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (about three-fourths of men and women; Figure 31 and Figure 32). The next most frequently endorsed reasons for not reporting was taking care of the problem themselves for both men and women, but the specific behaviors for men and women differed. Both men and women often chose to forget about the situation and move on, but when women chose to avoid the alleged offender, men often chose to confront them. The amount of women who confronted the alleged offender decreased from 2016, but the proportion of men increased. For women, many reasons for not reporting were more frequently endorsed in 2018 than in 2016, whereas the majority for men remained unchanged. Of note, less than one-tenth of men and women indicated that their choice to not discuss or report the situation was due to not knowing how to report, which remained unchanged overall. This potentially highlights the effectiveness of education efforts made by the Academy to ensure that students know the appropriate methods to report sex-based MEO violations. Class year differences for reasons for not discussing or reporting the sex-based MEO violation are also shown in Figure 31 and Figure 32.

Figure 31.

Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Women

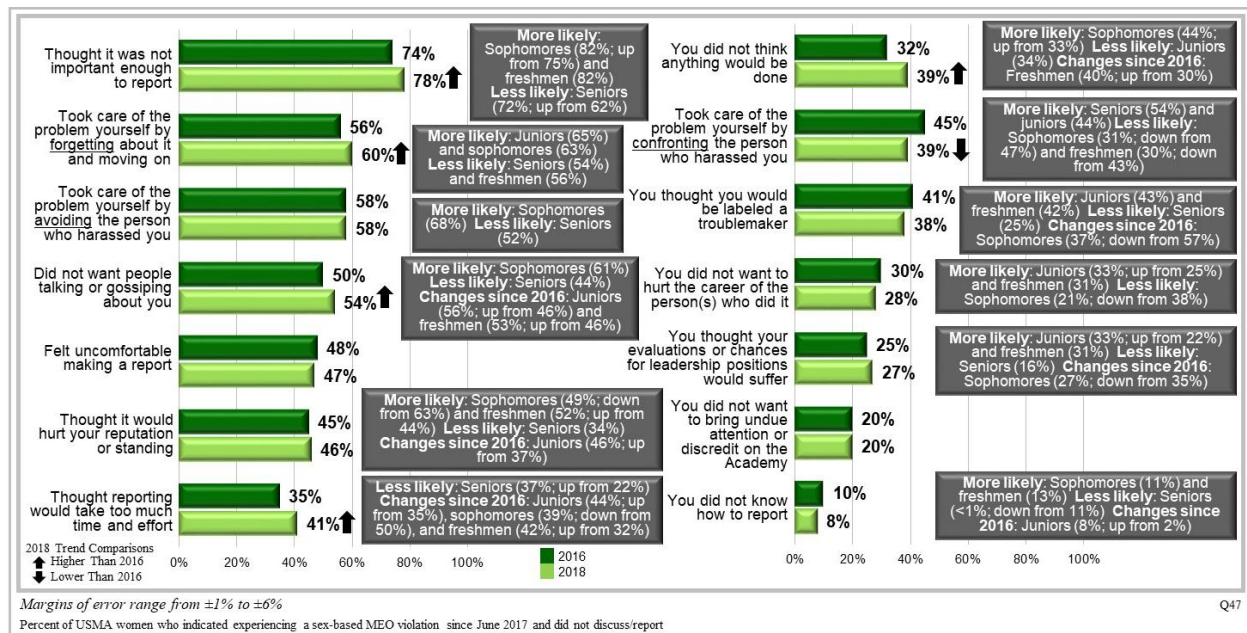
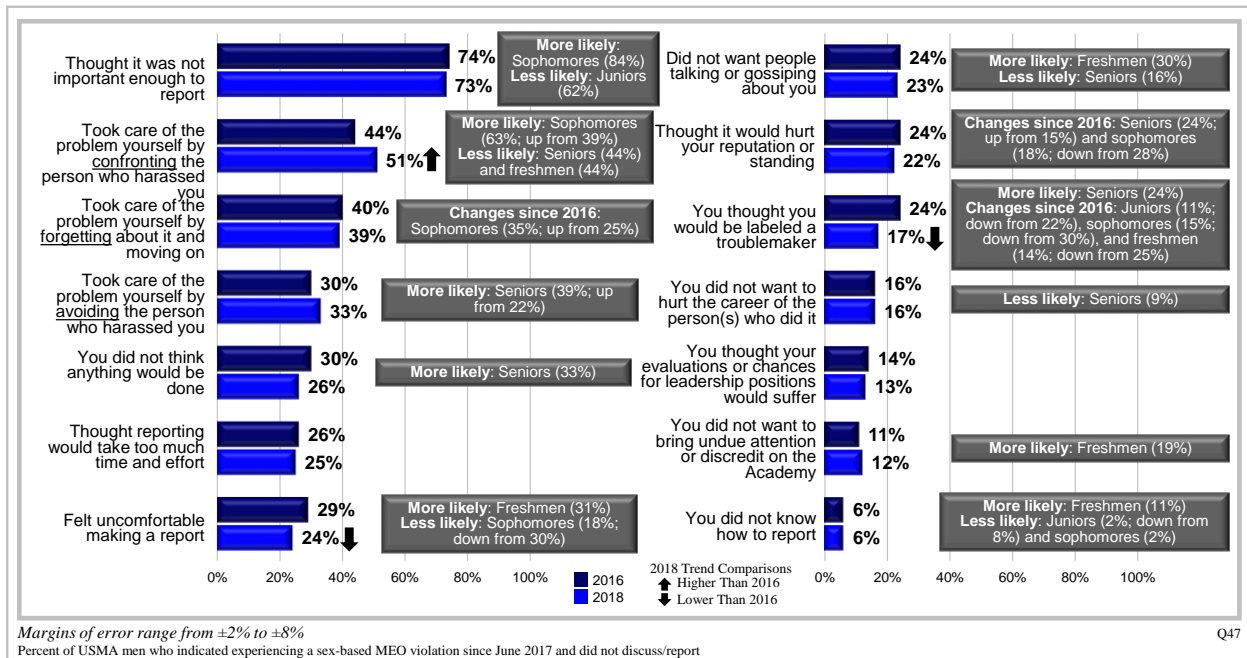


Figure 32.***Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Men***

Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow cadets/midshipmen. As such, it sets the environment or context for the implementation of policies and programs.

Research supports positive relationships between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters. Relatedly, there is evidence for an association between cultural elements, such as leadership tolerance for harassing behaviors and equal employment opportunity climate, and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies provide preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

The following section addresses general culture at the Academy, touching on topics pertinent to cadet life and gender relations, such as cadet alcohol use, bystander intervention, and student

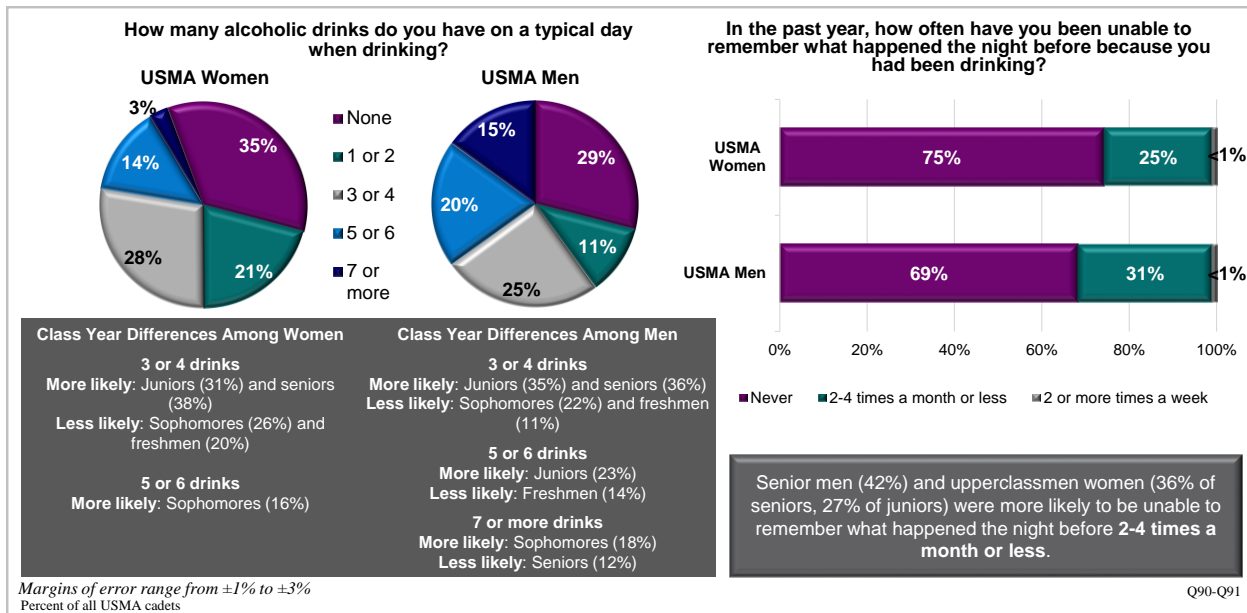
perceptions of gender-related trainings. This section also assesses cadet perceptions of Academy leadership and cadet trust in the institution relating to sexual assault.

Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of cadet health with regard to alcohol. Cadets were asked about their drinking frequency as well as alcohol-induced memory impairment. Trending data are not available as these items were introduced in 2018.

The majority of male and female cadets indicated at least minor alcohol consumption, with more than one-quarter of drinkers consuming moderate amounts of alcohol (three to four drinks) on a typical day when drinking (Figure 33). Just less than one-fifth of women and a little more than one-third of men reported that they generally have five or more drinks when drinking. Although upperclassmen were more likely than underclassmen to drink moderately, sophomore men and women and junior men were more likely to drink five or more drinks when drinking. For both men and women, when asked about how often cadets were unable to remember what happened the night before because they had been drinking, less than 1% indicated two or more times a week; however approximately one-quarter of women and nearly one-third of men indicated they were unable to remember what happened the night before two to four times a month during the past year, with upperclassmen more likely to make this indication.

Figure 33.
Alcohol Use Among USMA Cadets

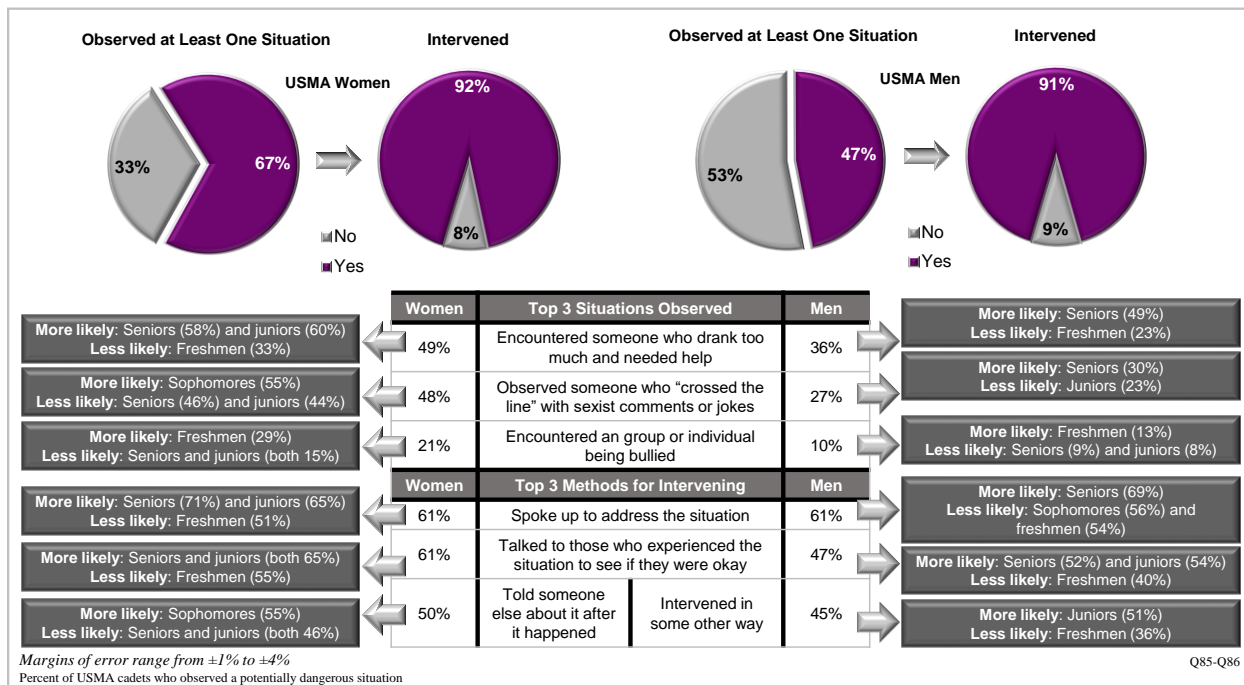


Bystander Intervention

One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, they were asked how they responded to those situation(s). The items were new in 2018, and therefore no trends are reportable.

As seen in Figure 34, overall, two-thirds of women and nearly half of men observed at least one potentially risky situation in the past 12 months. Both men and women indicated that the top three risky situations they observed were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering a group or individual being bullied. Although many USMA cadets observed at least one risky situation, the large majority intervened in some way. Specifically, more than three-fifths of men and women indicated they spoke up to address the situation, more than three-fifths of women and nearly half of men talked to those who experienced the situation to see if they were okay, half of women told someone else about it after it happened, and less than half of men intervened in some other way. Less than one-tenth of USMA cadets who witnessed a risky situation took no action to intervene. Senior men and women were more likely to intervene, whereas freshman men and women were less likely.

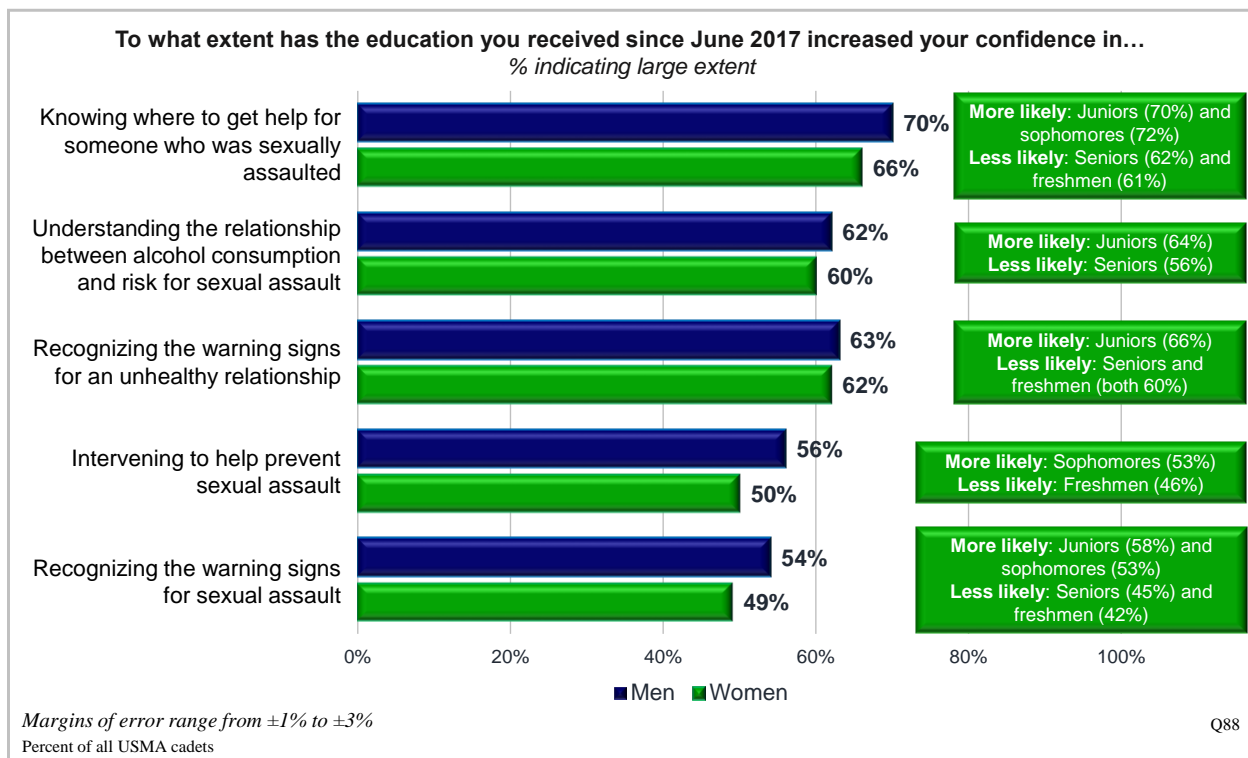
Figure 34.
Bystander Intervention for USMA Cadets



Gender Relations Education

USMA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas. These items were new in 2018, and therefore, trends to 2016 are not available. The gender-related education at USMA appears to be effective in teaching cadets about topics surrounding USC as very few students indicated their education did not at all increase their confidence, although there is room for improvement (Figure 35). Freshman and senior women were less likely to indicate training increased their confidence to a large extent, whereas junior and sophomore women were more likely.

Figure 35.
Gender Relations Education for USMA Cadets



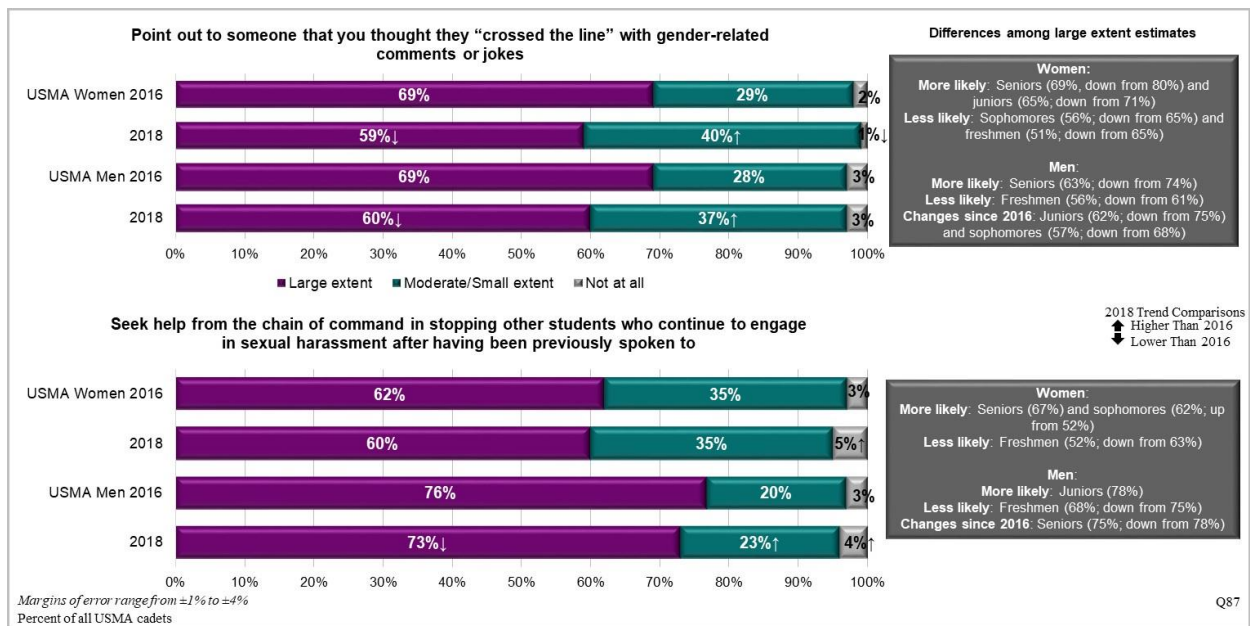
Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however behaviors in line with potential sexual harassment may be difficult for students to identify, or students may not feel confident in intervening to stop the behavior (Barry, et al. 2017). Both men and women were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, but were more likely to point this out to a moderate or small extent compared to 2016 (Figure 36). Women were also less likely than men to not at all point these behaviors out compared to 2016. Generally,

upperclassmen were more willing to point out unwanted behaviors to a large extent; senior men and women and junior women were more likely to point out these behaviors, whereas freshman men and women as well as sophomore women were less likely.

Although the majority of men and women indicated a willingness to seek help from the chain of command to stop someone who continued to engage in sexual harassment, the small minority of men and women who were not at all willing to seek help increased compared to 2016. Freshman men and women were less likely than other class years to seek help from the chain of command to stop other students engaging in sexual harassment to a large extent, whereas junior men and senior and sophomore women were more likely.

Figure 36.
Willingness to Stop Sexual Harassment for USMA Cadets



Individuals' Efforts to Stop Sexual Assault and Sexual Harassment

USMA men and women were asked about their perceptions of individual's efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Cadets indicated that Academy leaders were the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment, namely Academy senior leadership, commissioned officers, non-commissioned officers (NCO) directly in charge of units, and military/uniformed academic faculty (Table 2). Men and women's positive perception of Academy senior leadership, commissioned officers, and military faculty increased from 2016, indicating a strong and increasing trust in leadership regarding gender-related issues at the Academy.

Conversely, students perceived fellow cadets who are not in leadership positions as among the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women. Regardless of overall endorsement, both men and women overall indicated

increased positive perceptions of nearly all persons at the Academy; the majority of all categories showed increases from 2016, and those few that did not remained statistically unchanged. Examining class year differences, underclassmen were less likely than upperclassmen to indicate that cadets in leadership and those not in leadership positions made efforts to a larger extent.

Table 2.
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment to a Large Extent for USMA

KEY: Higher Response Lower Response ⬆ Higher Than 2016 ⬇ Lower Than 2016			USMA Women	Freshman	Sophomore	Junior	Senior	USMA Men	Freshman	Sophomore	Junior	Senior
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	80⬆	75⬇	81⬆	81	85⬆	87⬆	87	88	84	88⬆	
	2016	78	80	76	79	74	84	86	87	81	80	
Commissioned officers directly in charge of unit	2018	65⬆	61⬇	62⬆	68	69⬆	80⬆	81⬆	80	78	81⬆	
	2016	62	67	55	64	60	76	78	79	74	73	
Non-commissioned officers or senior/chief petty officers directly in charge of unit	2018	62	61⬇	57	69⬆	63	75⬆	77	76	73	74⬆	
	2016	62	66	59	62	59	73	76	76	71	67	
Military/uniformed academic faculty	2018	59⬆	58	57⬆	64⬆	59⬆	73⬆	74⬆	73⬆	71	74⬆	
	2016	53	60	46	55	51	67	66	69	67	65	
Civilian academic faculty	2018	49⬆	47	51⬆	52⬆	44⬆	60⬆	60	61⬆	58	60⬆	
	2016	39	48	34	38	34	54	56	54	54	51	
Physical education instructors	2018	47⬆	42⬇	46⬆	50⬆	48⬆	66⬆	65⬆	65⬆	69⬆	66⬆	
	2016	42	49	33	43	41	57	57	58	58	56	
Club team officer representatives/advisors	2018	46⬆	46⬇	48⬆	47⬆	38	64⬆	61	65⬆	64⬆	67⬆	
	2016	42	52	39	38	33	56	58	54	54	58	
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	46⬆	48⬇	44⬆	51⬆	40	61⬆	60	61⬆	60⬆	65⬆	
	2016	39	53	27	37	35	51	56	51	49	48	
Club team coaches and trainers	2018	43⬆	45	45⬆	43⬆	37⬆	60⬆	59	59⬆	61	62⬆	
	2016	38	49	36	32	26	52	55	51	50	53	
Intramural officer representatives/advisors	2018	43⬆	41⬇	42⬆	42⬆	43⬆	60⬆	58	59⬆	61⬆	62⬆	
	2016	37	49	31	30	33	51	54	51	50	49	
Intramural coaches and trainers	2018	40⬆	40⬇	38⬆	38⬆	41⬆	57⬆	55	56⬆	59⬆	60⬆	
	2016	34	46	28	28	31	48	51	49	47	47	
Intercollegiate (NCAA/Division I) coaches and trainers	2018	40⬆	40⬇	40⬆	43⬆	37⬆	52⬆	53	49	52⬆	53⬆	
	2016	33	50	23	32	21	45	50	45	43	42	
Cadet/midshipman leaders	2018	43	40⬇	39	45	51⬆	64⬆	61	61	63	72⬆	
	2016	44	50	38	43	44	62	62	63	62	61	
Cadets/midshipmen not in appointed leadership positions	2018	36⬆	33⬇	31⬆	40⬆	39⬆	52⬆	46	51	54⬆	58⬆	
	2016	31	37	26	28	31	48	47	49	48	49	

Note. Q92. Percentage of all USMA cadets.
Margins of error range from ±1% to ±6.

Perceptions of Culture at USMA

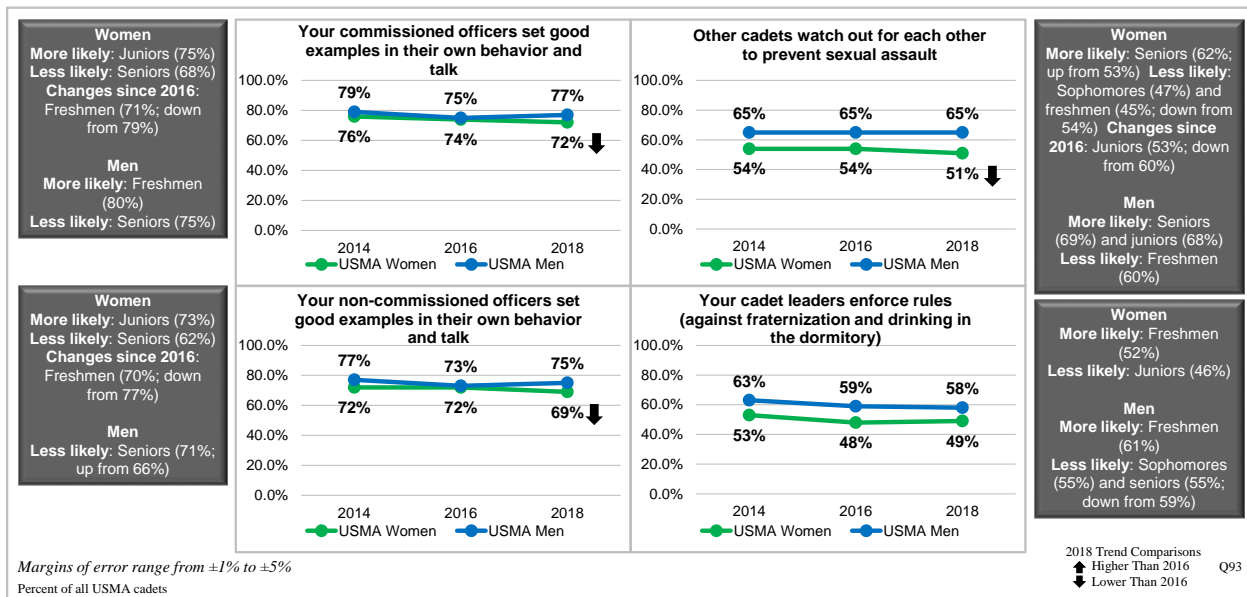
The following section will address cadets' perceptions of culture at the Academy, namely perceptions of leadership, perceived deterrents of reporting sexual assault, and prevalence of rape myths. Generally, women indicated they believe leadership set good examples less often, perceived greater barriers to reporting sexual assault, and believed rape myths more often compared to 2016. However, both men and women indicated perceiving more deterrents to reporting over time, with increases from 2016 for men in every class year and women in most. For some questions, data are available from 2012 and 2014 in addition to trend data from 2016.

Perceptions of USMA Leadership and Cadets Setting Good Examples

The majority of cadets indicated that there was a generally healthy culture at USMA, specifically more than two-thirds indicated that commissioned officers and NCOs set good examples in their own behaviors, and approximately half indicated that cadets watch out for each other to prevent sexual assault and cadet leaders enforce rules (Figure 37). Male and female seniors indicated they believe that cadets watched out for each other to prevent sexual assault more often than freshmen of the same gender.

Figure 37.

Perceptions of USMA Leadership and Cadets Setting Good Examples to a Large Extent

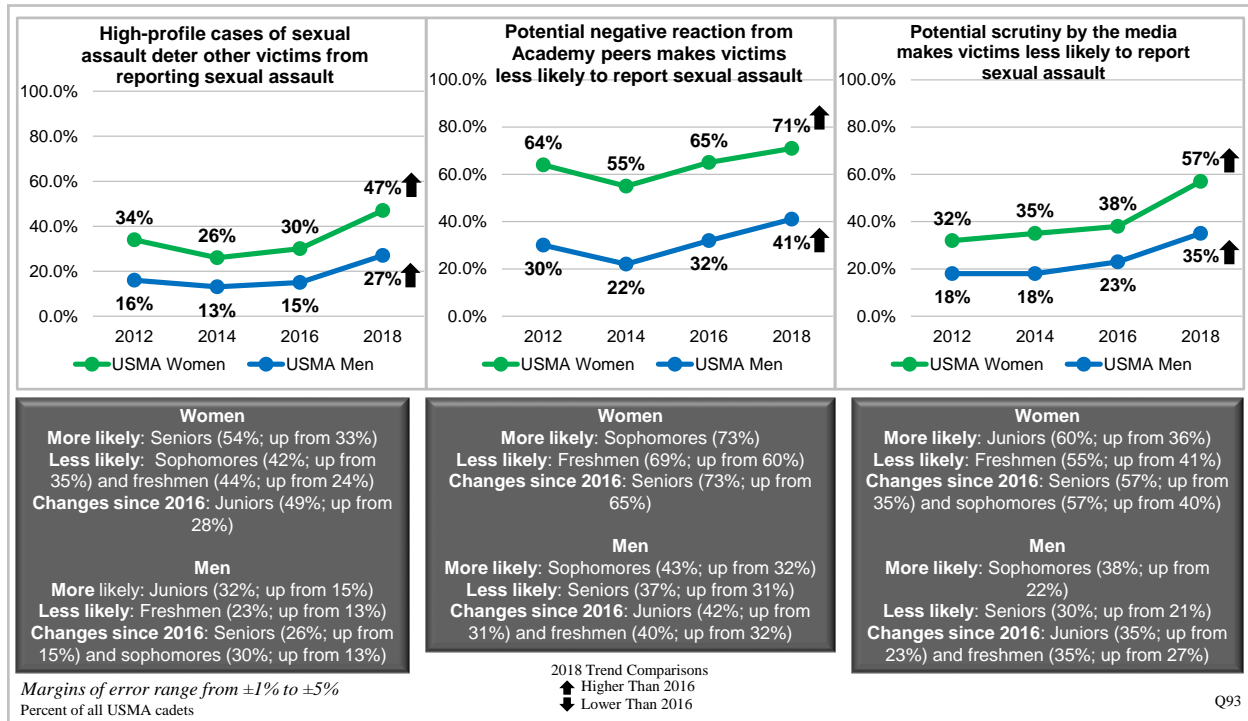


Deterrents to Reporting Sexual Assault

As discussed above, the majority of cadets who experienced USC did not report the incident, specifically 93% of men and 85% of women. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize or remove these barriers.

Less than three-quarters to a little less than half of women indicated that reporting sexual assault was deterred by negative reactions from peers, media scrutiny, and high-profile cases to a large extent (Figure 38). Fewer men agreed with about 27% to 41% of men claiming these phenomena deterred reporting to a large extent. Men in all class years and most women endorsed these deterrents to reporting sexual assault more often compared to 2016. For women, freshmen were less likely than women in other class years to believe any of these were deterrents to a large extent.

Figure 38.
Deterrents to Reporting Sexual Assault for USMA Cadets



Rape Myths and Victim Blaming Occurring at the Academy

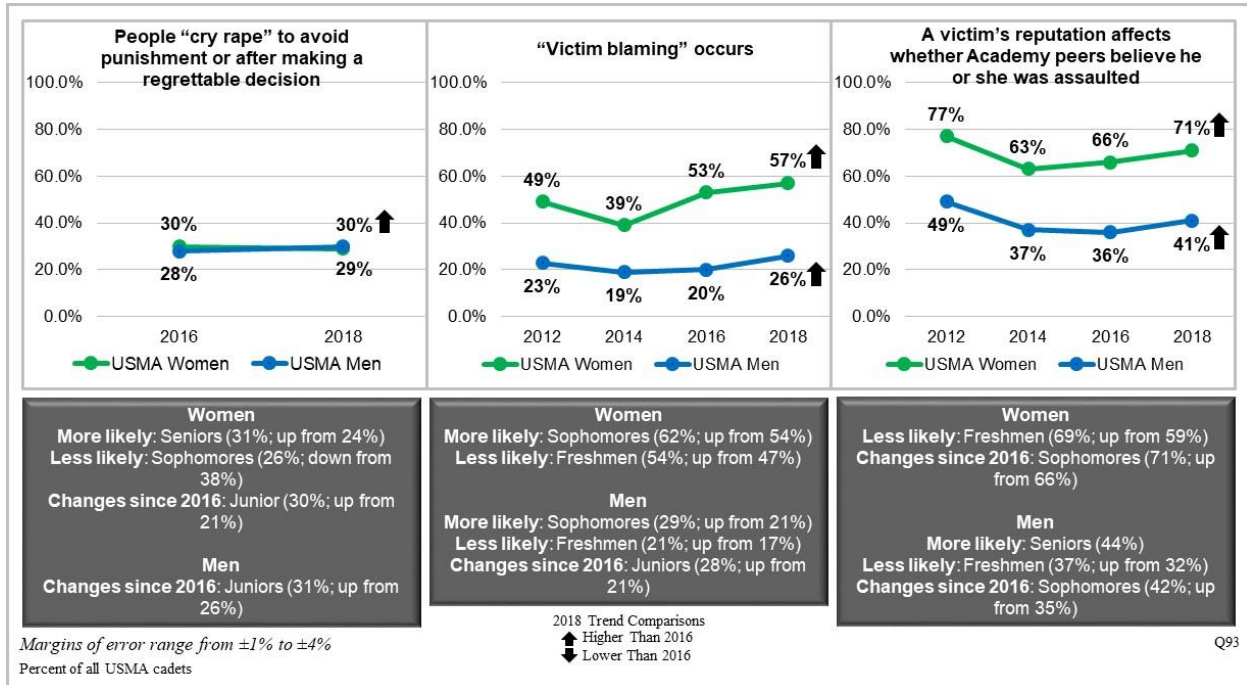
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors potentially contribute to the reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that victim blaming occurs to a large extent and nearly three-fourths indicated that a victim's reputation affects whether the victim is believed (Figure 39). There was also an increase in the proportion of USMA men indicating that these issues occur to a large extent compared to 2016, but to a lesser

degree than women, with more than one-quarter to about two-fifths of men who indicated these issues happened to a large extent. Of note, a comparable proportion of men and women claimed that people “cry rape” after making a regrettable decision to a large extent, approximately one-third, with an increase for men since 2016.

Figure 39.

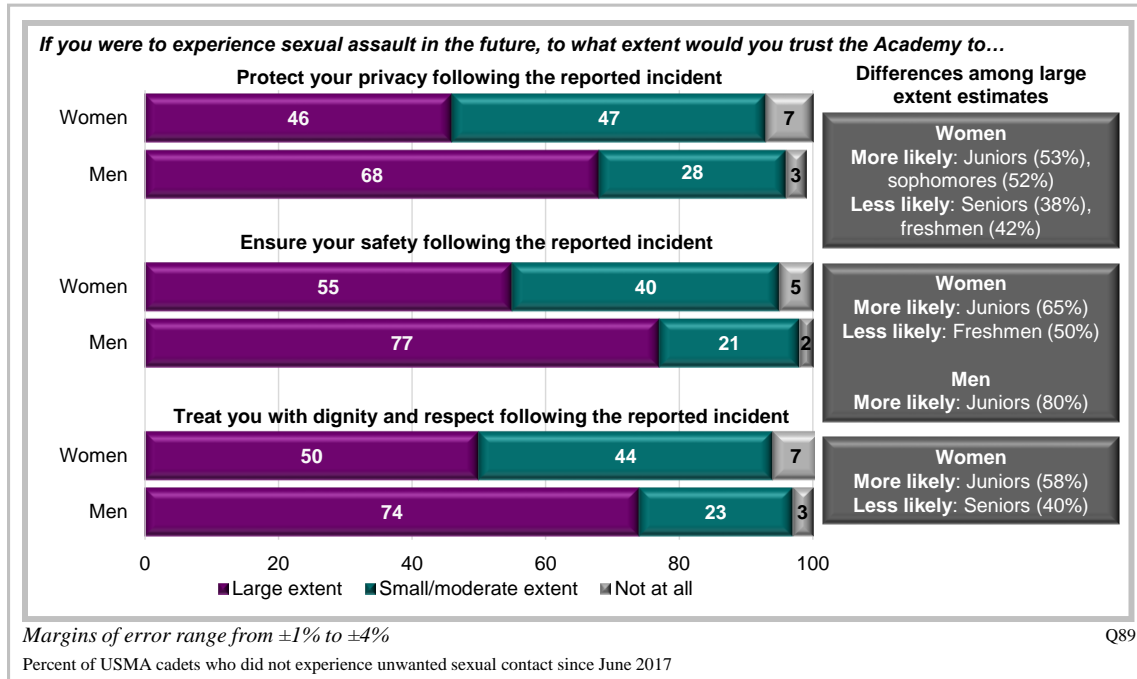
Perceptions of Rape Myths and Victim Blaming Occur at USMA to a Large Extent



Trust in the Academy

The vast majority of USMA men and women who did not experience USC in the past year indicated having some level of trust, either a small/moderate or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 40). Junior women were more likely than women in other class years to indicate they trusted the Academy to a large extent across all three categories. However, this varied significantly by gender. Despite about half of women endorsing these items to a great extent, they were much less likely than men to indicate trusting in the Academy. These items were new in 2018.

Figure 40.
Trust in the Academy for USMA Cadets



Chapter 3:

United States Naval Academy (USNA)

This chapter provides findings for the United States Naval Academy (USNA). Administration of the *2018 Service Academy Gender Relations Survey (2018 SAGR)* took place on site at USNA from March 26–30, 2018.³⁰ Of the 4,400 midshipmen at the Academy, 2,946 provided responses (875 female, 2,071 male), resulting in a response rate of 66% (74% for women, 64% for men).

This chapter provides topline findings for women and men at USNA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years on the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.³¹ When data are not reportable for USNA men, only results for USNA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to gauge experiences of prohibited behaviors that aligned with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact”. This measure is based on specific behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault. The unwanted sexual contact (USC) rate reflects the estimated percentage of USNA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

In many instances of USC, survivors experience a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors, responses were coded to create three hierarchically constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.

³⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

³¹ Further details are provided in Chapter 1.

- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional, touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

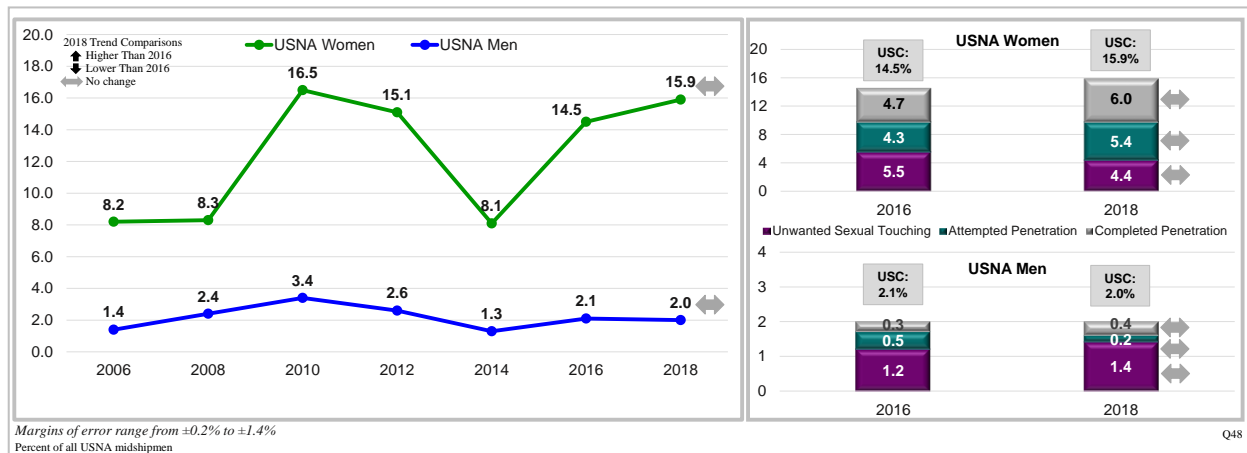
Estimated Past Year Unwanted Sexual Contact Rate

15.9% of USNA women experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 41). This rate is comprised of an estimated 6.0% of USNA women who experienced *completed penetration*, 5.4% who experienced *attempted penetration*, and 4.4% who experienced *unwanted sexual touching*, consistent with the rates for each type of USC from 2016.

2.0% of USNA men experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 41). This rate is comprised of an estimated 0.4% of USNA men who experienced *completed penetration*, 0.2% who experienced *attempted penetration*, and 1.4% who experienced *unwanted sexual touching*, consistent with the rates for each type of USC from 2016.

Figure 41.

Estimated Past Year Unwanted Sexual Contact Rate for USNA Midshipmen



USC rates for each class year are displayed in Figure 42. Although there was no significant difference between 2016 and 2018 among USNA women overall, there was an increase in USC among sophomores. In 2018, sophomores were more likely to experience USC since June 2017 compared to women in other class years, whereas freshmen were less likely.

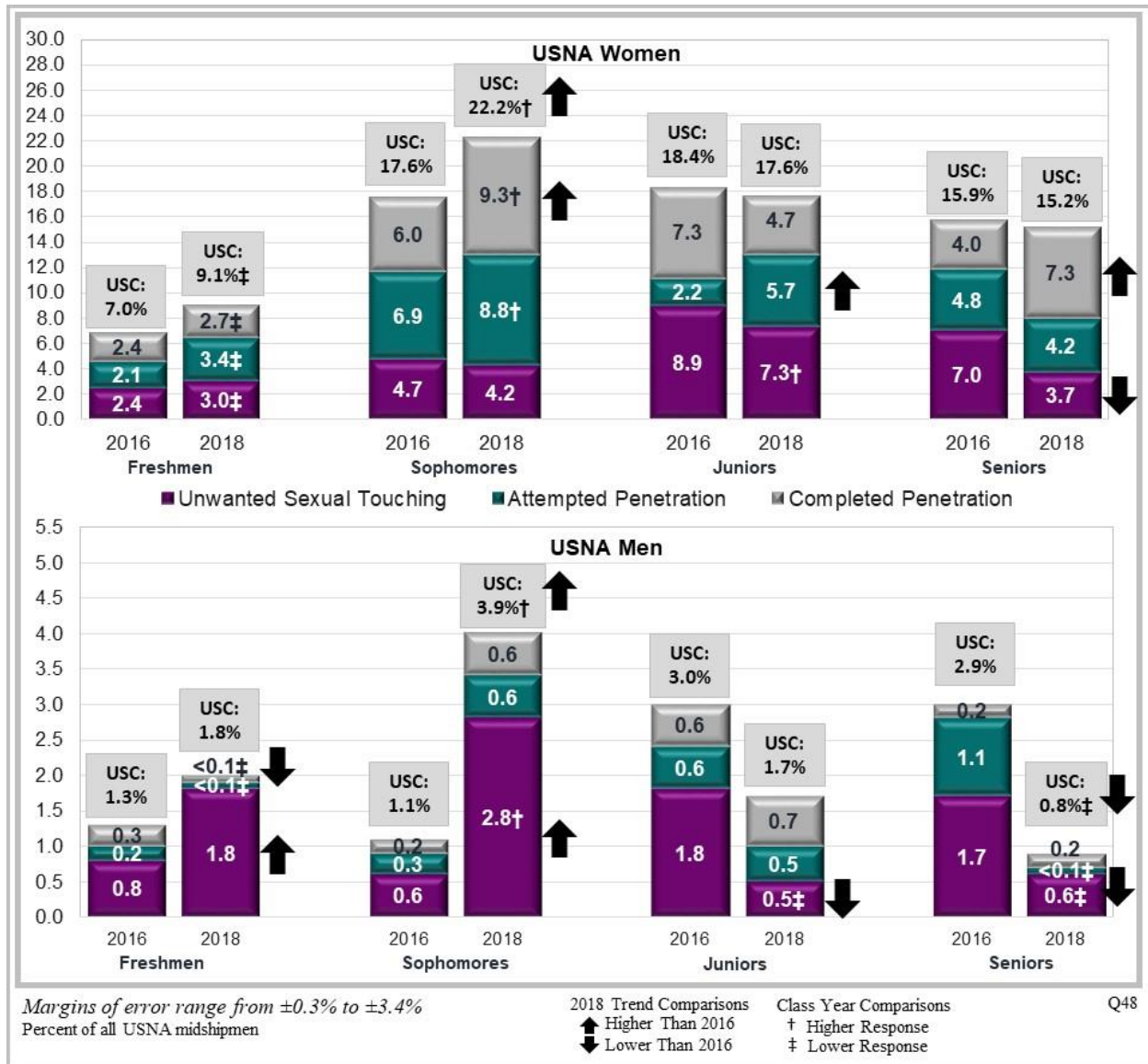
Differences between class years for USNA women were found for types of USC experienced. Freshman women were less likely than women in other class years to experience all three types of USC. In addition, sophomore women were more likely to experience attempted and

completed penetration compared to women in other class years, and junior women were more likely to experience unwanted sexual touching. Compared to rates in 2016, a significant decrease was found for senior women who experienced unwanted sexual touching, and increases were found for junior women who experienced attempted penetration and for sophomore and senior women who experienced completed penetration.

With regard to differences by class year, USNA sophomore men more likely to experience USC compared to men in other class years (up from 2016), whereas seniors were less likely (down from 2016). Sophomores were more likely to experience unwanted sexual touching compared to men in other class years, whereas juniors and seniors were less likely. Seniors and freshmen were less likely to experience attempted penetration compared to men in other class years, and freshmen were less likely to experience completed penetration. With regards to changes since 2016 for USNA men, significant increases were found for freshman and sophomore men who experienced unwanted sexual touching, but decreased for juniors and seniors. Decreases from 2016 were also found for seniors who experienced attempted penetration and freshmen who experienced completed penetration.

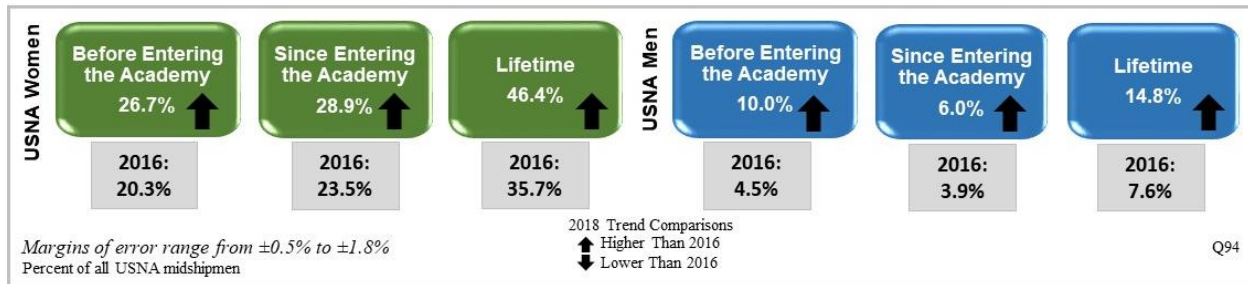
Figure 42.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USNA by Gender and Class Year

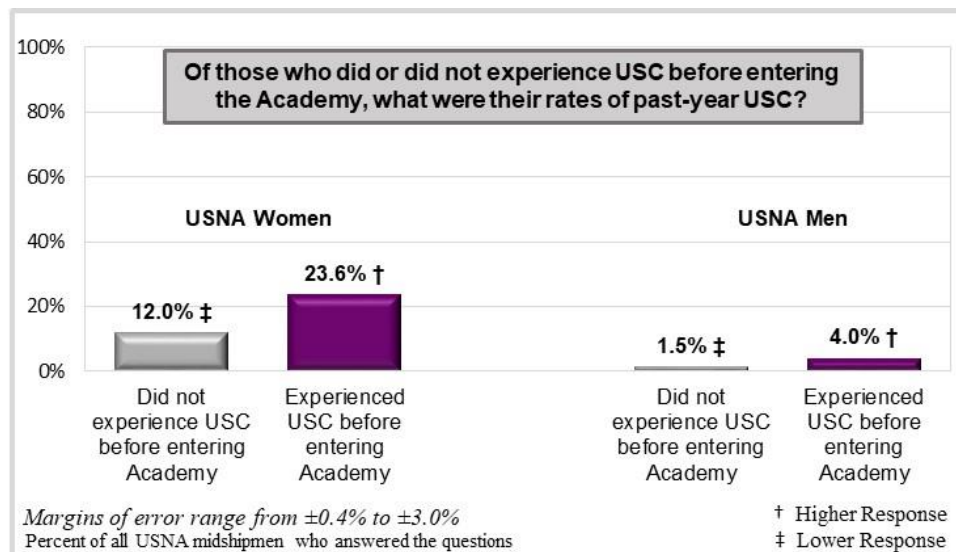


Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Midshipman's Lifetime

The behaviorally based items for USC before entering the Academy, since entering the Academy (including within the past year), and lifetime prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 43, rates for women and men who experienced USC **before entering the Academy, since entering the Academy** (including in the past year), and in their **lifetime** increased compared to 2016.

Figure 43.***Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime******Risk of Re-victimization***

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not midshipmen had experienced USC before entering the Academy. As shown in Figure 44, both USNA women and men who experienced USC before entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 44.***Risk of Re-victimization for USNA Students***

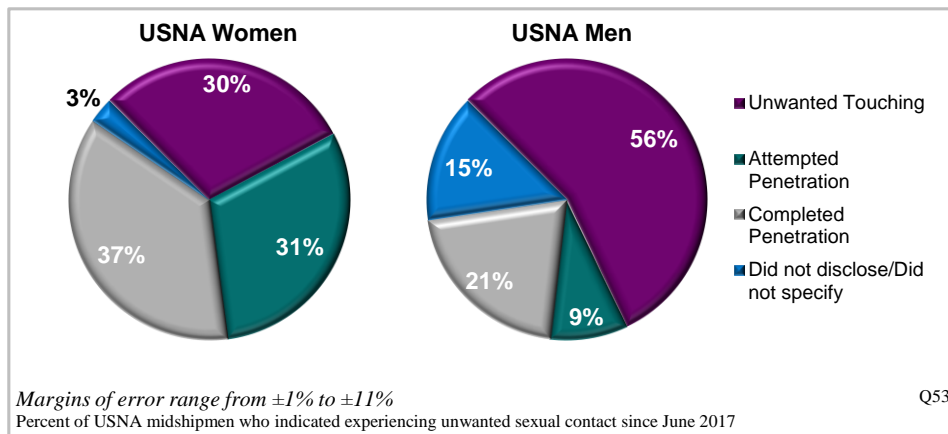
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 15.9% of USNA women and 2.0% of USNA men who experienced USC since June 2017³² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).³³ In addition to the behavior involved in the one situation, midshipmen were asked details regarding who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behaviors in the One Situation of Unwanted Sexual Contact

To calculate the behaviors involved in the midshipmen’s most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 15.9% of USNA women who indicated experiencing USC since June 2017, the women were almost equally split into thirds for the behavior that was involved in the most serious situation (Figure 45). Of the 2.0% of USNA men who indicated experiencing USC since 2017, more than one-half indicated that the most serious behavior experienced was unwanted sexual touching, less than one-quarter indicated the most serious behavior was completed penetration, and little less than one-tenth indicated the most serious behavior was attempted penetration.

Figure 45.
Behavior Experienced in USC One Situation for USNA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USNA women in Figure 46 and men in Figure 47. About three-fourths of women indicated the one situation was performed by one alleged offender, the vast majority of whom were male. The

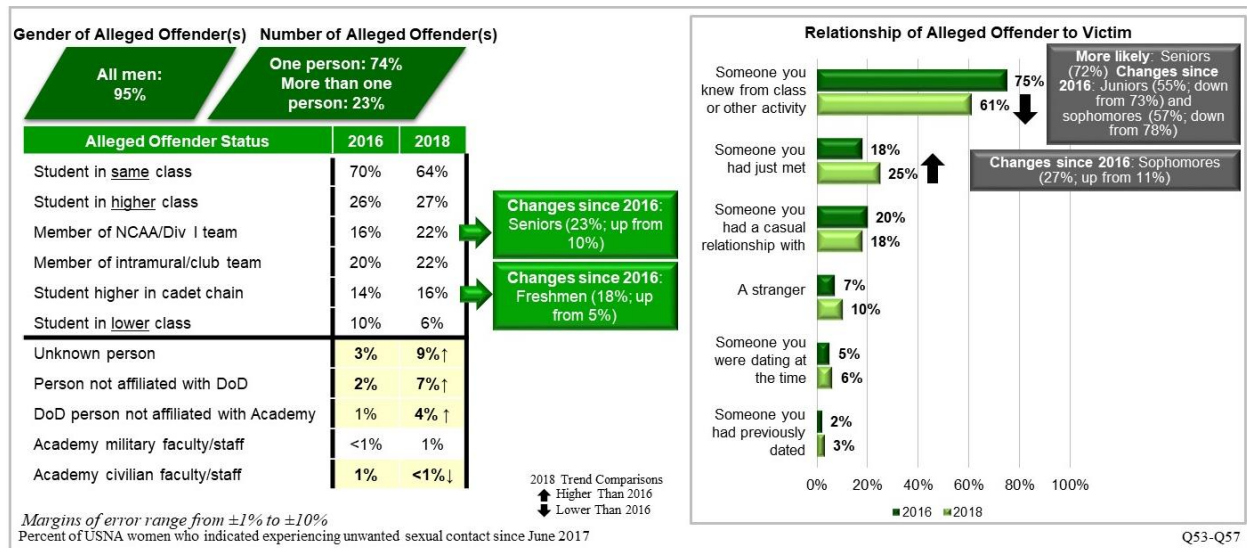
³² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

³³ Though some students may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event are asked.

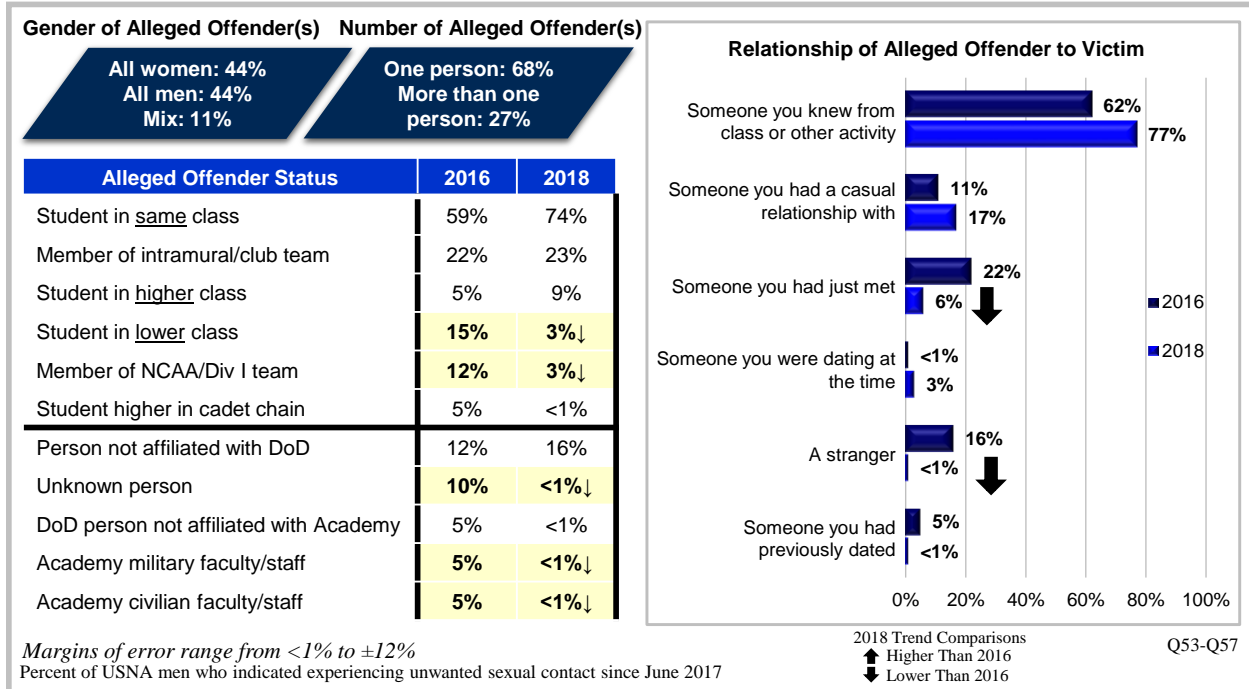
majority of women indicated the alleged offender was an Academy student, which decreased from 2016, driven by decreases for juniors and sophomores. With regard to the relationship of the alleged offender to the victim, the most frequent response was someone they knew from class or other activity; this percentage also decreased from 2016, and was led by decreases for junior and sophomore women. Women who indicated the alleged offender was someone they had just met increased overall since 2016 (led by an increase for sophomore women).

Figure 46.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Women



As seen in Figure 47, just over two-thirds of men indicated the one situation was perpetrated by one person, and men were equally split in indicating the alleged offender was either female or male. The majority of men indicated the alleged offender was an Academy student, specifically approximately three-quarters indicated the alleged offender was a fellow Academy student who was in the same class year. Overall, the majority of men knew their alleged offender, with over three-quarters of men indicating the alleged offender was someone they knew from class or other activity.

Figure 47.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Men*****Where: Location and Context*****USNA Women***

An overview of where and in what context the one situation occurred is highlighted in this section for USNA women. With regard to where the one situation occurred, about two-thirds of USNA women indicated the situation occurred off Academy grounds only, whereas a little more than one-fifth indicated the situation occurred on Academy grounds only, and fewer (13%) indicated the situation occurred both on and off Academy grounds (Figure 48). Analysis of estimates for USNA women found locations where the USC occurred varied among class years. Specifically, sophomore women were more likely to indicate the situation occurred off Academy grounds only compared to women in other class years, while freshmen were less likely; however, the reverse was true for on Academy grounds only, with freshman women more likely than women in other class years, and sophomores were less likely to endorse this location.

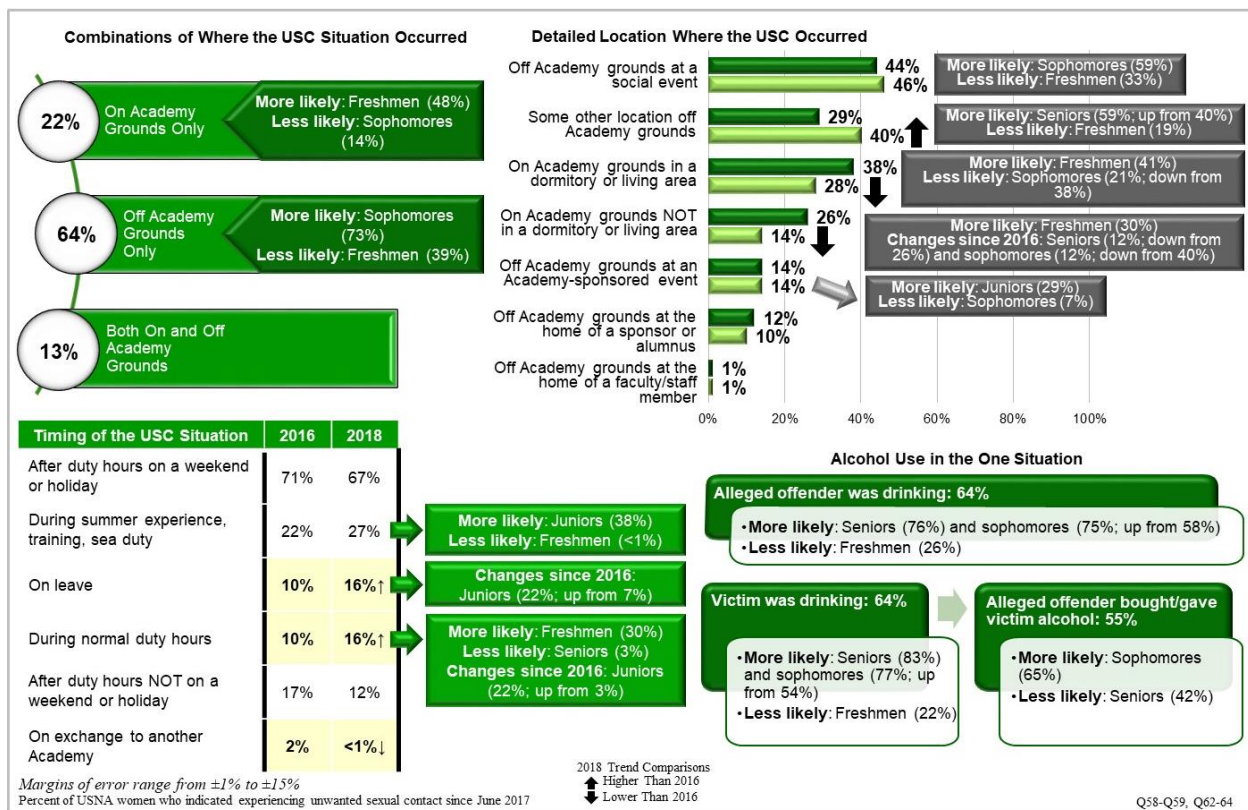
With regard to specific locations on and off Academy grounds, the most endorsed location for women was off Academy grounds at a social event or some other location off Academy grounds (which increased since 2016, specifically for senior women). When examining specific locations, class year differences were observed among USNA women. Freshman women were more likely to indicate the situation occurred on Academy grounds in a dormitory or living area compared to women in other class years, whereas sophomores were less likely and saw decreases in endorsement compared to 2016. Conversely, sophomore women were more likely to have the situation occur off Academy grounds at a social event, whereas freshman women were less likely.

About two-thirds of USNA women indicated the USC occurred after duty hours on a weekend or a holiday, whereas about one-quarter indicated the situation occurred during summer experience, training, or sea duty. Class year differences emerged with regard to timing of the situation, especially for junior women, who were more likely than women in other class years to indicate the situation occurred during summer experience, training, or sea duty and saw increases in the situation occurring while on leave or during normal duty hours.

With regard to alcohol use during the one situation, approximately two-thirds of women indicated that either they and/or the alleged offender were drinking at the time the situation occurred. Sophomore women (who saw an increase in alcohol use compared to 2016) and senior women were more likely to indicate that alcohol was involved, whereas freshmen were less likely. Of those who indicated they were drinking at the time of the situation, more than half indicated that the alleged offender had bought or given them alcohol, which was highest among sophomore women compared to women in the other class years.

Figure 48.

Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Women

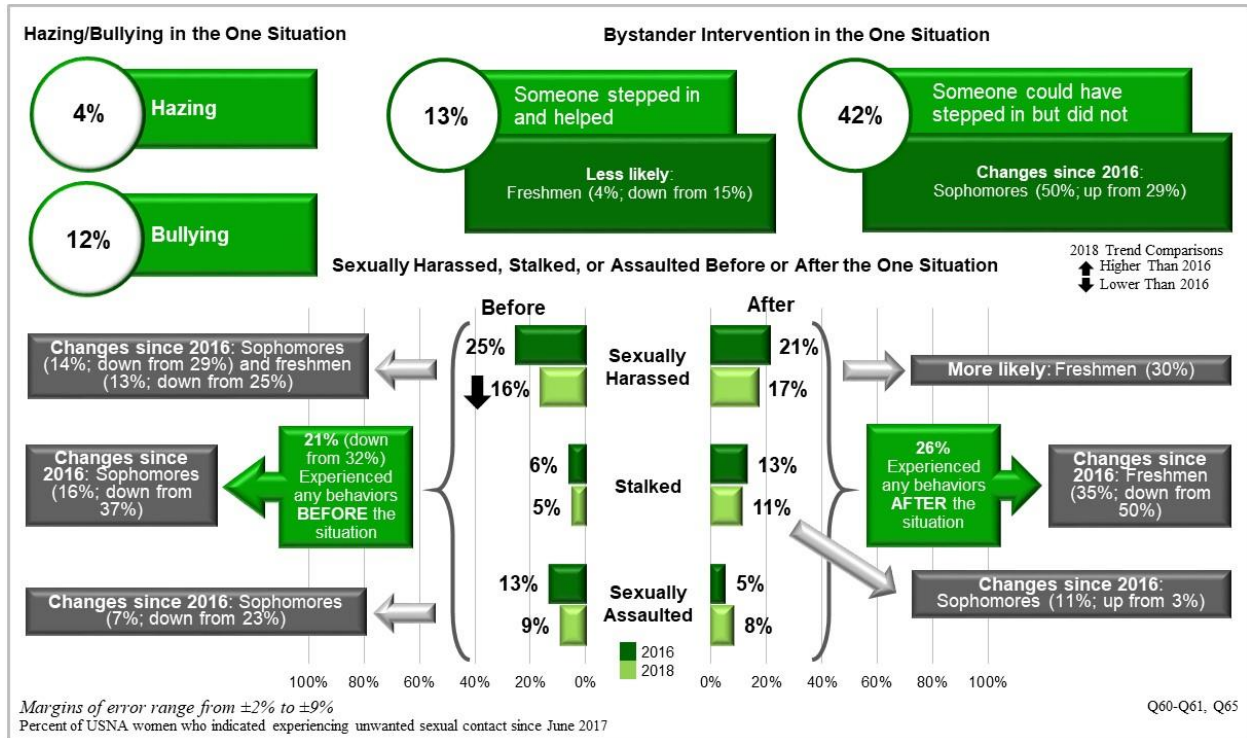


To add additional context to the one situation, students were asked if they thought their situation involved hazing or bullying, if someone else was present that could have helped, and whether the alleged offender sexually harassed, stalked, or assaulted them before or after this one most serious event. As seen in Figure 49, of women who experienced USC, hazing and bullying were

rarely endorsed as being involved in the one situation. During the one situation, a little more than one-tenth of women indicated that there was someone else present who stepped in to help. Less than half of women indicated there was someone else present but did not step in to help. An increase since 2016 was found for sophomore women who indicated someone else was present but did not step in.

About one-fifth of women were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, which decreased since 2016, specifically for sophomores (except for being stalked before the situation). About one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation, which decreased for freshman women since 2016.

Figure 49.
Context of the USC One Situation for USNA Women



USNA Men

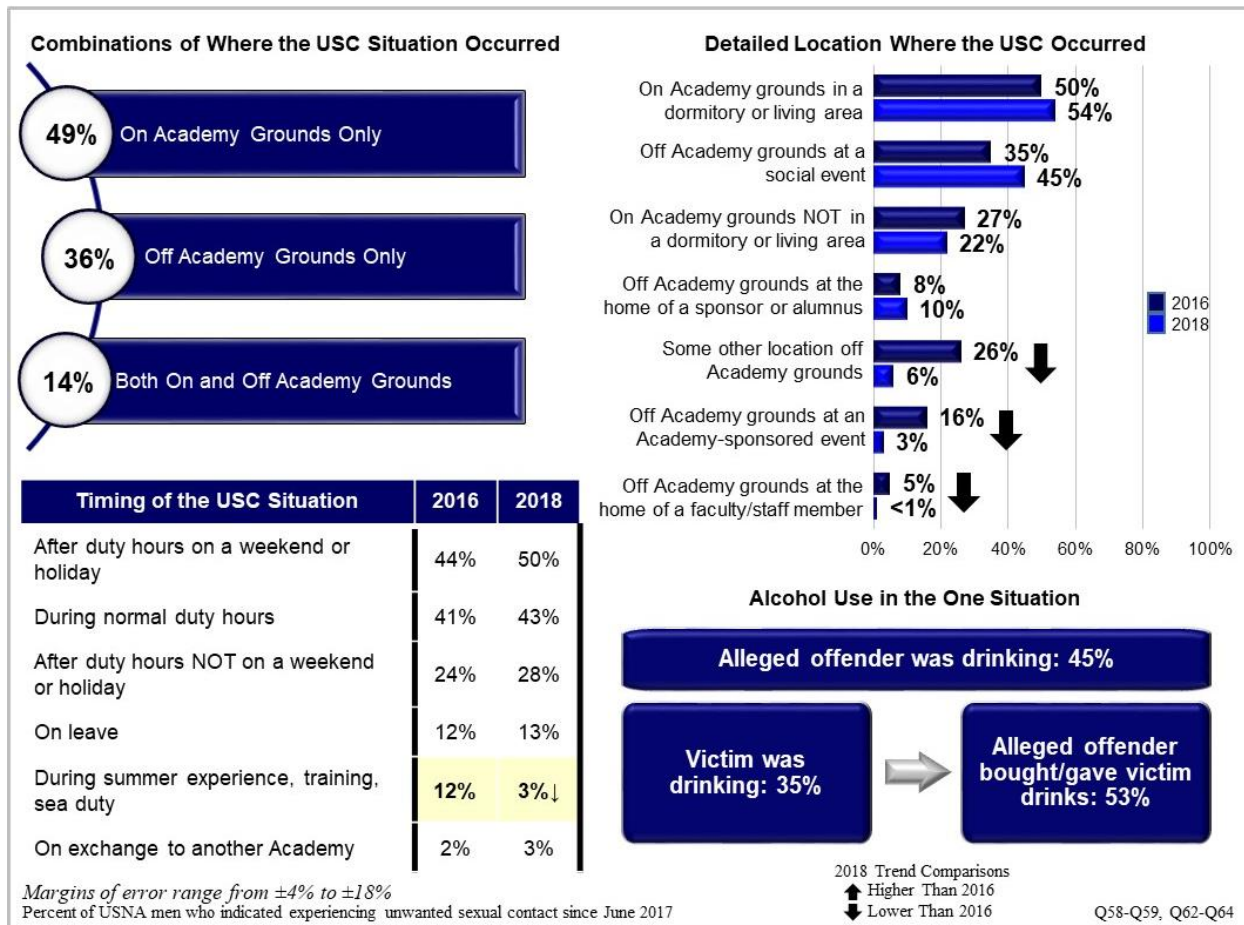
Of the men who experienced USC, less than half of USNA men indicated the situation occurred on Academy grounds only, whereas a little more than one-third indicated the situation occurred off Academy grounds only, and fewer (14%) indicated the situation occurred both on and off Academy grounds (Figure 50).³⁴ With regard to specific locations on and off Academy grounds, the most endorsed location for men was on Academy grounds in a dormitory or living area, followed by off Academy grounds at a social event. Compared to 2016, fewer incidents

³⁴ Breakouts by class year were not reportable for USNA men.

occurred off Academy grounds at some other location, off Academy grounds at an Academy-sponsored event, or off Academy grounds at the home of a faculty or staff member. Half of USNA men indicated the USC occurred after duty hours on a weekend or a holiday, whereas less than half indicated the situation occurred during normal duty hours. For men, alcohol use in the one situation (either by the victim or the alleged offender) remained unchanged since 2016, with a little less than half indicating the alleged offender had been drinking during the one situation. A little more than one-third indicated they had been drinking at the time of the incident, and of these men, a little over half indicated the alleged offender bought or gave them alcohol to drink.

Figure 50.

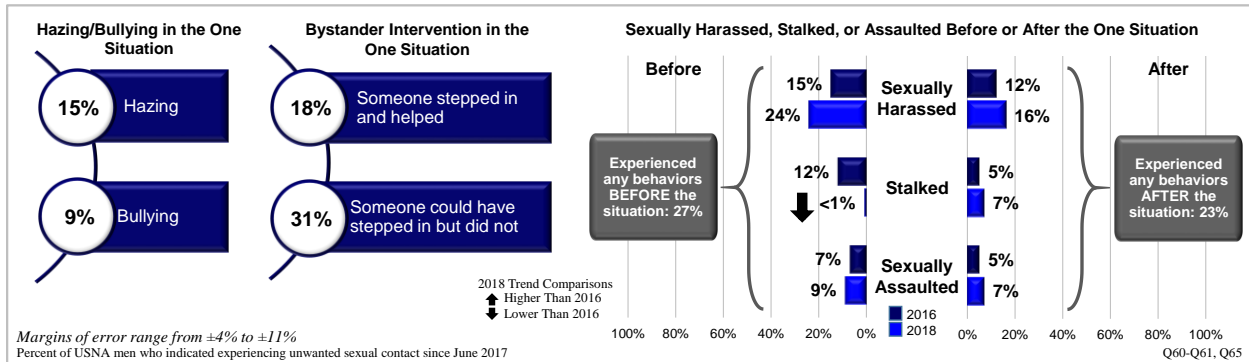
Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Men



Contextually, few men indicated they would describe the USC one situation as involving hazing and/or bullying (Figure 51). Less than one-fifth of men indicated that there was someone else present who stepped in to help during the one situation, whereas a little less than one-third indicated there was someone else present during the one situation who did not step in to help. More than one-quarter of men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, whereas less than one-quarter of

men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the assault.

Figure 51.
Context of the USC One Situation for USNA Men

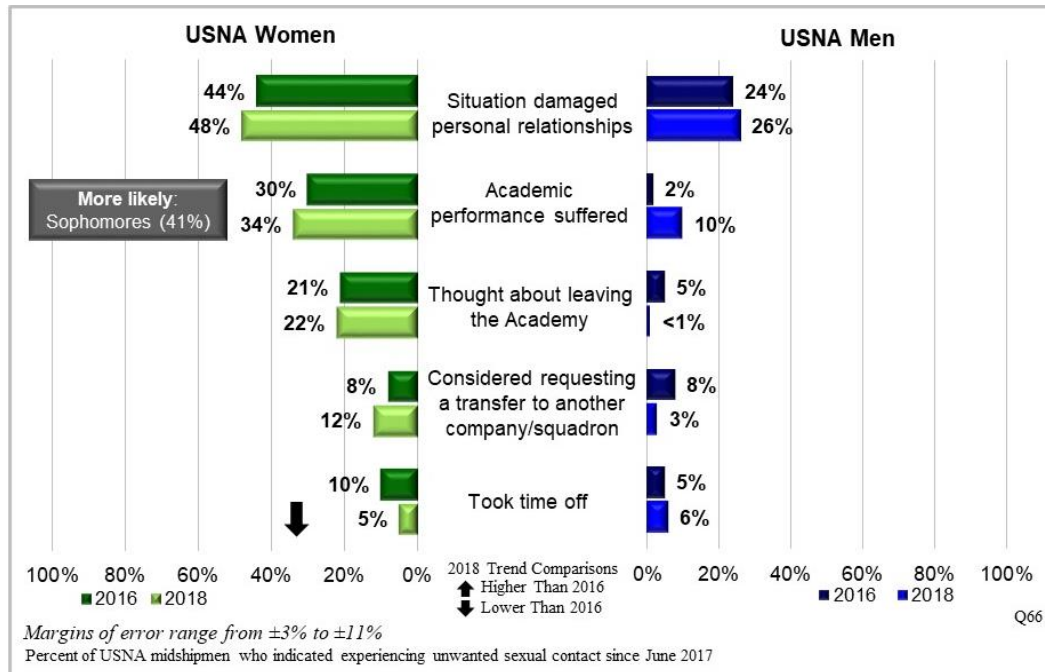


Actions Following the USC One Situation

Midshipmen who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience. This section examines what happened after the one situation occurred, including whether they reported the incident, why they did or did not choose to report the incident, and negative reactions from peers and/or leadership.

As seen in Figure 52, the most frequent consequence of USC for USNA women was experiencing damage to their personal relationships, followed by having their academic performance suffer, and thought about leaving the Academy. Compared to 2016, fewer women indicated they took time off. Compared to the other class years, sophomore women were more likely to indicate their academic performance suffered. For USNA men, similar to USNA women, the most frequent consequence of USC was experiencing damage to their personal relationships.

Figure 52.
Actions Following the USC One Situation for USNA Women and Men

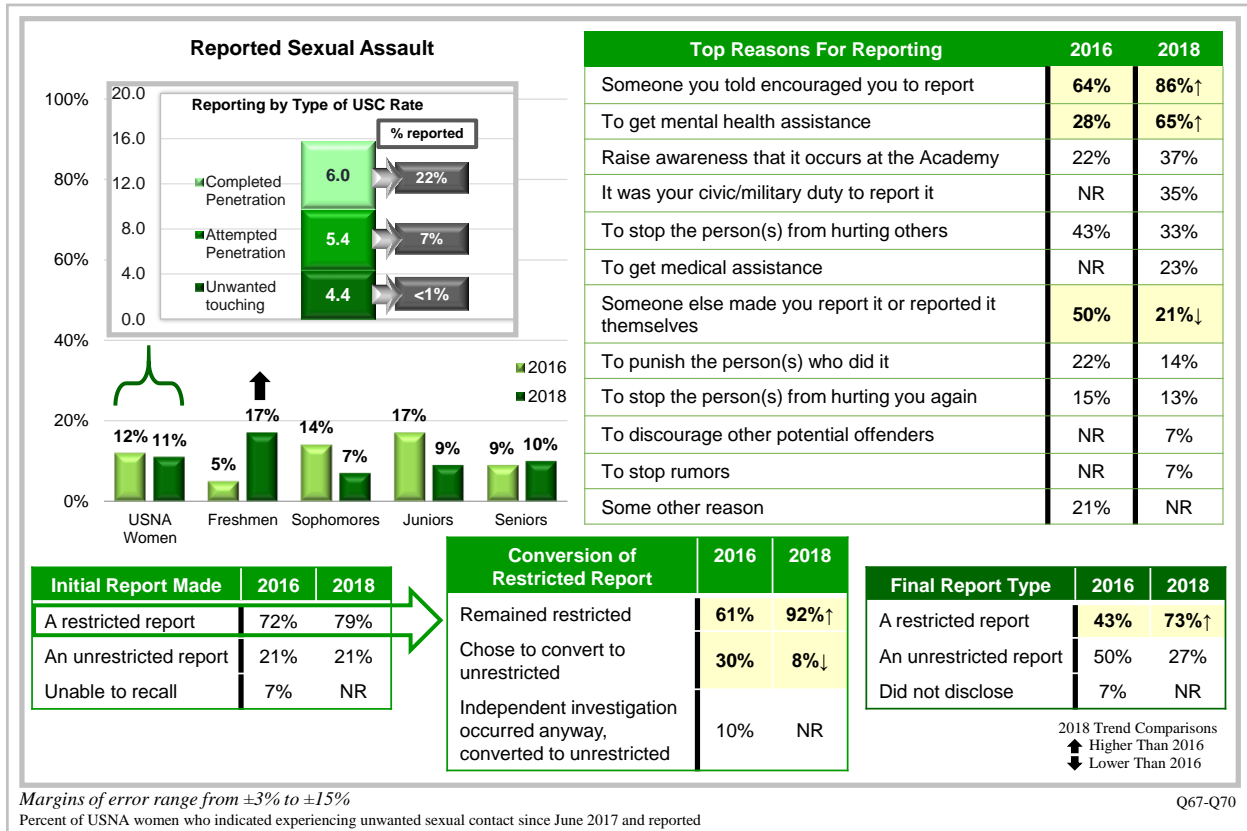


Reporting of Unwanted Sexual Contact³⁵

11% of the 15.9% of women who experienced USC indicated they reported that they were a victim of sexual assault (Figure 53), which increased since 2016 for freshman women. Over three-fourths of women who reported indicated they initially made a restricted report and about one-fifth made an unrestricted report. Of the three-fourths who initially made a restricted report, very few women indicated their restricted report was converted to unrestricted (which decreased since 2016); therefore, approximately three-quarters indicated that their final report type was restricted, which increased since 2016, and approximately one-quarter indicated their final report type was unrestricted. When asked why they chose to report this incident, the top response from women was someone encouraged them to report, which increased since 2016, followed by to get mental health assistance, which also increased. Data were not reportable for women by class years beyond whether or not they reported.

³⁵ Results for USNA men are not reportable.

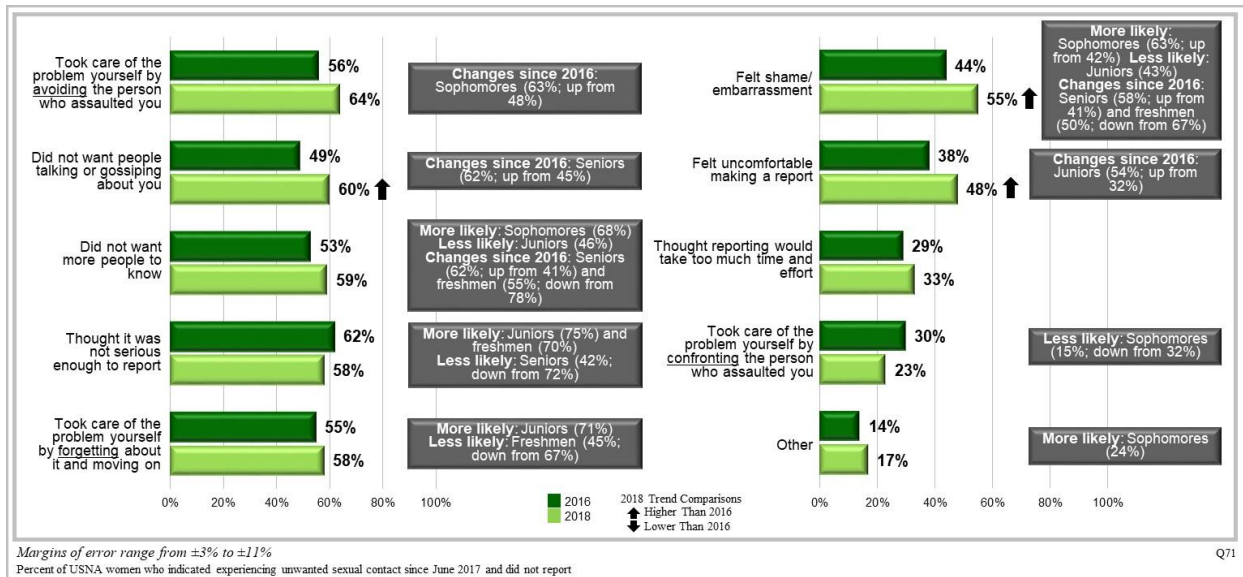
Figure 53.
Reporting the USC One Situation for USNA Women



Reasons for Not Reporting Unwanted Sexual Contact

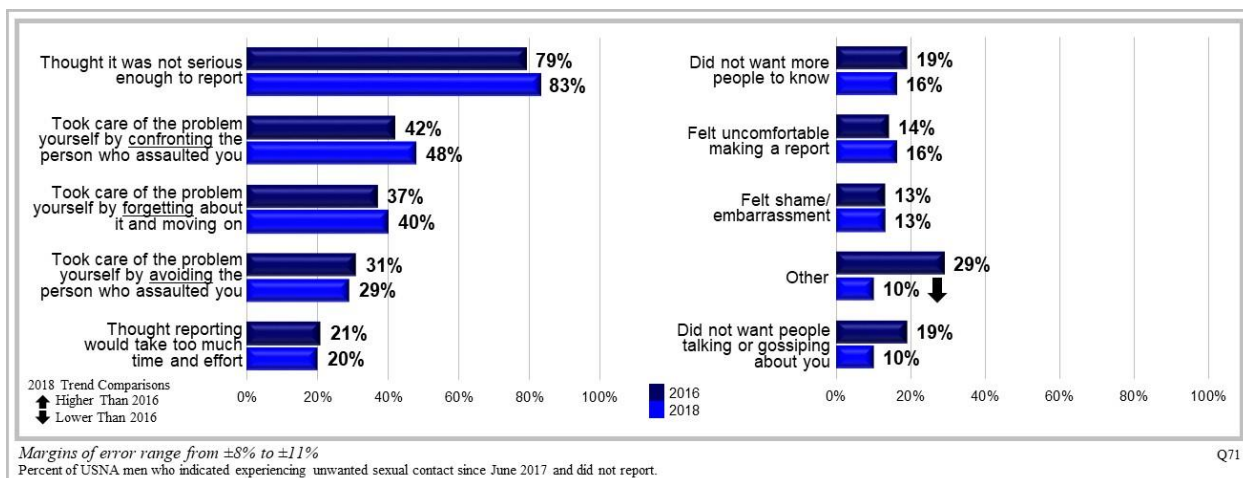
Of the 15.9% of women who experienced USC since June 2017, 89% chose not to report their experience of USC. When asked why they chose to not report, the top four reasons included they took care of the problem themselves by avoiding the person who assaulted them, they did not want people talking or gossiping about them (an increase from 2016 that was led by an increase for seniors), they did not want more people to know, or they thought it was not serious enough to report. Compared to 2016, increases were found for women who indicated they did not report because they felt shame or embarrassment (driven by increases for sophomores and seniors) or felt uncomfortable making a report (which increased for juniors). Differences for women across class years are shown in Figure 54.

Figure 54.
Reasons for Not Reporting USC for USNA Women



The top four reasons for not reporting the USC one situation for USNA men differed from the reasons for women (Figure 55). Of the USNA men who experienced USC and chose not to report the situation, the top endorsed reasons were that they thought it was not serious enough to report or they took care of the problem themselves by confronting the person who assaulted them, by forgetting about it and moving on, or by avoiding the person who assaulted them. Results by class year were not reportable for men.

Figure 55.
Reasons for Not Reporting USC for USNA Men



Negative Outcomes of Reporting Unwanted Sexual Contact

Experiencing USC is often damaging in and of itself, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, and friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

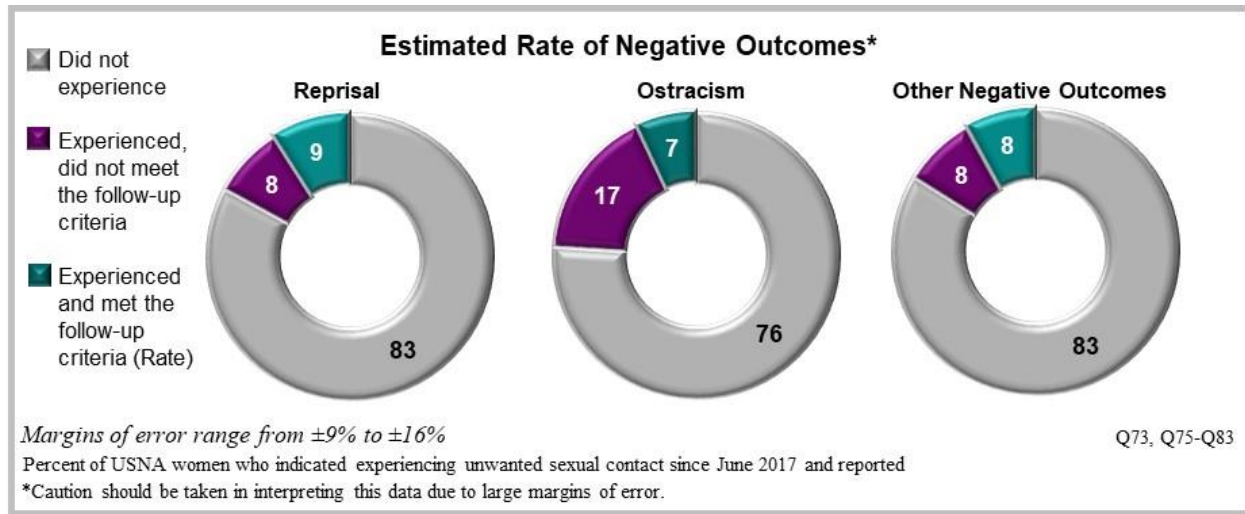
Measures of ***professional reprisal, ostracism, and other negative outcomes***³⁶ are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data presented in this section are out of the 15.9% of USNA females who experienced USC in the past year and reported it (11% of the 15.9% of USNA women who experienced USC). Due to small percentages, many findings in this section are not reportable, including all data for USNA men.

The ***estimated rate of professional reprisal*** is a summary measure reflecting whether midshipmen indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 56, less than one-tenth of USNA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than one-tenth experienced behavior(s) meeting follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 56, less than one-fifth of women who experienced and reported USC experienced behaviors consistent with ostracism, but did not meet follow-up criteria, and less than one-tenth experienced behavior(s) meeting the follow-up criteria (the estimated rate of ostracism).

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that occurred without a valid military purpose, and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 56, less than one-tenth of USNA women who experienced and reported USC experienced behaviors consistent with other negative outcomes, but did not meet the follow-up criteria, and less than one-tenth experienced behavior(s) meeting the follow-up criteria (the estimated rate of other negative outcomes).

³⁶ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 56.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USNA Women³⁷***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines students' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.³⁸

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violation rate (a combination of sexual harassment and/or gender discrimination). The estimated prevalence rates are presented by gender and by class year, with significant differences from 2016 noted where applicable.³⁹

³⁷ Throughout this report, the term "experienced" is based on midshipmen's perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

³⁸ See Chapter 1 for details on the metric used and construction of estimated rates.

³⁹ Measures of sex-based MEO violations were new in 2016; therefore, trends can only be made between 2018 and 2016.

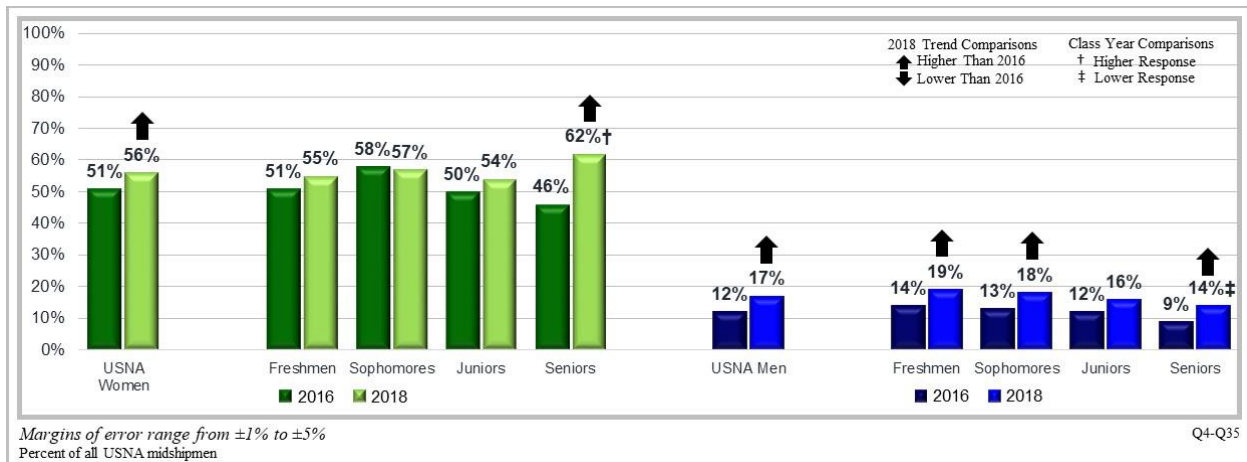
Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*. As seen in Figure 57, estimated rates of sexual harassment have increased since 2016 for both USNA men and women.

56% of USNA women met criteria for sexual harassment, which was a statistical increase from 2016. The sexual harassment rate increased for senior women from 2016, who were more likely than women in the other class years to experience sexual harassment.

17% of USNA men met criteria for sexual harassment, which was a statistical increase from 2016. Estimated rates of sexual harassment increased since 2016 for men in all class years except juniors. Senior men were less likely to experience sexual harassment compared to men in the other class years.

Figure 57.
Estimated Sexual Harassment Rates for USNA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated prevalence rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

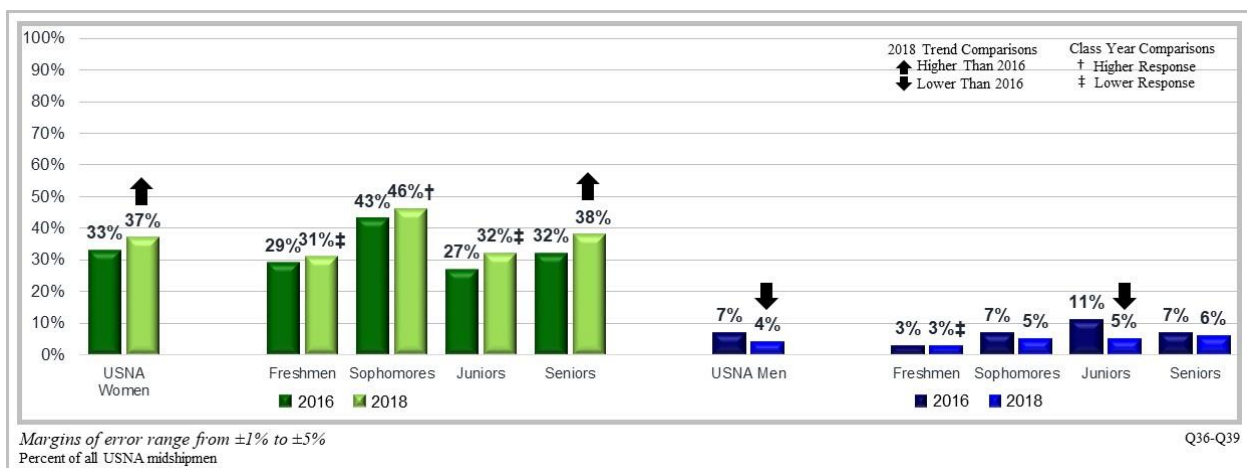
- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and
 - The student thought that the person's beliefs about someone of the student's gender harmed or limited the student's midshipman career.
- Was mistreated, ignored, excluded, or insulted the respondent because of his or her gender, and
 - The respondent thought this treatment ever harmed or limited his or her midshipman career.

Of note, gender discrimination was less prevalent than sexual harassment (Figure 58). However, the proportional difference between men and women was similar to that of sexual harassment.

37% of USNA women experienced gender discrimination, which increased since 2016. Sophomore women were more likely to experience gender discrimination compared to other class years, whereas freshman and junior women were less likely. Compared to 2016, rates were up for senior women.

4% of USNA men experienced gender discrimination, which decreased since 2016. Freshman men were less likely to experience gender discrimination compared to men in other class years. Compared to 2016, rates of gender discrimination were down for junior men.

Figure 58.
Estimated Gender Discrimination Rates for USNA



Sex-Based Military Equal Opportunity Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination and meeting the legal requirements. Thus, the estimated sex-based MEO

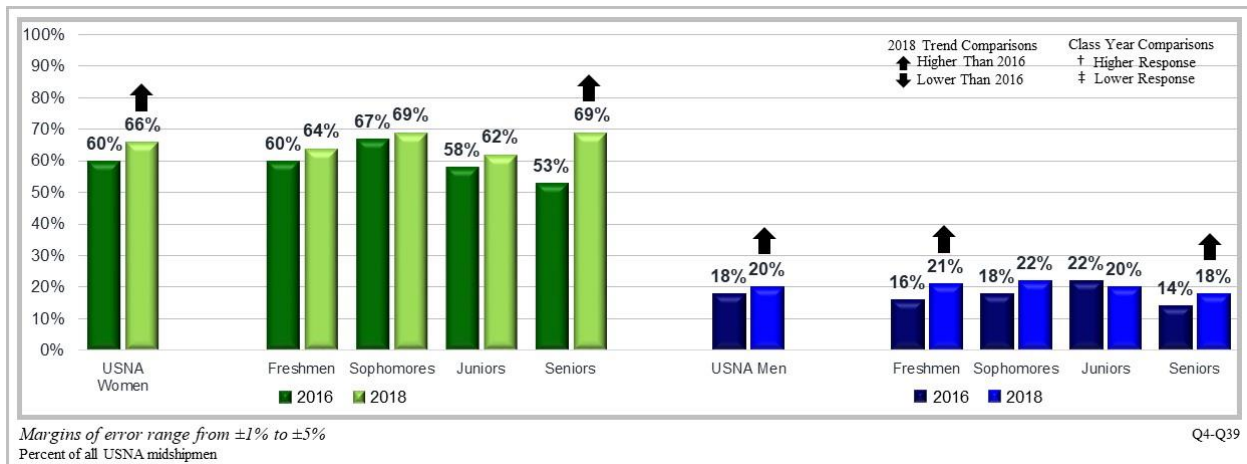
violation prevalence rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

66% of USNA women experienced sex-based MEO violations, which is an increase from 2016 for USNA women overall and for senior women.

20% of USNA men experienced sex-based MEO violations, which is an increase from 2016 for USNA men overall and for senior and freshman men.

Figure 59.

Estimated Sex-Based MEO Violation Rate for USNA



MEO Violations and the Continuum of Harm

Although undesirable on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Kleven, 2014). Military-specific research also supports this connection between unwanted experiences such as sexual harassment (both quid pro quo and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. About one-fifth of USNA women who experienced USC said they experienced an unwanted behavior from the same alleged offender **before** the sexual assault (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or sexually assaulted them before the situation), which was significantly down from 2016. This was less

often the case for USNA men who experienced USC, among whom less than one-quarter said they experienced an unwanted behavior **before** the sexual assault.

In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not. Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 60.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USNA



As seen in Figure 60, of USNA women who experienced sexual harassment, one in four (23.6%) also experienced USC. This is compared to less than one in 15 (6.6%) for USNA women who did not experience sexual harassment. Of USNA men who experienced sexual harassment, the USC estimated prevalence rate was around one in 14 (6.8%). This is compared to the estimated prevalence rate of one in 100 (1.0%) for USNA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violations With the Biggest Effect

To better understand the circumstances involved in their experience, the 66% of USNA women and 20% of USNA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding the identity of the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

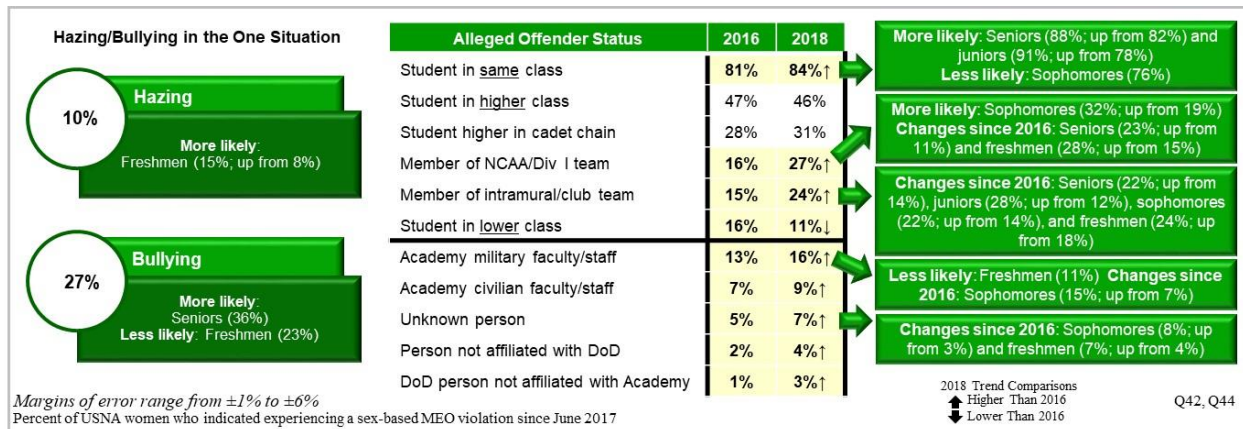
As seen in Figure 61, of USNA women who indicated experiencing sex-based MEO violations since July 2017, the vast majority identified the alleged offender as an Academy student, specifically one in the same class year. Both senior and junior women (increased for both since 2016) were more likely to indicate the alleged offender was in the same class year, whereas

sophomores were less likely. Of note, estimates for women who indicated the alleged offender was a member of an intramural, club, or sports team, a member of an NCAA/Division I team and/or Academy military faculty were up from 2016 (although this proportion was still relatively small at 16%). Even though the vast majority of alleged offenders were identified as Academy students, all of the non-student categories of alleged offenders were up from 2016 for USNA women.

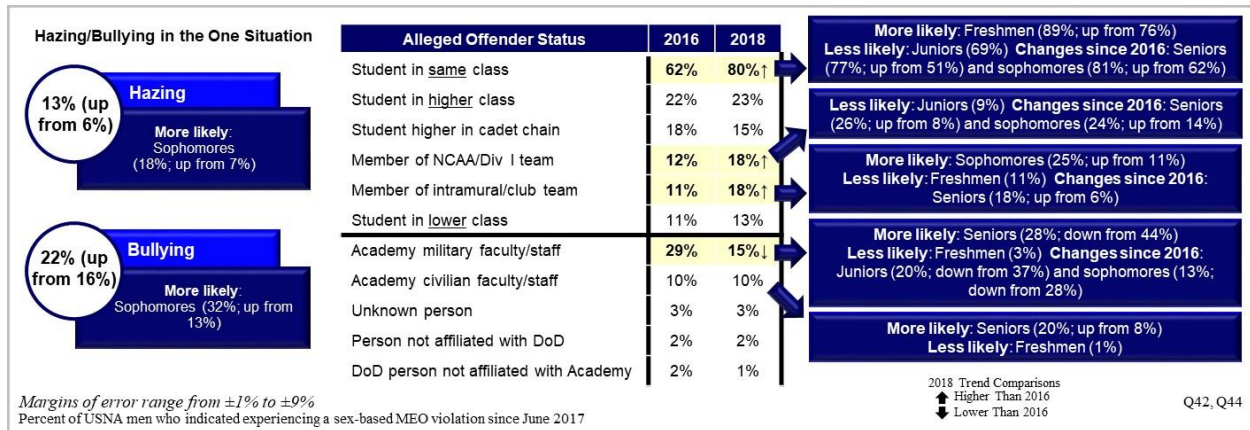
Slightly more than one-quarter of women indicated the behavior was bullying, whereas one-tenth indicated the behaviors was hazing. Freshmen were more likely to indicate that the situation they experienced was hazing, but they were less likely to indicate it was bullying, whereas senior women were more likely to indicate the situation was bullying.

Figure 61.

Details of the One Situation of Sex-Based MEO Violation for USNA Women



As seen in Figure 62, estimates for USNA men's one situation mirrored the experiences of women. The vast majority of men who indicated experiencing sex-based MEO violations since July 2017 indicated the alleged offender was an Academy student, specifically in the same class year, which was up from 2016. Of note, estimates for men who indicated the alleged offender was a member of an intramural, club, sports team, or a member of an NCAA/Division I team were up from 2016, specifically for seniors and sophomores. The estimate for USNA men that indicated the alleged offender was an Academy military faculty/staff decreased overall from 2016, specifically for seniors, juniors, and sophomores. A little more than one-fifth of men indicated the behavior in the one situation was bullying, whereas a little more than one-tenth indicated the behaviors was hazing, both of which increased from 2016. Sophomores were more likely to indicate that their experience was bullying or hazing compared to men in other class years.

Figure 62.***Details of the One Situation of Sex-Based MEO Violation for USNA Men******Discussing/Reporting of Sex-Based MEO Violations***

Students who experience sex-based MEO violations have resources available to them should they want to discuss their situation with someone or officially report it. As seen in Figure 63 and Figure 64, about one-tenth of women and fewer men who experienced sex-based MEO violations since June 2017 discussed or reported their experiences to an authority or organization.

Sophomore women were less likely to discuss or report their experience compared to other class years, whereas the percentage of freshman women who reported increased from 2016.

Sophomore men were more likely to discuss or report their situation compared to other class years, whereas freshmen were less likely.

Men and women were asked about actions that were taken following discussing or reporting their one situation. About two-fifths of both men and women indicated that their situation was corrected. Less than one-third of women indicated that their report was being investigated, which was down from 2016, compared to two-fifths of men. However, the top two endorsed actions for men were negative, as they indicated they were encouraged to let it go or tough it out or were ridiculed or scorned.

With regard to class year differences, freshman, sophomore, and senior women who indicated that their reports were being investigated decreased from 2016, down by as many as 20 to 30 percentage points. USNA women who indicated experiencing ridicule or scorn was up from 2016, specifically, this negative outcome increased for sophomore, junior, and senior women from 2016 by 25 to 30 percentage points. Data for men by class year were not reportable.

Figure 63.
Discussing/Reporting the Sex-Based MEO Violation for USNA Women

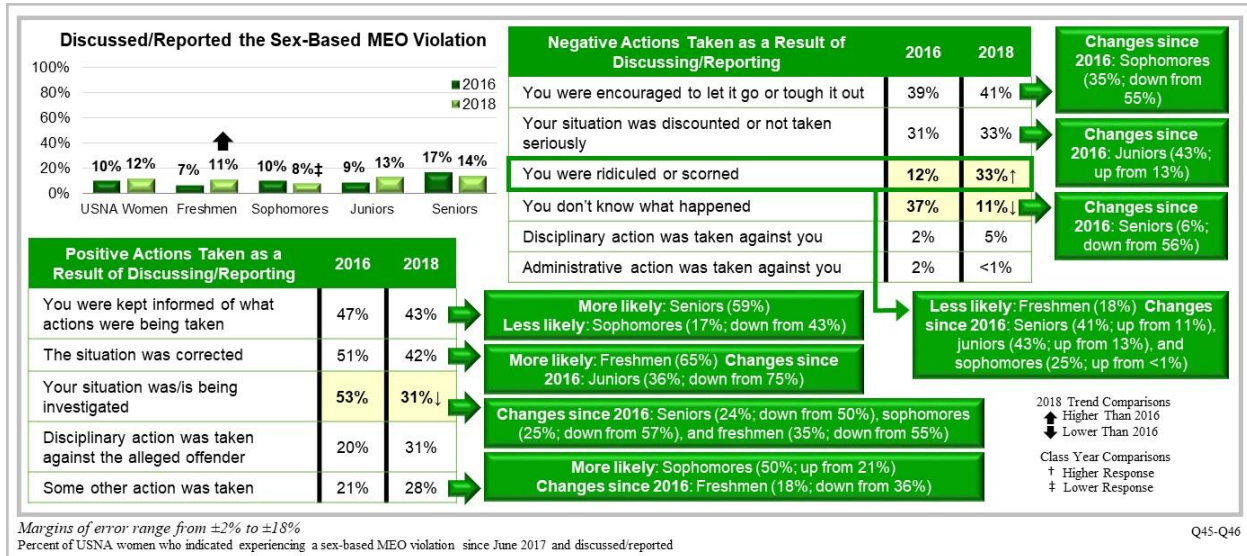
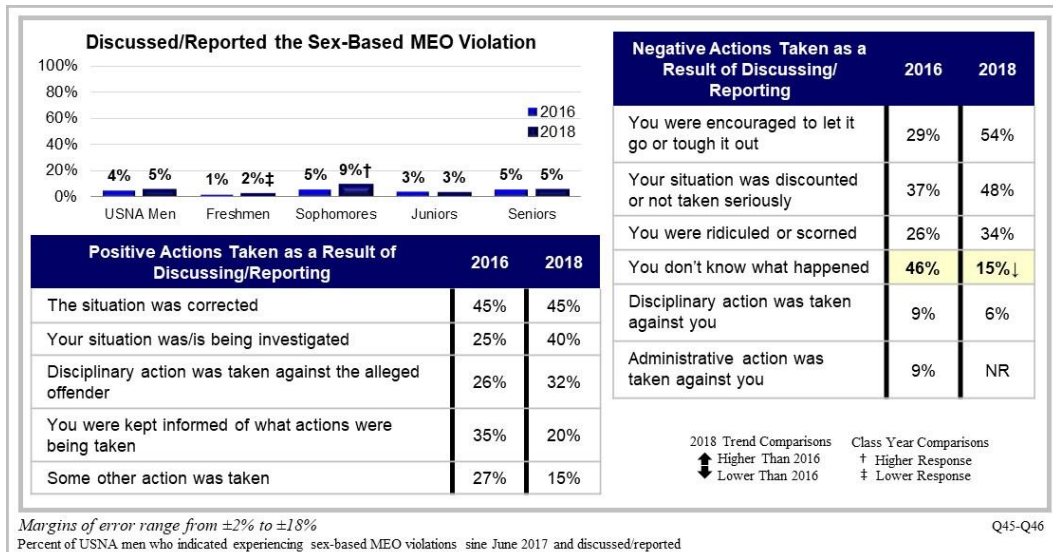


Figure 64.
Discussing/Reporting the Sex-Based MEO Violation for USNA Men



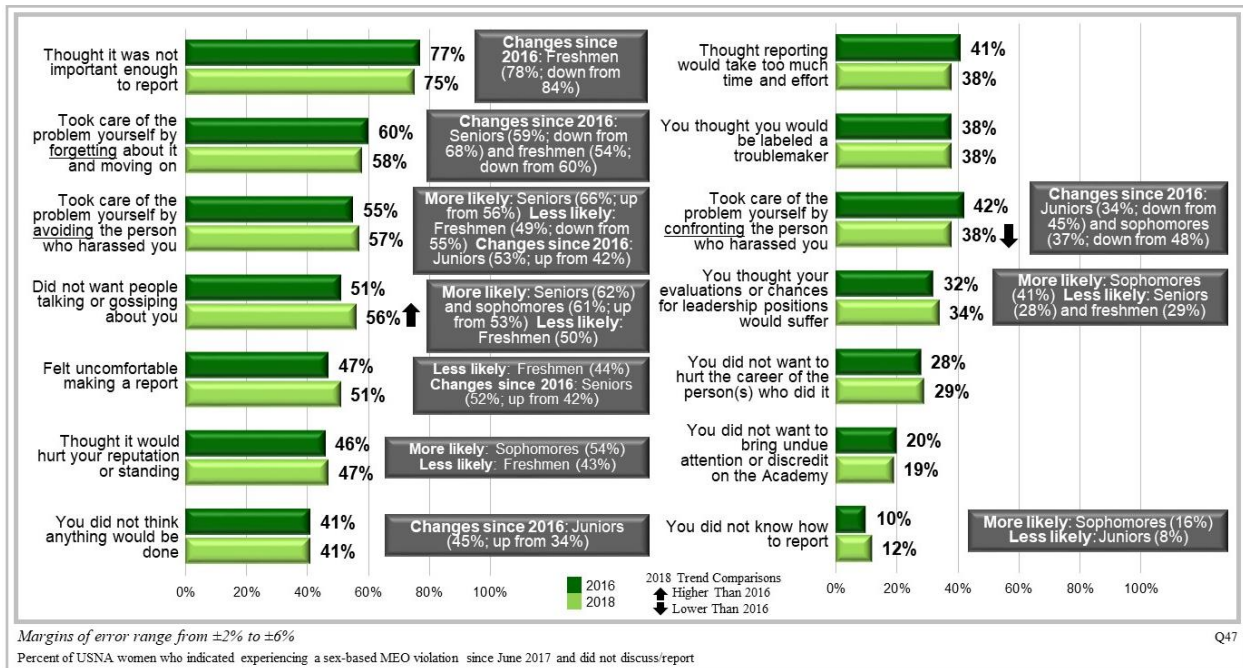
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation One Situation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with midshipmen's training (Barry et al., 2017). Of the 66% of USNA women who experienced a sex-based MEO violation, the vast majority (88%) chose not to discuss or report their experience (Figure 65). These students were asked why they chose not to discuss or report the situation and the top reason given was that they thought it was not

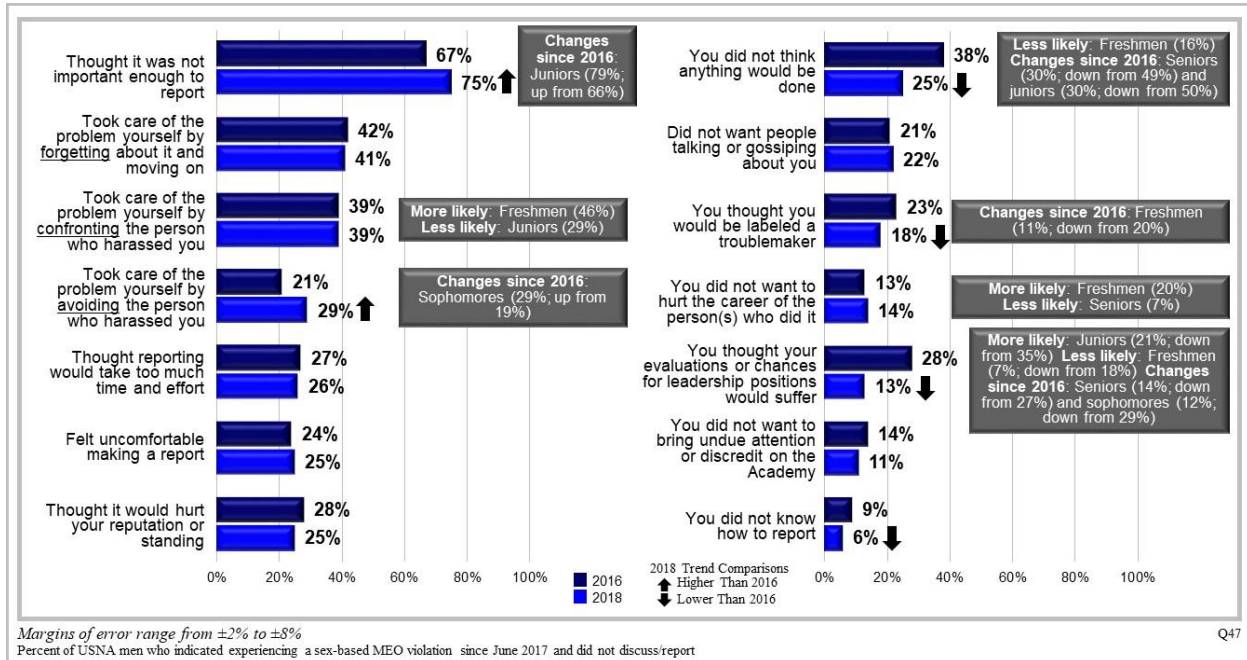
important enough to report. The next most frequently endorsed reasons for not reporting was handling the situation personally, for which over half of women indicated avoiding their alleged offender and/or forgetting about it and moving on. Further, more than half of women indicated that they did not report because they did not want people talking or gossiping about them, which increased since 2016. Of note, about one-tenth of women indicated that their choice to not discuss or report the situation was due to not knowing how to report.

Figure 65.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Women



Of the 20% of USNA men who experienced a sex-based MEO violation, the overwhelming majority (95%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report their situation and the top reason was that they thought it was not important enough to report, which increased from 2016 for men overall and for junior men (Figure 66). The next most frequently endorsed reasons for not reporting was handling the situation personally, where more than one-third of men indicated confronting the alleged offender or forgetting about it and moving on and less than one-third indicated they avoided their alleged offender, which increased for men overall and for sophomore men. For men, many reasons for not reporting were significantly down from 2016, including not knowing how to report, not thinking anything would happen, thinking they would be labeled a trouble maker, and thinking their evaluations or leadership chances would suffer. Similar to women, less than one-tenth of men indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016.

Figure 66.***Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Men***

Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow midshipmen. As such, it sets the environment or context for the implementation of policies and programs.

Research supports an association between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters, and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters,. Relatedly, there is evidence for an association between cultural elements such as leadership tolerance for harassing behaviors and equal employment opportunity climate and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies do provide preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

The following section addresses general culture at the Academy, touching on topics pertinent to cadet life and gender relations, such as cadet alcohol use, bystander intervention, and student

perceptions of gender-related trainings. This section also assesses cadet perceptions of Academy leadership and cadet trust in the institution relating to sexual assault.

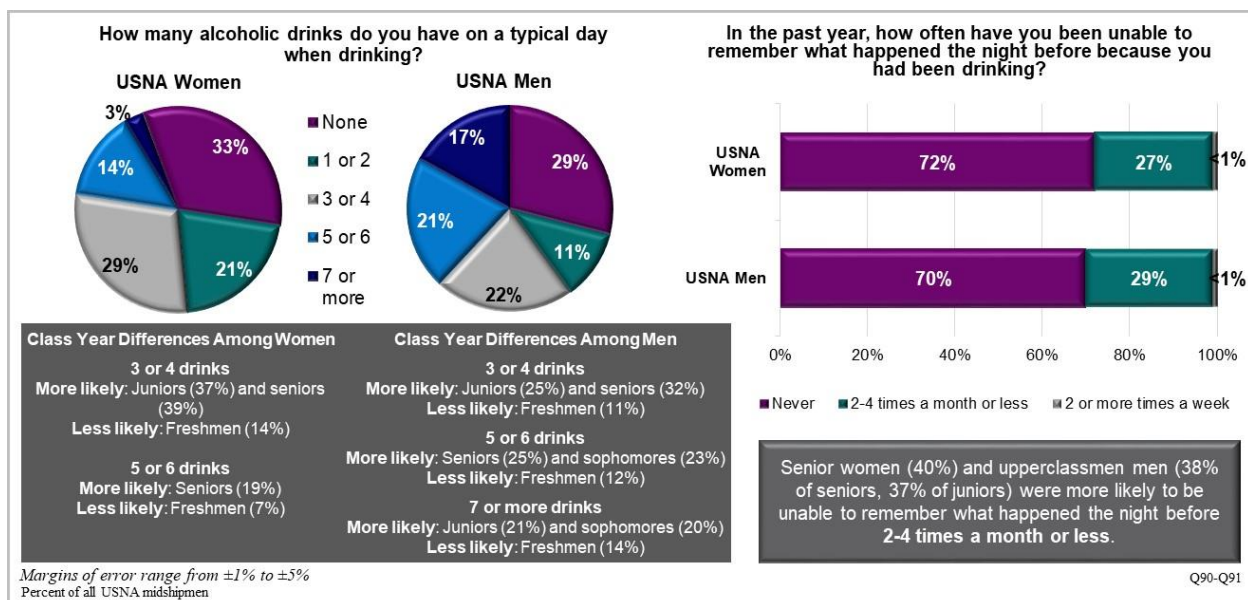
Midshipman Alcohol Use

In addition to its relationship with sexual assault and harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of midshipmen health regarding alcohol use. Midshipmen were asked about their drinking frequency as well as memory impairment due to alcohol. Trending data are not available as these items were introduced in 2018.

Alcohol use among male and female midshipmen at USNA was prevalent, with only one-third of women and less than one-third of men indicating they do not drink (Figure 67). Just under half of women and less than two-thirds of men indicated drinking three or more drinks on a typical day when drinking. Upperclassmen women and men were more likely than other class years to indicate drinking three or more drinks on a typical day when drinking, whereas freshman women and men were less likely. A little less than one fifth of women and more than one-third of men indicated that they generally have five or more drinks when drinking. With regard to drinking among the classes, although upperclassmen were more likely to drink five or six drinks on a typical day when drinking, junior and sophomore men were more likely than men in other class years to have seven or more drinks on a typical drinking day, whereas freshman men were less likely.

When asked about how often midshipmen were unable to remember what happened the night before because they had been drinking, less than 1% of both men and women indicated two or more times a week. Over one-quarter of midshipmen reported being unable to remember what happened the night before due to drinking at least once during the past year.

Figure 67.
Alcohol Use Among USNA Midshipmen



Bystander Intervention

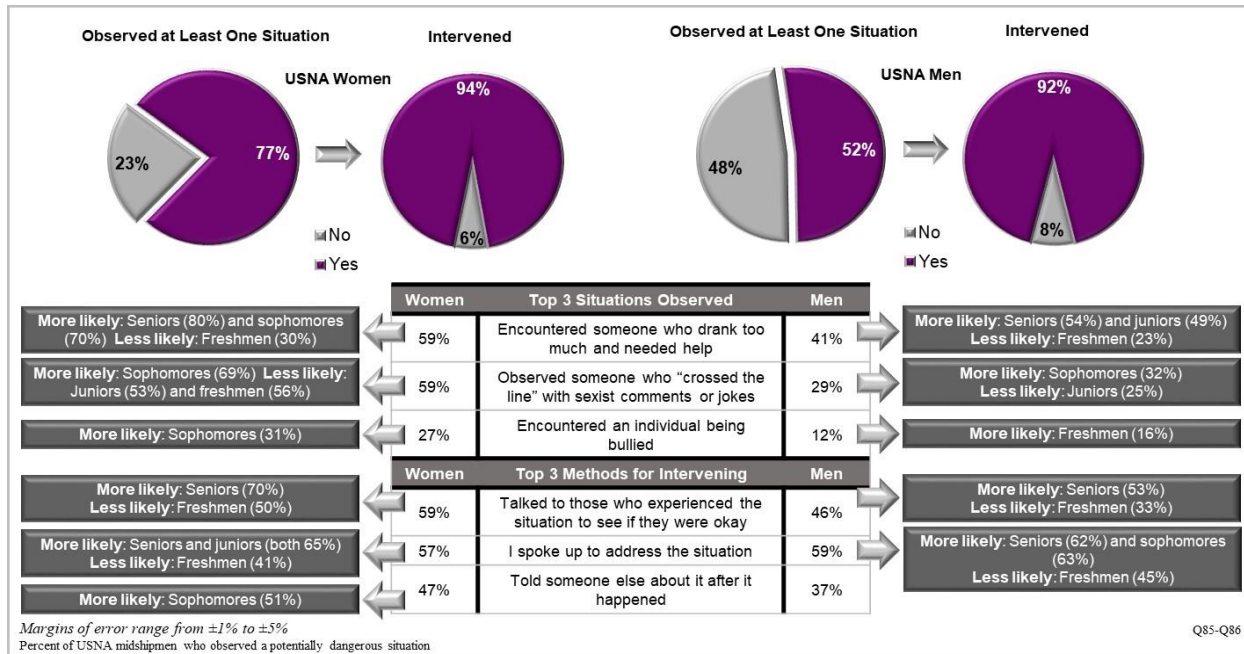
One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated they had observed any of the situations, they were asked how they responded to the situation(s) they observed. The items were new in 2018, and therefore, no trends are available.

As seen in Figure 68, overall, more than three-quarters of women and more than half of men indicated they observed at least one potentially risky situation in the past 12 months, and, of these midshipmen, the vast majority intervened in some way.

USNA midshipmen indicated the top three risky situations were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering an individual being bullied. The top ways in which midshipmen intervened in these situations included talking to those who experienced the situation to see if they were okay, speaking up to address the situation, and/or telling someone about it after it happened.

Class differences emerged both in the situations witnessed and in mode of intervention. With regard to encountering someone who drank too much and needed help, senior and sophomore women were more likely to witness this situation than women in other class years, whereas freshman women were less likely. Similarly, senior and junior men were more likely to encounter someone who drank too much and needed help than men in other class years, whereas freshman men were less likely. When it comes to intervening, upperclassmen were also more likely to intervene in situations than freshmen.

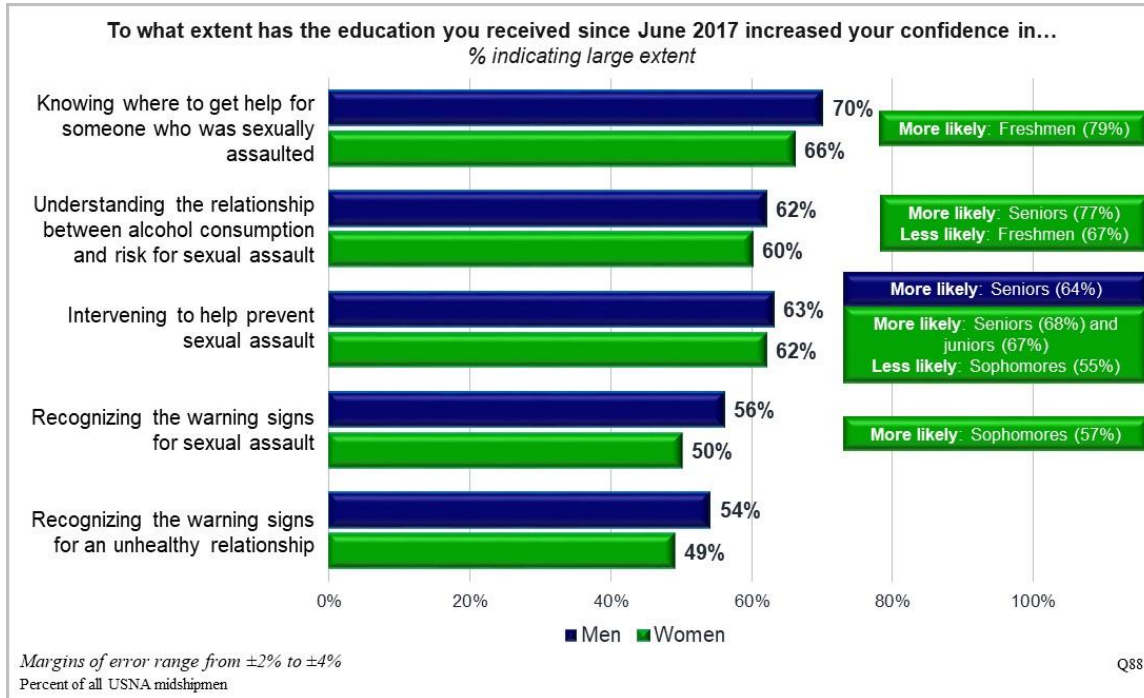
Figure 68.
Bystander Intervention for USNA Midshipmen



Gender Relations Education

USNA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas (Figure 69). These items were new in 2018, and therefore trends to 2016 are not available. The gender-related education at USNA appears to be largely effective in teaching midshipmen about topics surrounding USC as very few students indicated that their education did not at all increase their confidence, although there is room for improvement. This education was largely effective with at USNA with 54% to 70% of USNA men and 49% to 66% of USNA women claiming the education they received increased their confidence in these topic areas to a large extent. Senior men and senior and junior women were more likely to indicate that they were more confident in their ability to intervene to help prevent sexual assault than other class years due to the education they experienced. Senior women were also more likely than other class years to indicate that their education helped them understand the relationship between alcohol and sexual assault to a large extent, whereas freshman women were less likely.

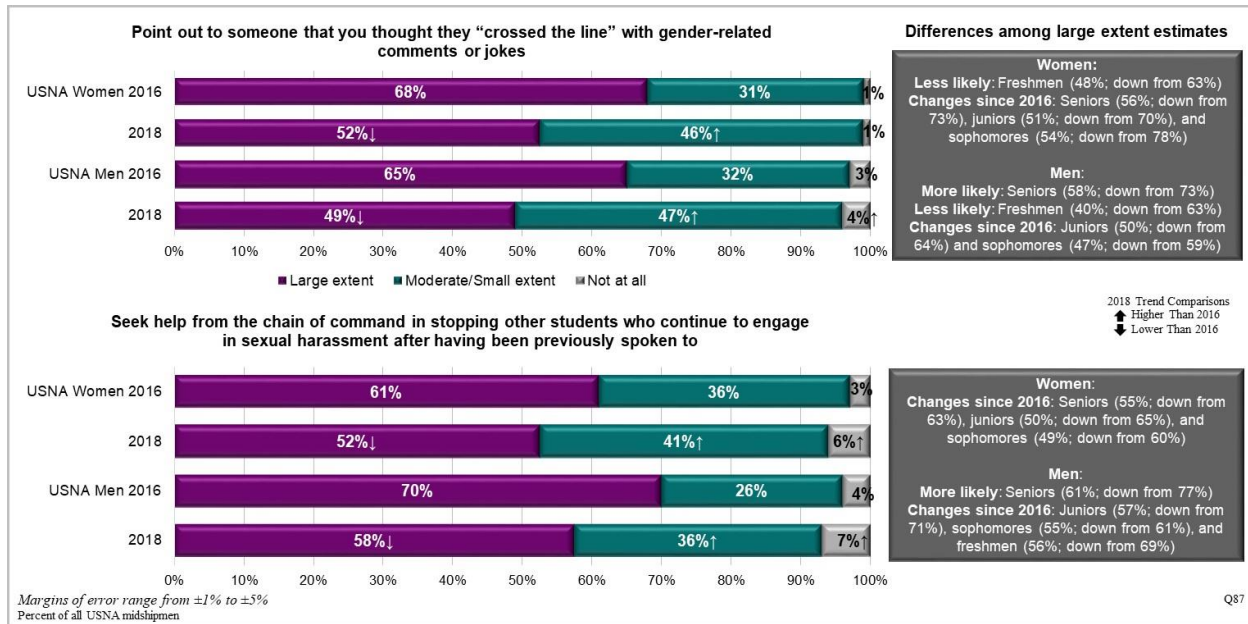
Figure 69.
Gender Relations Education for USNA Midshipmen



Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however, behaviors in line with potential sexual harassment may be difficult for students to identify or students may not feel confident in stepping in to stop the behavior (Barry et al., 2017). As seen in Figure 70, men and women across all class years were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes and also less likely to seek help from the chain of command to stop other students engaging in sexual harassment to a large extent compared to 2016. Senior men were more likely than men in other class years to indicate they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent and to indicate that they would seek help from the chain of command to stop other students engaging in sexual harassment. That being said, only a very small group of men and women were not at all willing to stop sexual harassment, but these measures were slightly up from 2016.

Figure 70.
Willingness to Stop Sexual Harassment for USNA Midshipmen



Individuals’ Efforts to Stop Sexual Assault and Sexual Harassment

USNA men and women were asked about their perceptions of individuals’ efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Academy leaders were generally identified as the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment to a large extent, specifically Academy senior leadership, commissioned officers, non-commissioned officers (NCOs) directly in charge of units, and military/uniformed academic faculty (Table 3). However, nearly all of these estimates were down from 2016 for both men and women. For men, the only group that remained consistent from 2016 was NCOs, and none of the groups were up. For women, NCOs, NCAA/Division I officer representatives/advisors, physical education instructors, intramural officer representatives/advisors, and intramural coaches and trainers remained consistent with 2016 estimates; the remaining categories were down. Conversely, students indicated fellow midshipmen were the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women, but both men’s and women’s perceptions of these individuals in 2018 decreased from 2016.

Examining data by class year, senior men and women were more likely to indicate that midshipmen not in leadership positions made honest and reasonable prevention efforts to a larger extent than underclassmen, especially sophomores. Junior women were more likely to indicate that they thought all of the categories of individuals outside of active duty military personnel were making honest and reasonable prevention efforts to a large extent. Regarding sophomores, both men and women were less likely to perceive the majority of individuals at the Academy as making prevention efforts to a large extent. Specifically, sophomore women rating of Academy senior leadership was the only category where they were not lower than other class years.

Table 3.

Individuals' Efforts to Stop Sexual Assault and Sexual Harassment at USNA

KEY: Higher Response Lower Response ⬆ Higher Than 2016 ⬇ Lower Than 2016			USNA Women	Freshman	Sophomore	Junior	Senior	USNA Men	Freshman	Sophomore	Junior	Senior
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	68⬇	64⬇	66⬇	70	74	79⬇	75⬇	81	80⬇	80	
	2016	74	75	76	74	73	83	84	78	84	83	
Non-commissioned officers or senior/chief petty officers directly in charge of your unit	2018	61	64	55⬇	63	62	73	74	74⬆	72	72	
	2016	64	67	62	65	61	74	77	68	76	75	
Commissioned officers directly in charge of your unit	2018	59⬇	61⬇	51⬇	61	62	73⬇	75	74⬆	70⬇	72⬇	
	2016	65	71	63	63	62	75	79	69	75	78	
Midshipmen leaders	2018	45⬇	50⬇	35⬇	48	47⬇	56⬇	52⬇	50⬇	61⬆	58⬇	
	2016	54	59	44	55	59	67	65	58	70	75	
Military/uniformed academic faculty	2018	43⬇	44⬇	36⬇	47	43	58⬇	57	56	59	59⬇	
	2016	51	56	46	53	48	61	61	56	59	66	
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	40	41	31	46	43	54⬇	54⬇	47	57	56⬇	
	2016	42	46	35	43	42	58	60	49	57	65	
Club team officer representatives/advisors	2018	37⬇	36⬇	32	43	39	54⬇	52⬇	50	55	56⬇	
	2016	44	47	39	47	44	58	59	49	59	64	
Civilian academic faculty	2018	36⬇	34⬇	30⬇	43	36⬇	47⬇	46⬇	43	48	49⬇	
	2016	41	42	35	44	45	51	52	47	52	55	
Club team coaches and trainers	2018	34⬇	34⬇	26	41	35	48⬇	49⬇	42	49	53⬇	
	2016	38	42	32	42	38	54	56	45	54	63	
Intercollegiate (NCAA/Division I) coaches and trainers	2018	33⬇	35⬇	23⬇	42	32⬇	44⬇	46⬇	38⬇	45⬇	47⬇	
	2016	39	45	32	40	40	53	55	44	53	61	
Intramural officer representatives/advisors	2018	33	35⬇	24	42	33	51⬇	49⬇	45	56	54⬇	
	2016	37	41	30	37	39	56	57	49	55	63	
Midshipmen not in appointed leadership positions	2018	32⬇	30⬇	24⬇	37	37⬇	44⬇	40⬇	38⬇	49⬇	50⬇	
	2016	38	38	34	36	44	54	48	46	58	65	
Intramural coaches and trainers	2018	32	31⬇	24	42	32	48⬇	45⬇	43⬇	50	54⬇	
	2016	35	40	28	34	37	54	55	49	54	61	
Physical education instructors	2018	28	27	21	34	31	44⬇	44⬇	39⬇	47	47⬇	
	2016	29	30	22	33	32	49	49	44	50	57	

Note. Q92. Margins of error range from ±1% to ±6%

Percentage of all USNA midshipmen

Perceptions of Culture at USNA

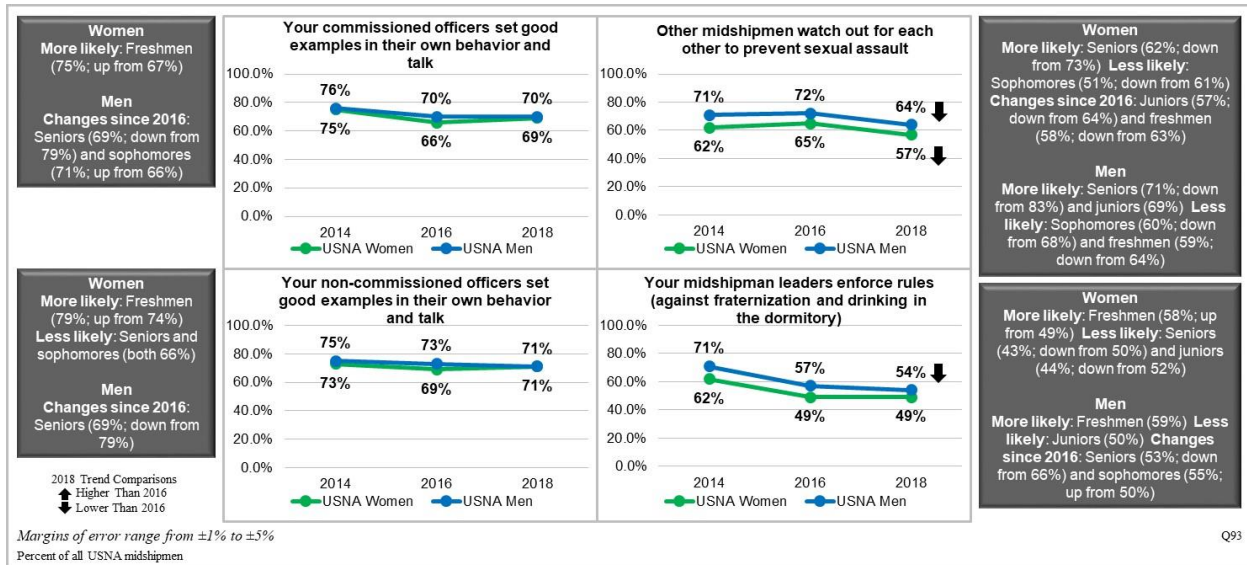
There are many other cultural factors that affect USC, sexual harassment, and reporting at USNA. This section will discuss several factors including perceptions surrounding rape myths, perceptions of leadership and peers, and overall deterrents to reporting. Results are discussed by gender and class year, when results are available. For some questions, data are shown from 2012 and 2014 in addition to trend data from 2016.

Perceptions of USNA Leadership and Midshipmen Setting Good Examples

The majority of midshipmen indicated that there is a generally healthy culture at USNA. Specifically, the vast majority indicated commissioned officers and NCOs set good examples in their own behaviors, which was consistent with 2016 (Figure 71). More than half indicated midshipmen watch out for each other to prevent USC, but for both men and women this decreased from 2016. More than half of men and slightly less than half of women indicated that rules are enforced by midshipman leaders, which was consistent for women and down for men from 2016. Although the majority of men and women indicated positive perceptions about individuals at the Academy, positive responses by men were significantly lower than 2016 for all items when describing midshipman leadership. Responses were also significantly lower from 2016 for women and men regarding whether midshipman look out for each other. Male and female seniors were more likely to indicate that midshipmen looked out for each other, whereas sophomores were less likely, and perceptions were lower than 2016 across most class years. This is mirrored in the perception of midshipman leaders enforcing the rules, where both freshman men and women were more likely to indicate that rules were enforced by their midshipman leaders, whereas junior men and junior and senior women were less likely.

Figure 71.

Perceptions of USNA Leadership and Midshipmen Setting Good Examples to a Large Extent



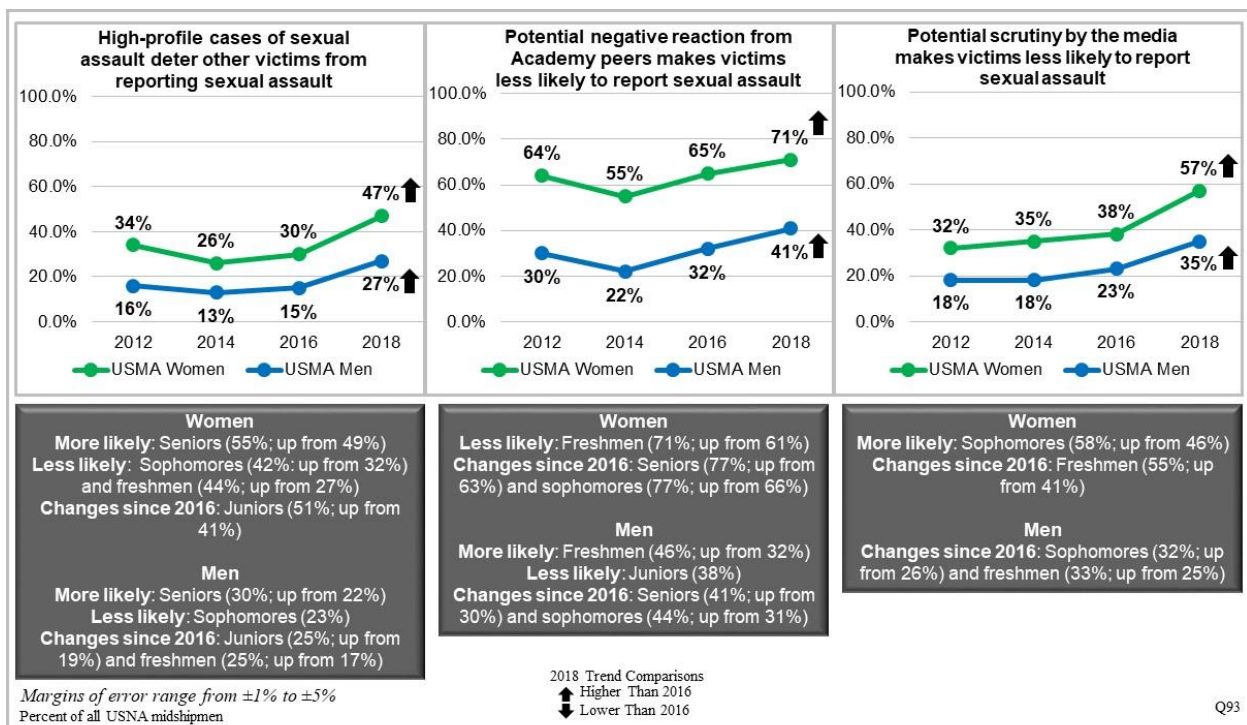
Deterrents to Reporting Sexual Assault

As discussed in the USC section of this chapter, the majority of students who experienced USC since June 2017 chose not to report it, specifically, 96% of men and 89% of women. As mentioned previously, 4% of USNA men and 11% of USNA women reported the USC they experienced. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize and remove these barriers.

Men and women were asked about three factors that potentially dissuade reporting of USC: negative reaction from peers, media scrutiny, and high-profile cases of sexual assault (Figure 72). About three-fourths of women and slightly more than two-fifths of men indicated that negative reactions from Academy peers make victims less likely to report USC. Nearly half of women and more than one-quarter of men indicated that high-profile cases of sexual assault deter victims from reporting. Additionally, more than half of women and slightly less than one-third of men indicated they believe that media scrutiny potentially deters victims from reporting.

Men and women indicated conflicting beliefs by class year. Freshman women were less likely to indicate that they think negative peer reactions contributed to less reporting and freshman men were more likely. For both men and women, seniors were more likely to indicate that high-profile cases of sexual assault impacted reporting than underclassmen. For women, sophomores were more likely to indicate that media scrutiny deters reporting to a large extent, whereas all class years for men were consistent for this measure. Indication that each of these factors deterred reporting to a large extent was significantly higher from 2016 for men and women, with all class years either increasing or remaining consistent.

Figure 72.
Deterrents to Reporting Sexual Assault for USNA Midshipmen



Rape Myths and Victim Blaming Occurring at the Academy

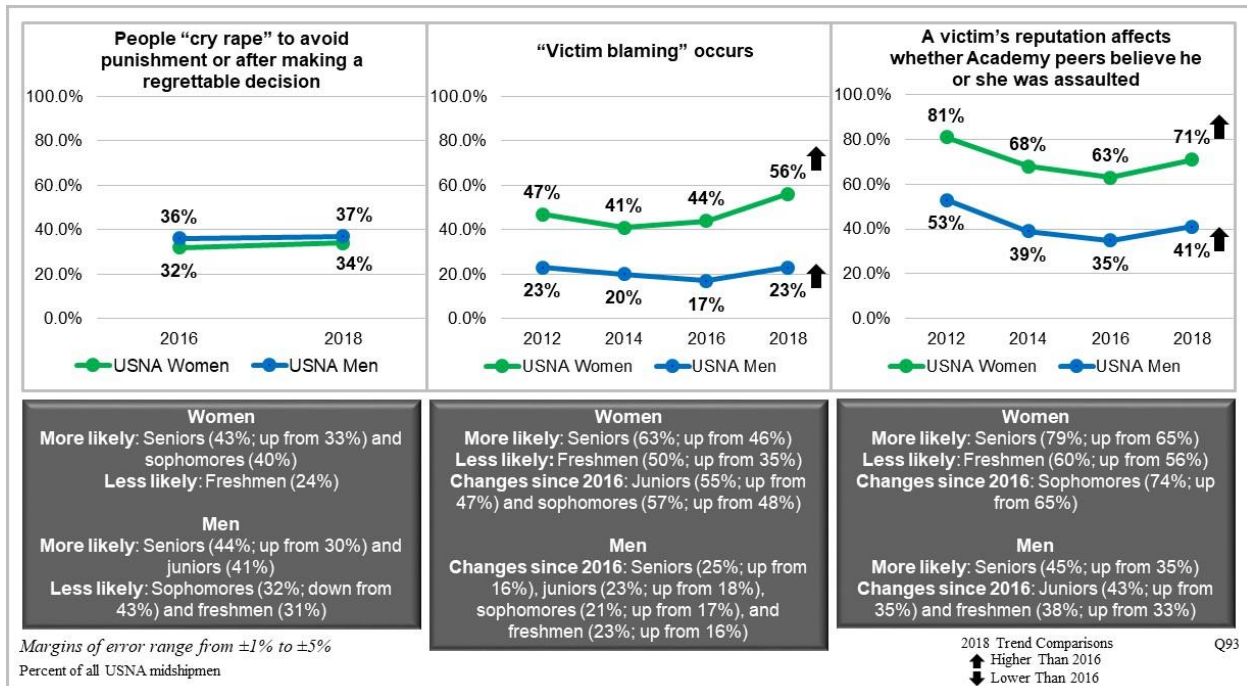
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Midshipmen were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another

incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors contribute to a victim's reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, midshipmen's beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that "victim blaming" occurs to a large extent and nearly three-fourths of women indicated that a victim's reputation affects whether the victim is believed (Figure 73). There was also an increase from 2016 in the proportion of men who indicated these issues occurred to a large extent, but to a lesser degree than women; 23% to 41% of men, respectively, indicated these issues happened to a large extent. Of note, a comparable proportion (approximately more than one-third) of men and women claimed that people "cry rape" after making a regrettable decision to a large extent, which was consistent with indications from 2016. Differences by class year were present, with senior men and women more likely to indicate these perceptions are prevalent at the Academy, whereas freshmen were often less likely.

Figure 73.

Perceptions of Rape Myths and Victim Blaming Occur at USNA to a Large Extent

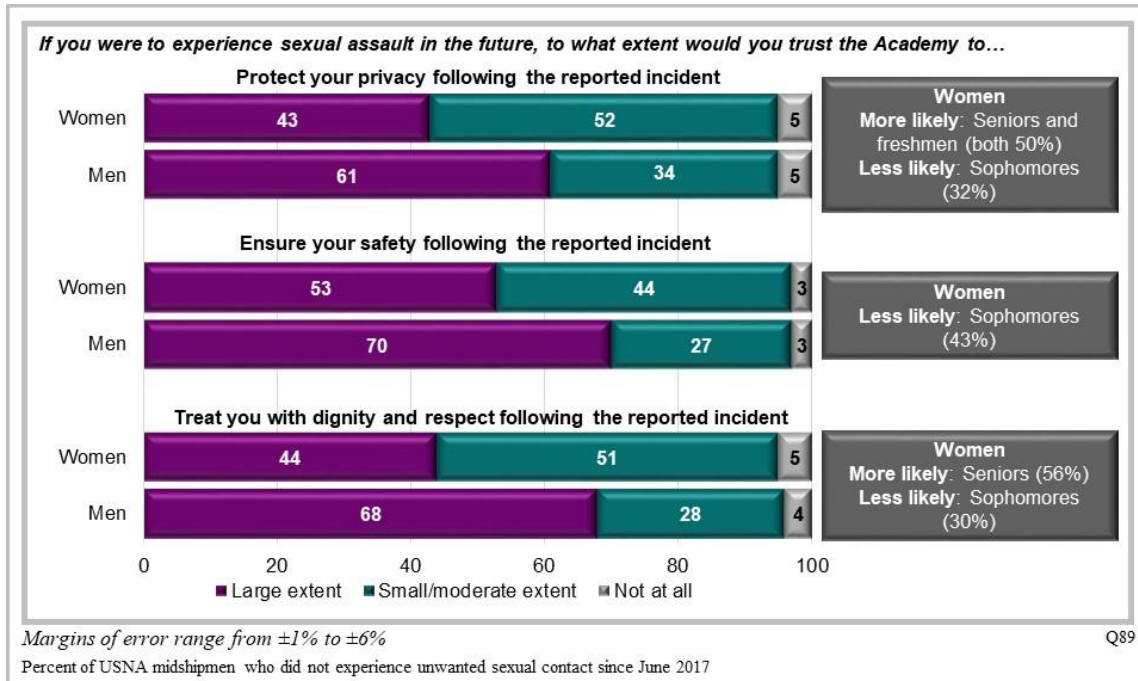


Trust in the Academy

The vast majority of USNA men and women who did not experience USC since June 2017 indicated having some level of trust, either a moderate/small or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 74). However, this trust varied by gender. The majority of men trusted the Academy to a large extent across all three categories. However,

women were more likely to have lower levels of trust to a large extent compared to men: close to 20 percentage points lower for all three categories. Estimates for midshipmen that indicated that they did not trust the Academy at all were very low for both men and women. With regard to differences between class years, senior women were more likely to indicate that they trust the Academy to a large extent to protect their privacy and treat them with dignity and respect, whereas sophomore women were less likely to have high levels of trust across all three items compared to women in the other class years. These items were new in 2018.

Figure 74.
Trust in the Academy for USNA Midshipmen



Chapter 4:

United States Air Force Academy (USAFA)

This chapter provides findings from the *2018 Service Academy Gender Relations Survey (2018 SAGR)* for the United States Air Force Academy (USAFA). Administration of the *2018 SAGR* took place on site at USAFA from April 9–13, 2018.⁴⁰ Of the 4,156 cadets at the Academy who were eligible to take the survey, 2,715 provided responses (839 women, 1,876 men), resulting in a response rate of 65% (77% for women, 61% for men).

This chapter provides topline findings for women and men at USAFA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years by gender on the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.⁴¹ When data are not reportable for USAFA men, only results for USAFA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to gauge experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact.” This measure is based on specific behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault. The unwanted sexual contact (USC) rate reflects the estimated percentage of USAFA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

In many instances of USC, survivors experience a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors, responses were coded to create three hierarchically constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

⁴⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

⁴¹ Further details are provided in Chapter 1.

- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

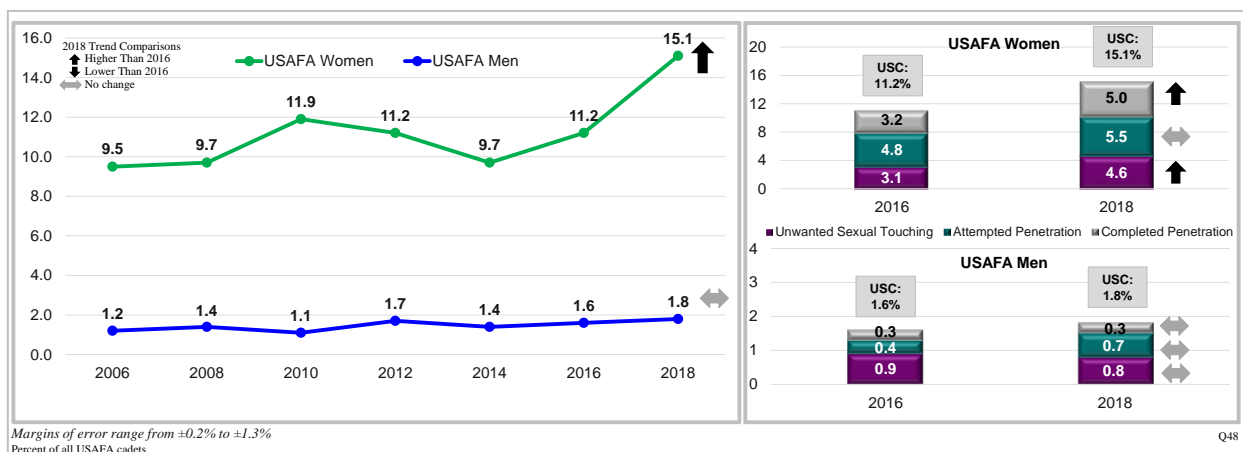
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

Estimated Past Year Unwanted Sexual Contact Rate

15.1% of USAFA women experienced USC since June 2017, which increased from 2016, reaching the highest level since tracking began (Figure 75). This rate is comprised of an estimated 5.0% of USAFA women who experienced *completed penetration*, 5.5% who experienced *attempted penetration*, and 4.6% who experienced *unwanted sexual touching*. Unwanted sexual touching and completed penetration increased compared to 2016 for USAFA women, whereas attempted penetration remained statistically unchanged.

1.8% of USAFA men experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 75). This rate is comprised of an estimated 0.3% of USAFA men who experienced *completed penetration*, 0.7% who experienced *attempted penetration*, and 0.8% who experienced *unwanted sexual touching*, all of which were unchanged from 2016.

Figure 75.
Estimated Past Year Unwanted Sexual Contact Rate for USAFA



USC rates for each class year are displayed in Figure 76. As shown, the increase in USC among USAFA women was driven by an increase among juniors. In 2018, both juniors and sophomores

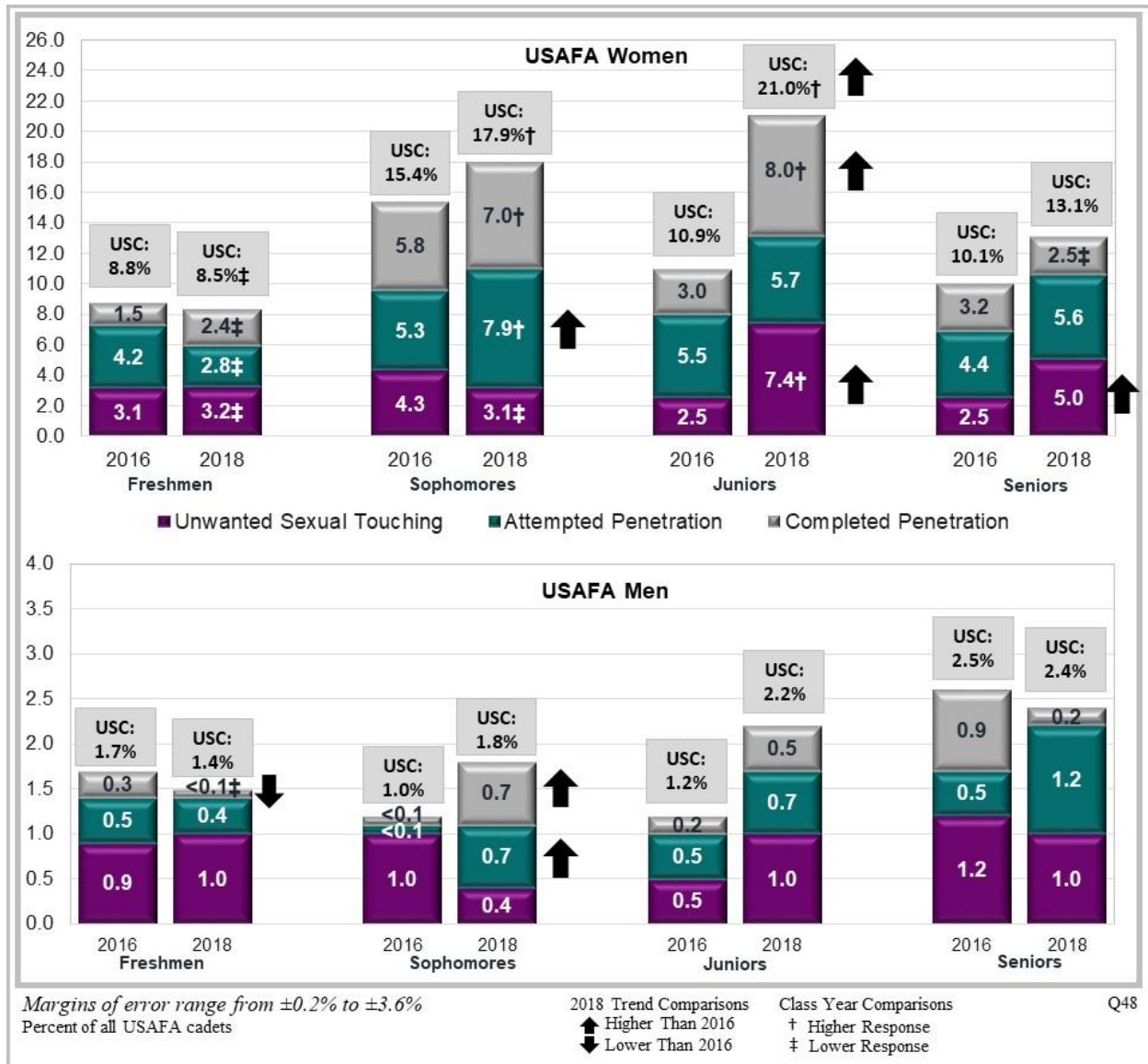
were more likely to experience USC since June 2017 compared to women in other class years, whereas freshmen were less likely.

Differences between class years for USAFA women were found for types of USC experienced. Freshman women were less likely than women in other class years to experience all three types of USC. In addition, sophomore women were less likely to experience unwanted sexual touching but more likely to experience attempted or completed penetration compared to women in other class years. Senior women were less likely to experience completed penetration compared to women in other class years, while junior women were more likely. Compared to rates in 2016, significant increases were found for junior and senior women who experienced unwanted sexual touching, sophomore women who experienced attempted penetration, and junior women who experienced completed penetration.

Few differences were found for men by class year, with freshman less likely to experience completed penetration compared to men in other class years. With regard to changes since 2016 for USAFA men, rates for sophomores who experienced attempted penetration or completed penetration increased, whereas rates for completed penetration for freshmen decreased.

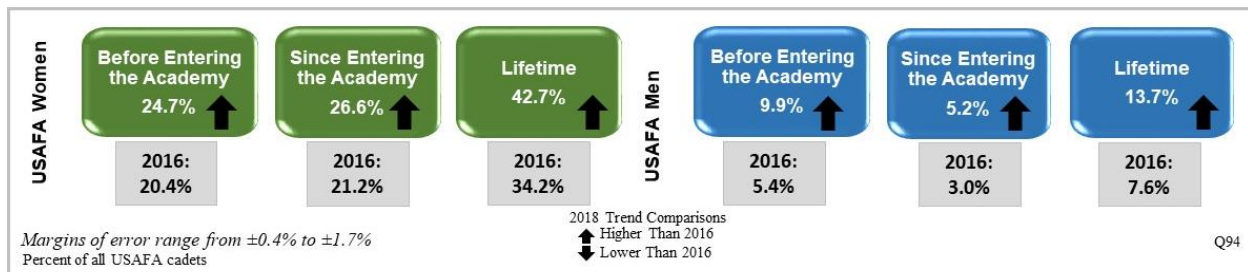
Figure 76.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USAFA by Gender and Class Year

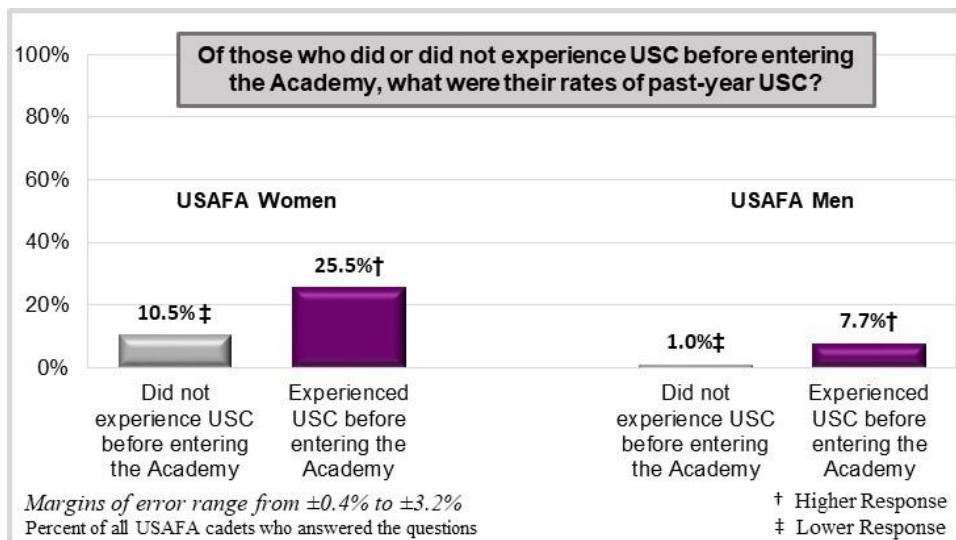


Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime

The behaviorally based items for USC before entering the Academy, since entering the Academy (including within the past year), and lifetime prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 77, rates for women and men who experienced USC **before entering the Academy, since entering the Academy** (including in the past year), and in their **lifetime** increased compared to 2016.

Figure 77.***Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime for USAFA******Risk of Re-victimization***

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, survivors are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not cadets had experienced USC before entering the Academy. As shown in Figure 78, both USAFA women and men who experienced USC prior to entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 78.***Risk of Re-Victimization for USAFA***

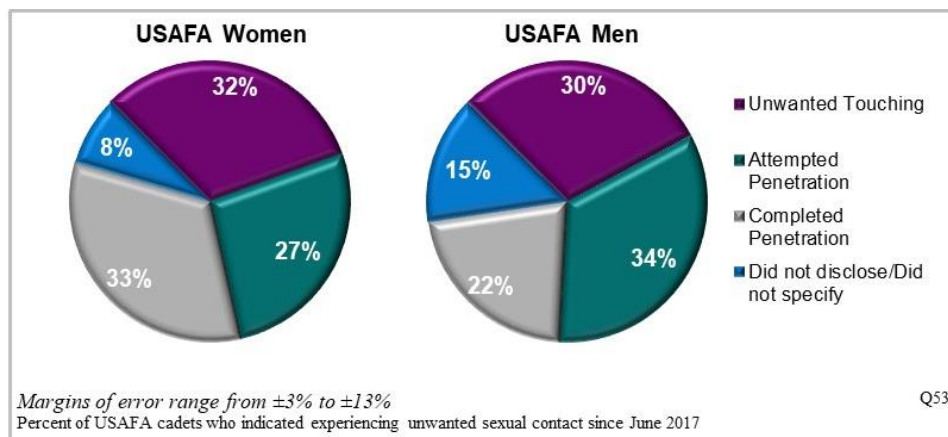
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 15.1% of USAFA women and 1.8% of USAFA men who experienced USC since June 2017⁴² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).⁴³ In addition to the behavior involved in the one situation, cadets were asked details regarding who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behavior in the One Situation of Unwanted Sexual Contact (USC)

To calculate the behaviors involved in the most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 15.1% of USAFA women who experienced USC since June 2017, they were almost equally split into thirds for the behavior that was involved in the most serious situation. Of the 1.8% of USAFA males who experienced USC since 2017, about one-third indicated that the most serious behavior experienced was either attempted penetration or unwanted sexual touching, whereas a little less than one-quarter indicated the most serious behavior experienced was completed penetration (Figure 79).

Figure 79.
Behavior Experienced in USC One Situation for USAFA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USAFA women in Figure 80 and men in Figure 81. The majority of women indicated the one situation was performed by one male, who was an Academy student, and typically someone the victim knew from class or another activity. Compared to 2016, women who indicated the alleged

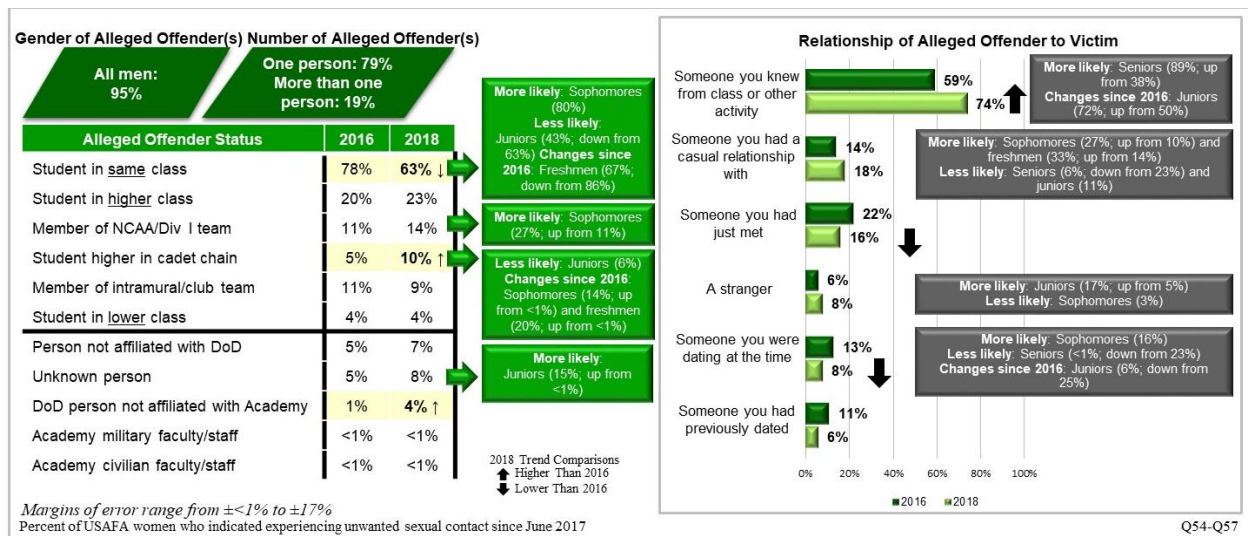
⁴² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

⁴³ Although some cadets may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event are asked.

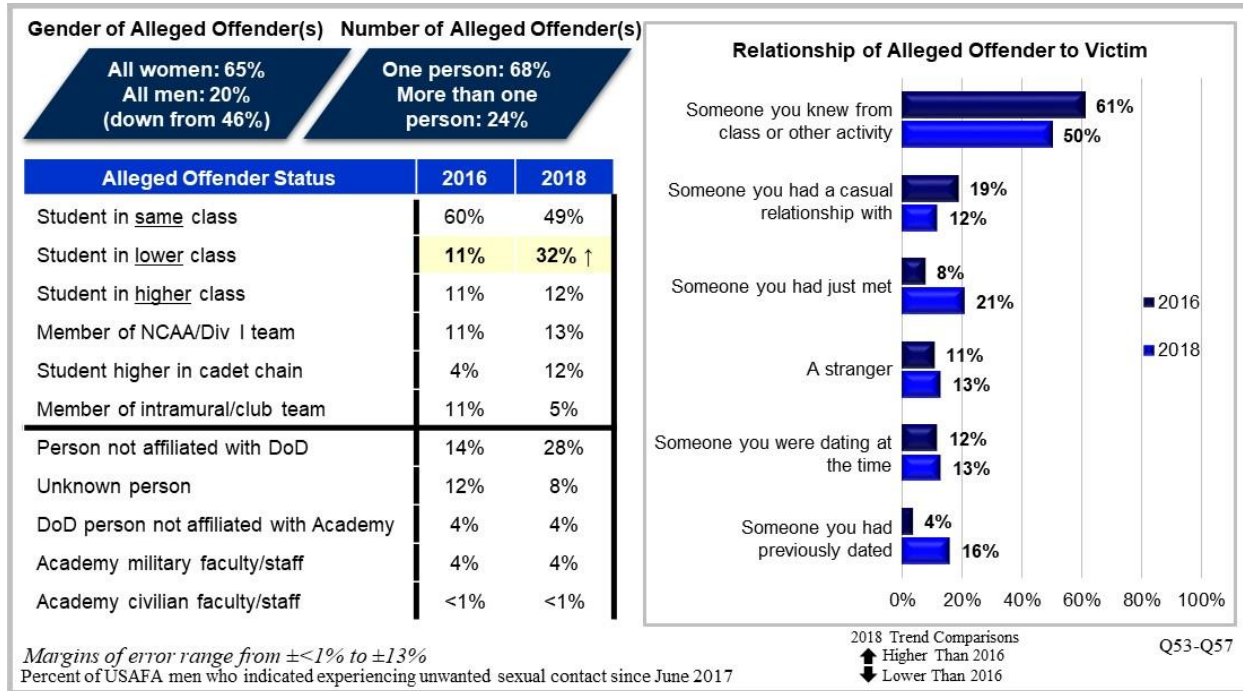
offender was someone they knew from class or another activity increased (led by an increase for senior and junior women), whereas those who indicated the alleged offender was someone they had just met or were currently dating decreased (led by decreases for senior and junior women). Overall, the majority of women across class years indicated they knew the alleged offender from class or another activity; however, underclassmen were more likely than women in other class years to indicate the alleged offender was someone with whom they had a casual relationship (which increased for both sophomores and freshmen compared to 2016). Of note, junior women increased from 2016 in indicating the alleged offender was an unknown person.

Figure 80.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Women



As seen in Figure 81, just over two-thirds of men indicated the one situation was perpetrated by one person and about two-thirds of men indicated the alleged offender was female. The majority of men indicated the alleged offender was an Academy student, specifically approximately half indicated the alleged offender was in the same class year. Overall, the majority of men knew their alleged offender, with half of men indicating the alleged offender was someone they knew from class or another activity. Of note, USAFA men were more likely than USAFA women to indicate the alleged offender was a person not affiliated with the DoD.

Figure 81.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Men*****Where: Location and Context*****USAFA Women***

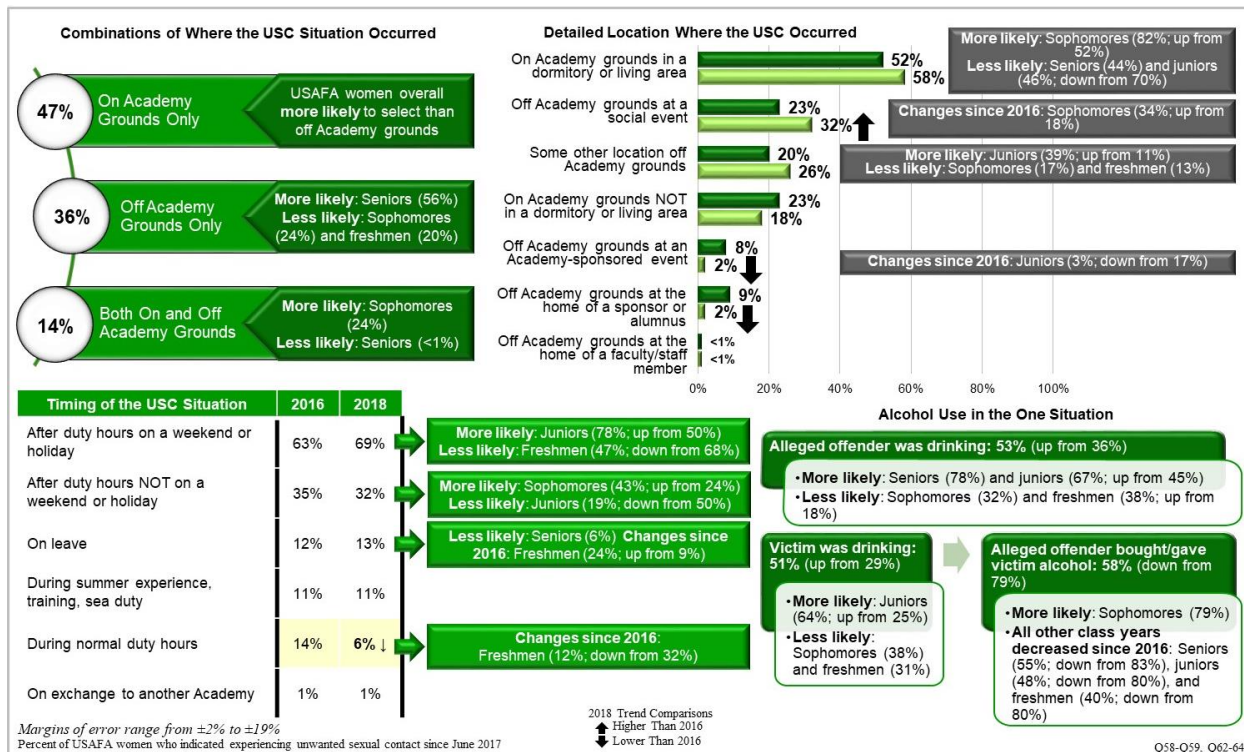
An overview of where and in what context the one situation occurred is highlighted in this section for USAFA women. With regard to where the one situation occurred, just under half of USAFA women indicated the situation occurred on Academy grounds only, whereas a little more than one-third indicated the situation occurred off Academy grounds only, and fewer (14%) indicated the situation occurred both on and off Academy grounds (Figure 82). Analysis of estimates found that locations where USC occurred varied between class years. Specifically, senior women were more likely to indicate the situation occurred off Academy grounds only compared to women in other class years, whereas sophomores and freshmen were less likely. Sophomore women were more likely than women in other class years to indicate the situation occurred both on and off Academy grounds, whereas seniors were less likely.

The most endorsed location for where the USC occurred was on Academy grounds in a dormitory or living area, with endorsement by more than half of women, followed by approximately one-third indicating the USC occurred off Academy grounds at a social event (which increased from 2016 overall for women, as well as specifically for sophomores). Class year differences were also observed among USAFA women for these locations. Specifically, sophomore women saw an increase in situations that occurred on Academy grounds in a dormitory or living area compared to 2016 and were more likely than women in the other class years to endorse this option, whereas junior women saw a decrease in endorsement compared to 2016 and were less likely to endorse (along with seniors). Junior women saw an increase in

situations occurring at some other location off Academy grounds compared to 2016, and they were more likely than women in the other class years to endorse this option, whereas sophomore and freshman women were less likely.

More than two-thirds of USAFA women indicated the USC occurred after duty hours on a weekend or a holiday, whereas about one third indicated it occurred after duty hours not on a weekend or holiday (i.e., after hours on a weekday). Class year differences emerged with regard to timing of the situation, especially for junior women, who were more likely than women in other class years to indicate the situation occurred after duty hours on weekends or holidays (an increase since 2016) and they were less likely than women in other class years to indicate the situation occurred after hours on a weekday (a decrease since 2016). This is in line with findings from previous qualitative research, which noted that upperclassmen at USAFA were more likely to find themselves in unwanted or problematic situations off campus (Barry et al., 2017). The reverse finding was found for underclassmen. Freshmen were less likely than women in other class years to experience USC after duty hours on weekends or holidays (a decrease since 2016), and sophomores were more likely than women in other class years to indicate the situation occurred after hours on a weekday (an increase since 2016).

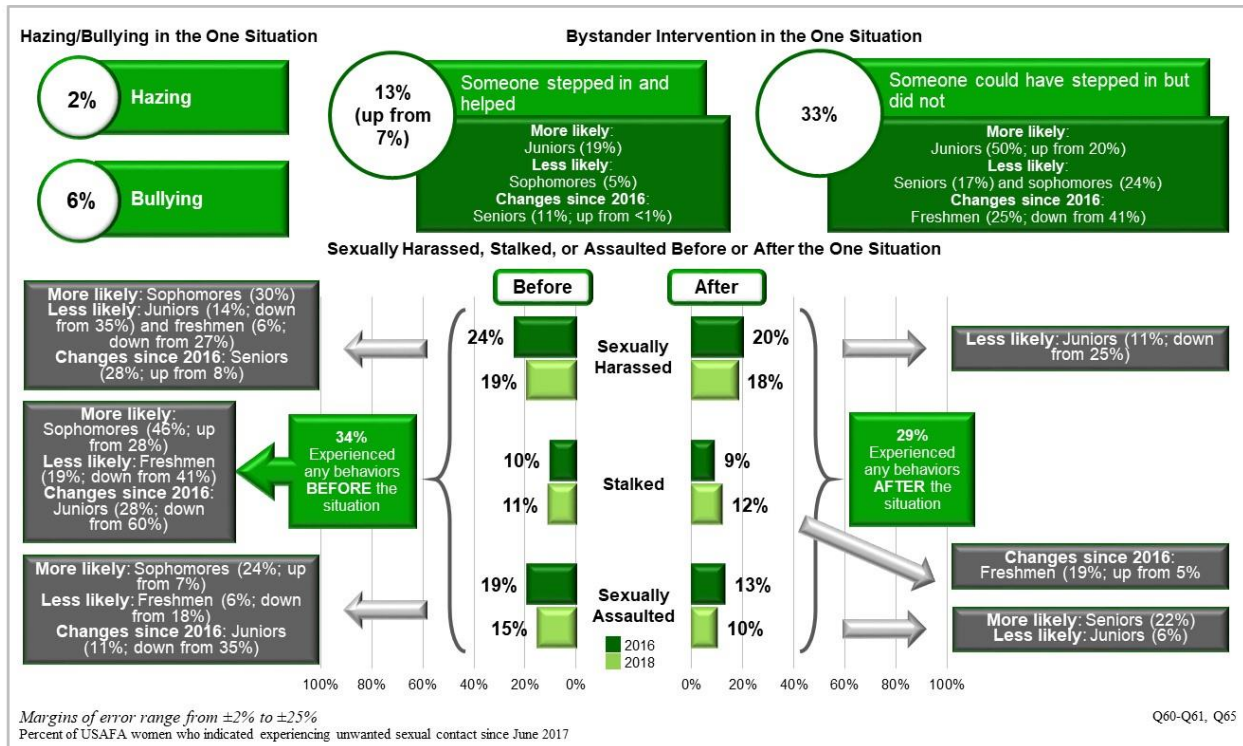
Alcohol use by the alleged offender and victim during the one situation increased since 2016 for USAFA women overall, which were led by increases among juniors. Comparisons of class year found differences between upper- and underclassmen. Upperclassmen were more likely than underclassmen to indicate the alleged offender had been drinking. With regard to the victim drinking during the situation, junior women were more likely to indicate they had been drinking at the time of the incident, whereas underclassmen were less likely. Of those who indicated they were drinking at the time of the situation, more than half indicated the alleged offender had bought or given them alcohol, which decreased since 2016 for USAFA women overall and for all class years, except for sophomore women who were more likely to indicate the alleged offender bought or gave them alcohol compared to women in the other class years.

Figure 82.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Women***

To add additional context to the one situation, students were asked if they thought their situation involved hazing or bullying, if someone else was present that could have helped, and whether the offender sexually harassed, stalked, or assaulted them before or after this event. As seen in Figure 83, of women who experienced USC, hazing and bullying was rarely involved in the one situation. During the one situation, a little more than one-tenth of women indicated there was someone else present who stepped in to help, which was up from 2016, specifically for seniors. Junior women were more likely than women in other class years to indicate someone else was present who stepped in, whereas sophomore women were less likely. About one-third of women indicated there was someone else present, but that person did not step in to help, with juniors more likely to endorse this option (an increase from 2016) and seniors and sophomores less likely.

About one-third of women were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, which increased for sophomores and decreased for juniors and freshmen since 2016. Compared to other class years, sophomore women were more likely to indicate these behaviors happened before the one situation, specifically experiencing sexual harassment or sexual assault (which increased from 2016), whereas freshmen were less likely (which decreased for both behaviors from 2016). More than one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation.

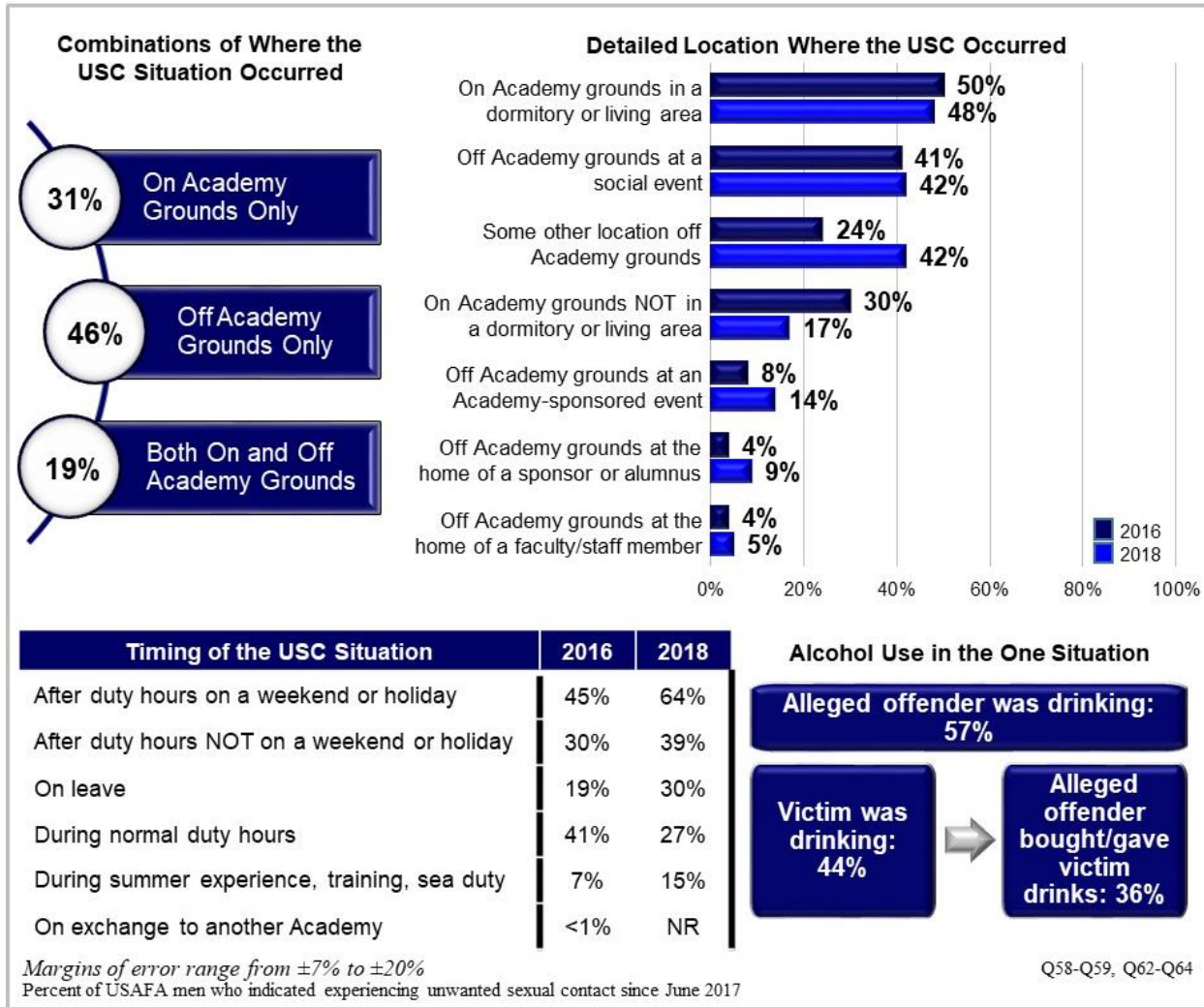
Figure 83.
Context of the USC One Situation for USAFA Women



USAFA Men

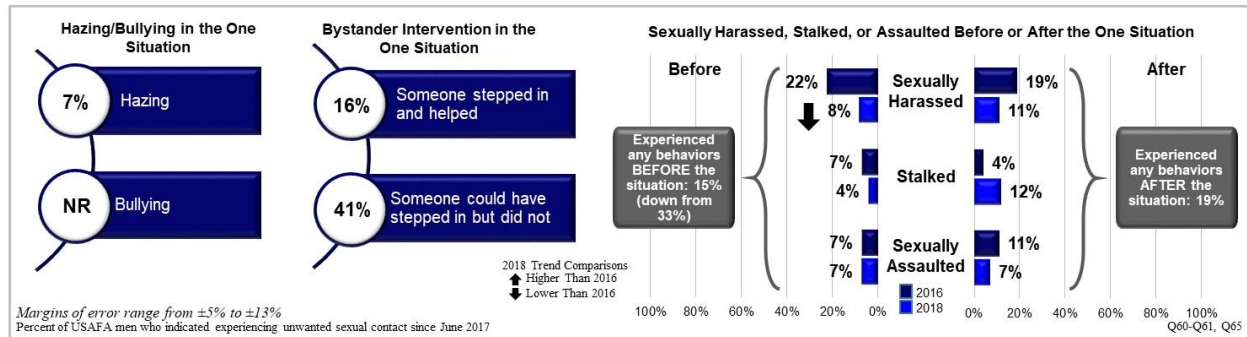
Of the men who experienced USC, a little less than one-third indicated the situation occurred on Academy grounds only, whereas a little less than half indicated it occurred off Academy grounds only, and about one-fifth indicated it occurred both on and off Academy grounds (Figure 84).⁴⁴ With regard to specific locations on and off Academy grounds, the most endorsed location for men was on Academy grounds in a dormitory or living area, followed by off Academy grounds at a social event. About two-thirds of USAFA men indicated the USC occurred after duty hours on a weekend or a holiday, whereas more than one-third indicated it occurred after duty hours not on a weekend or holiday. For men, alcohol use in the one situation (either by the victim or alleged offender) remained unchanged since 2016, with more than half indicating the alleged offender had been drinking during the one situation and a little less than half indicating they had been drinking at the time of the incident. Of men who had been drinking, more than one-third indicated the alleged offender bought or gave them alcohol to drink.

⁴⁴ Breakouts by class year were not reportable for USAFA men.

Figure 84.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Men***

Contextually, few men indicated they would describe the USC one situation as involving hazing (Figure 85). Similarly, less than one-fifth indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation (a decrease since 2016). However, less than one-fifth of men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the assault. Less than one-fifth of men indicated that there was someone else present who stepped in to help during the one situation, whereas a little more than two-fifths indicated there was someone else present during the one situation who did not step in to help.

Figure 85.
Context of the USC One Situation for USAFA Men

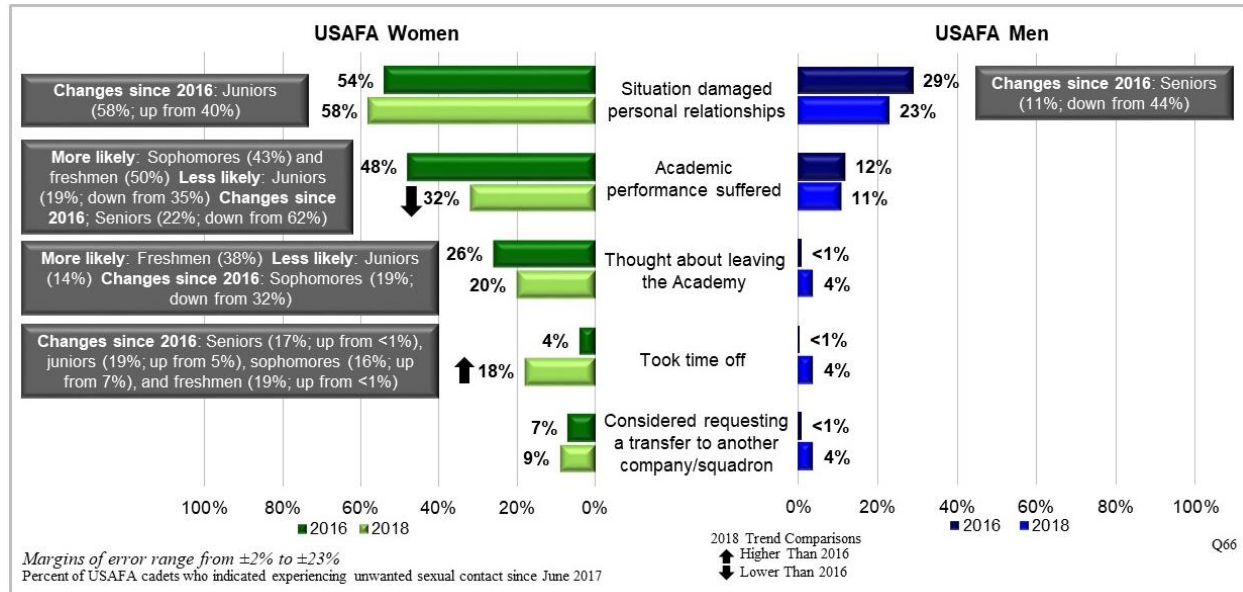


Actions Following the USC One Situation

Cadets who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience officially. This section examines what happened after the one situation occurred, including whether they reported the incident, why they did or did not choose to report the incident, and negative reactions from peers and/or leadership.

As seen in Figure 86, the most frequent consequence of USC for USAFA women was experiencing damage to their personal relationships (which increased for juniors from 2016). Compared to 2016, more women indicated they took time off (which increased for all class years), but fewer women indicated their academic performance suffered as a result of the USC event (led by a decrease for juniors and seniors). Compared to the other class years, freshman women were more likely to indicate that they thought about leaving the Academy or to indicate that their academic performance suffered, whereas junior women were less likely. Like women at USAFA, the most frequent consequence of USC for USAFA men was experiencing damage to their personal relationships.

Figure 86.
Actions Following the USC One Situation for USAFA

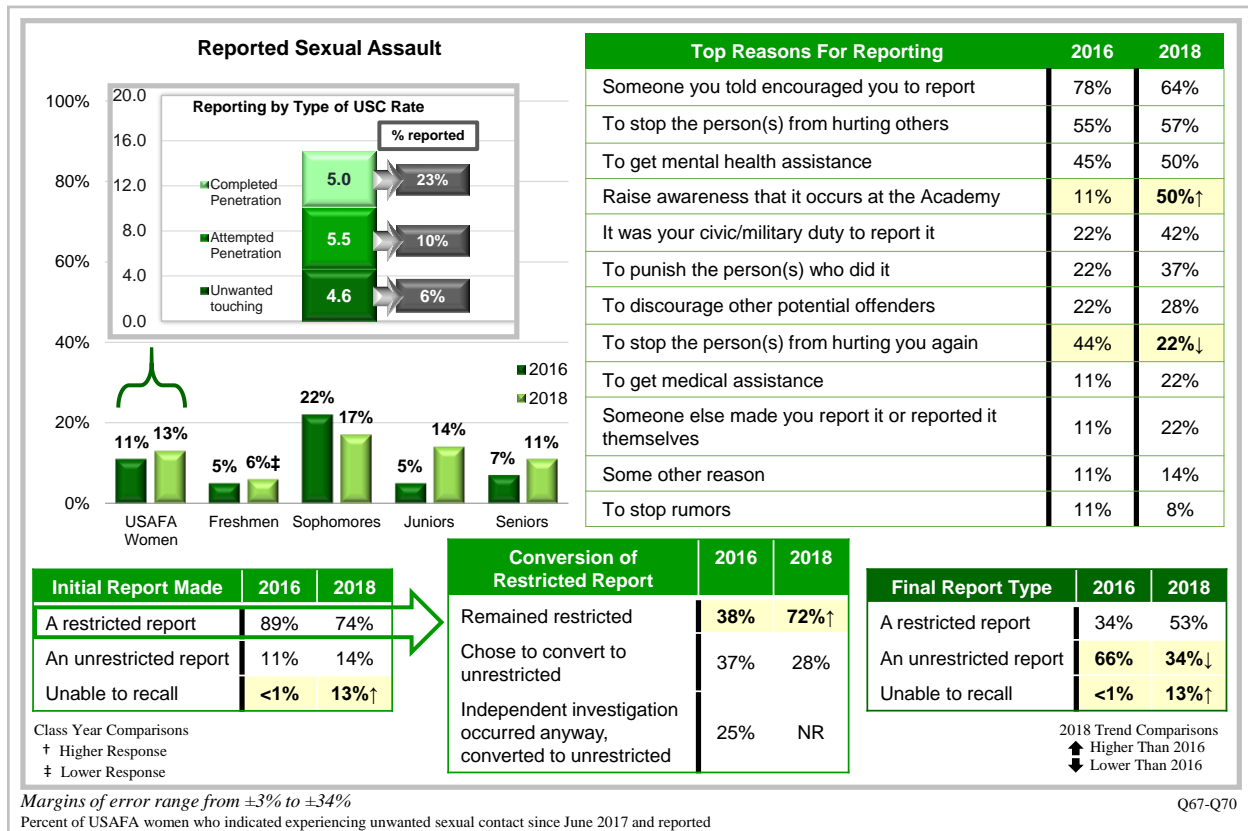


Reporting of Unwanted Sexual Contact⁴⁵

13% of the 15.1% of USAFA women who experienced USC indicated they reported that they were a victim of sexual assault (Figure 87), with freshmen less likely than women in other class years to report. Initially, about three-fourths of women who reported the incident made a restricted report, and a little more than one-tenth made an unrestricted report or were unsure about what type of report they made (an increase from 2016). Of the three-fourths of USAFA women who initially made a restricted report, a little more than one-quarter of women indicated their restricted report was converted to unrestricted. Therefore, approximately half indicated their final report type was restricted, and approximately one-third indicated their final report type was unrestricted, which was down from 2016. The top four reasons for reporting included someone encouraged them to report, to stop the person(s) from hurting others, to get mental health assistance, and to raise awareness that it occurs at the Academy (an increase from 2016).

⁴⁵ Results for USAFA men are not reportable.

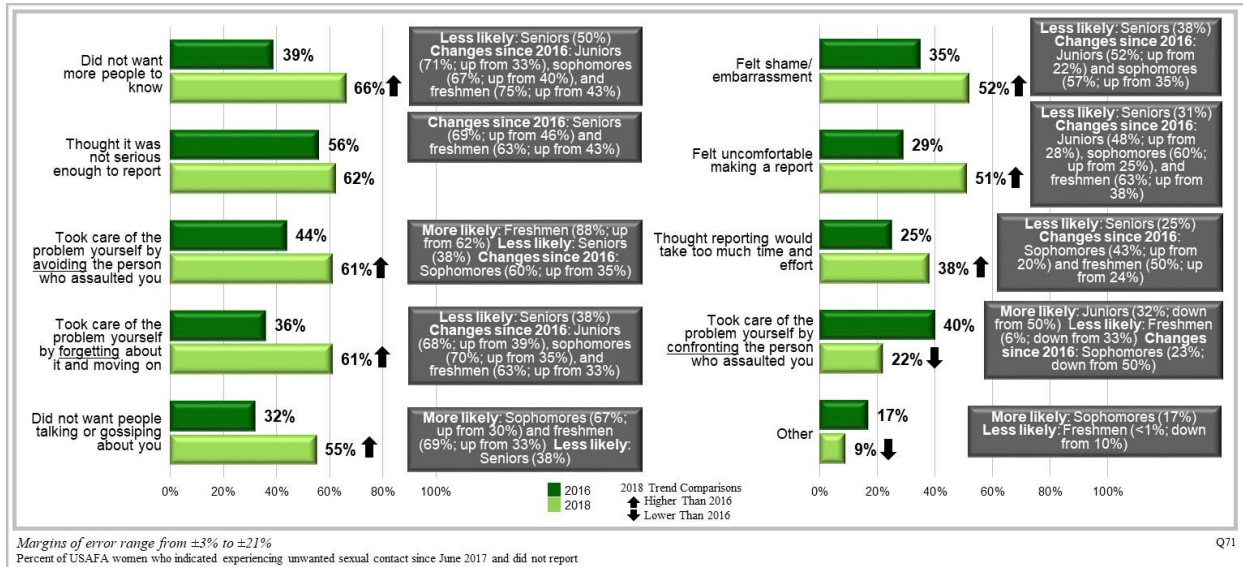
Figure 87.
Reporting the One Situation for USAFA Women



Reasons for Not Reporting Unwanted Sexual Contact

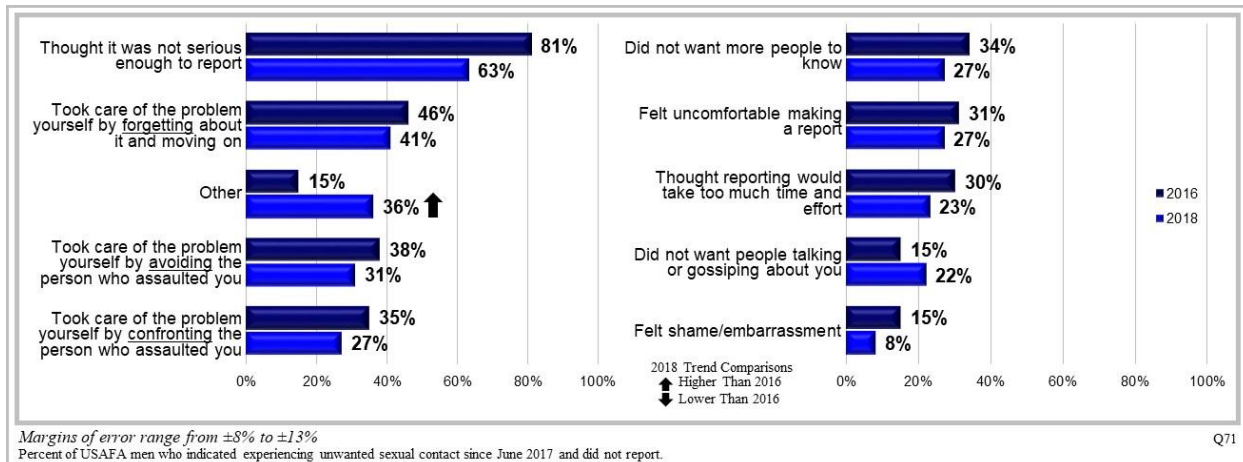
Of the 15.1% of USAFA women who experienced USC, 87% chose not to report their experience of USC. When asked why they chose to not report, the top four reasons included that they did not want more people to know, they thought it was not serious enough to report, they took care of the problem themselves by avoiding the person who assaulted them, or they took care of the problem themselves by forgetting about it and moving on. There were large increases in reasons for not reporting for women overall in 2018 compared to 2016. Differences for women across class years are shown in Figure 88.

Figure 88.
Reasons for Not Reporting USC for USAFA Women



For USAFA men, the top four reasons for not reporting the USC one situation differed from the reasons for women (Figure 89). Of USAFA men who experienced USC and chose not to report the situation, the top endorsed reasons were that they thought it was not serious enough to report the situation, they took care of the problem themselves by forgetting about it and moving on, avoided the person who assaulted them, or some other reason (which increased since 2016).

Figure 89.
Reasons for Not Reporting USC for USAFA Men



Negative Outcomes of Experiencing Unwanted Sexual Contact⁴⁶

Experiencing USC is often damaging in and of itself, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, and friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

Measures of ***professional reprisal, ostracism, and other negative outcomes⁴⁷*** are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data presented in this section are out of USAFA women who experienced USC in the past year and reported it (13% of the 15.1% of USAFA women who experienced USC). Due to small percentages, many findings in this section are not reportable, including all data for USAFA men.

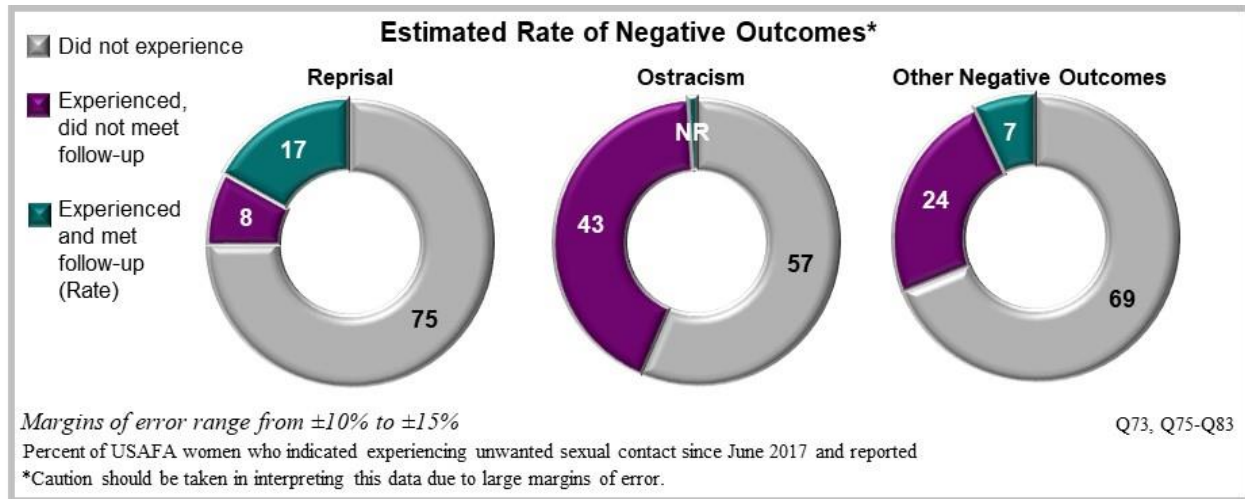
The ***estimated rate of professional reprisal*** is a summary measure reflecting whether students indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 90, one-tenth of USAFA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than one-fifth experienced behavior(s) meeting the follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, students experienced negative behaviors from cadet peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 90, about two-fifths of women who experienced and reported USC experienced behaviors consistent with ostracism, but rates were not reportable for women who met the follow-up criteria for the estimated rate of ostracism.

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, students experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. As shown in Figure 90, about one-quarter of USAFA women who experienced and reported USC experienced behaviors consistent with other negative outcomes, but did not meet the follow-up criteria, and less than one-tenth experienced behaviors meeting the follow-up criteria (the estimated rate of other negative outcomes).

⁴⁶ Results were not reportable for USAFA men.

⁴⁷ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 90.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USAFA Females⁴⁸***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines students' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violations (a combination of sexual harassment and/or gender discrimination). The estimated rates are presented by gender and by class year, with significant differences from 2016 noted where applicable.⁴⁹

Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as

⁴⁸ Throughout this report, the term "experienced" is based on cadet's perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

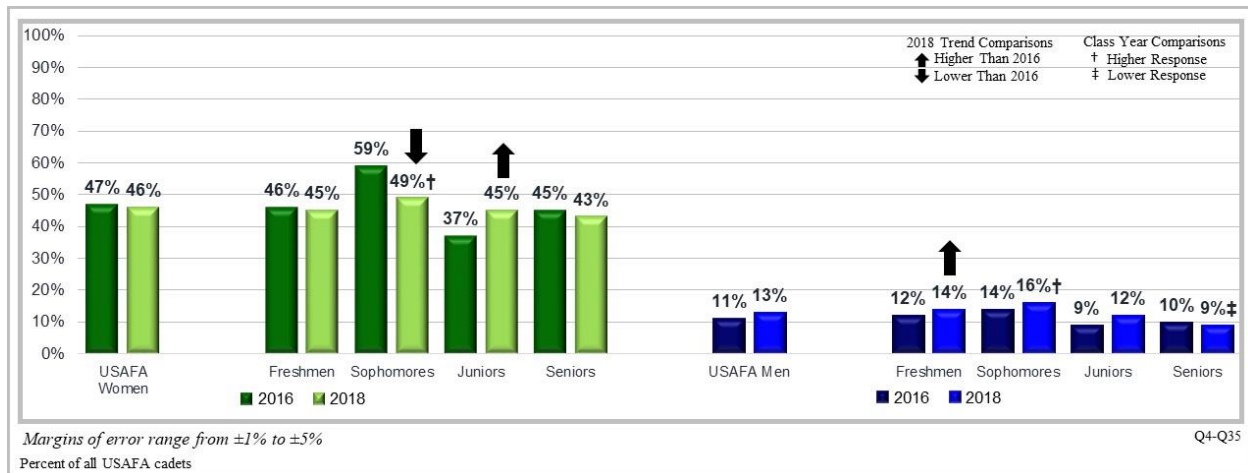
⁴⁹ Measures of sexual harassment and gender discrimination were new in 2016; therefore, trends can only be made between 2018 and 2016.

unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*.

46% of USAFA women met criteria for sexual harassment (Figure 91), which was statistically unchanged from 2016. Sophomores were more likely to experience sexual harassment compared to women in other class years, but showed a decrease from 2016, whereas the rate for junior women increased from 2016.

13% of USAFA men met criteria for sexual harassment, which was statistically unchanged from 2016. Similar to USAFA women, sophomore men were also more likely to experience sexual harassment compared to men in other class years, whereas seniors were less likely. Compared to 2016, the rate for freshman men increased.

Figure 91.
Estimated Sexual Harassment Rates for USAFA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and

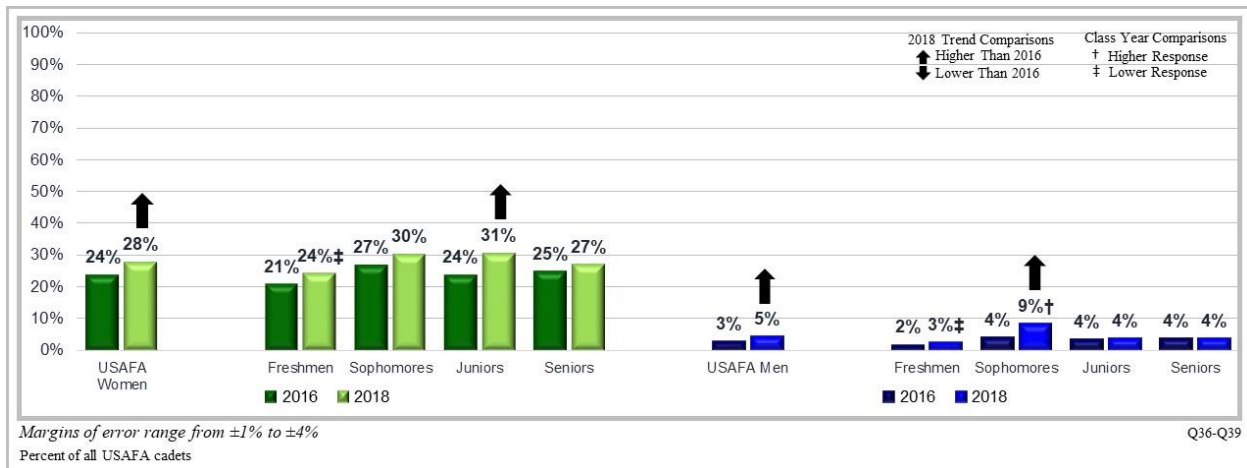
- The student thought the person’s beliefs about someone of his or her gender harmed or limited his or her cadet career.
- Was mistreated, ignored, excluded, or insulted the respondent because of his or her gender, and
 - The respondent thought this treatment ever harmed or limited his or her cadet career.

Of note, gender discrimination was less prevalent than sexual harassment. However, the proportional difference between men and women was similar to that of sexual harassment. For both men and women, freshmen were less likely to experience gender discrimination compared to other class years, whereas sophomore men were more likely. Compared to 2016, rates of gender discrimination were up for junior women and sophomore men.

28% of USAFA women experienced gender discrimination (Figure 92), an increase from 2016 overall, as well as for junior women. Freshmen were less likely to experience gender discrimination compared to women in other class years.

5% of USAFA men experienced gender discrimination, an increase from 2016 overall and for sophomore men. Sophomore men were more likely to experience gender discrimination compared to men in other class years, whereas freshmen were less likely.

Figure 92.
Estimated Gender Discrimination Rates for USAFA



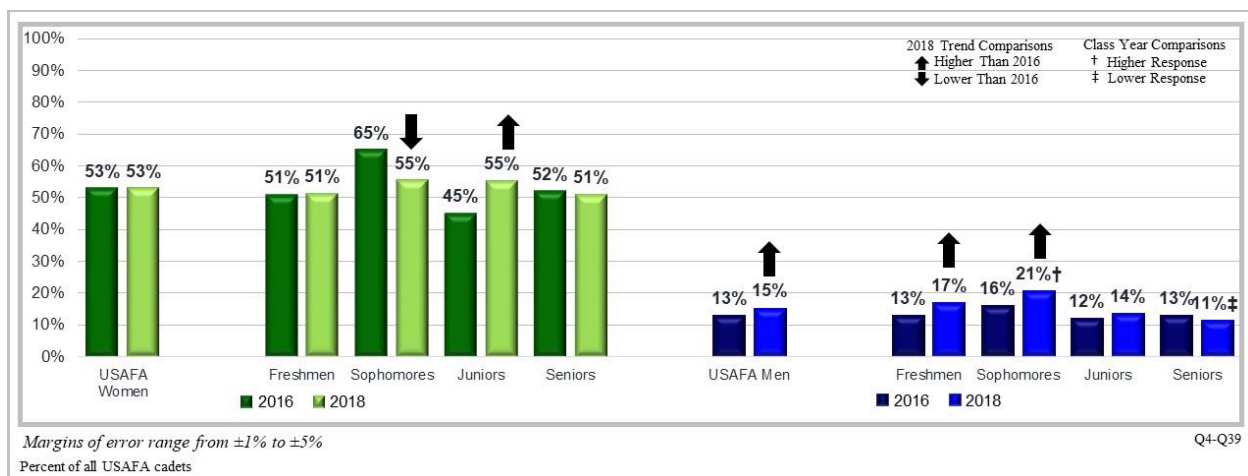
Sex-Based Military Equal Opportunity Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination and meeting the legal requirements. Thus, the estimated sex-based MEO violation rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

53% of USAFA women experienced sex-based MEO violations, which is statistically unchanged from 2016 (Figure 93). There were no differences between class years in 2018, although estimates for junior women increased while estimates for sophomore women decreased from 2016.

15% of USAFA men experienced sex-based MEO violations, which is an increase from 2016 (Figure 93). Sophomores were more likely to experience sex-based MEO violations compared to men in other class years, whereas seniors were less likely. Estimates for sophomore and freshman men were up from 2016.

Figure 93.
Estimated Sex-Based MEO Violation Rates for USAFA



MEO Violations and the Continuum of Harm

Although undesirable on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Military-specific research also supports this connection between unwanted experiences, such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. As described above, about one-third of USAFA women who experienced USC said they experienced an unwanted behavior from the same alleged offender **before** the USC (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or

sexually assaulted them before the situation). This was less often the case for USAFA men who experienced USC, among whom 15% said they experienced an unwanted behavior from the same alleged offender **before** the USC.

In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not. Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 94.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USAFA



As seen in Figure 94, of the USAFA women who experienced sexual harassment, one in four (26.9%) also experienced USC. This is compared to less than one in 19 (5.4%) for USAFA women who did not experience sexual harassment. Of USAFA men who experienced sexual harassment, the USC estimated prevalence rate was around one in 12 (8.2%). This is compared to the estimated prevalence rate of one in 125 (0.8%) for USAFA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violations With the Biggest Effect

To better understand the circumstances involved in their experience, the 53% of USAFA women and 15% of USAFA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding who was the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

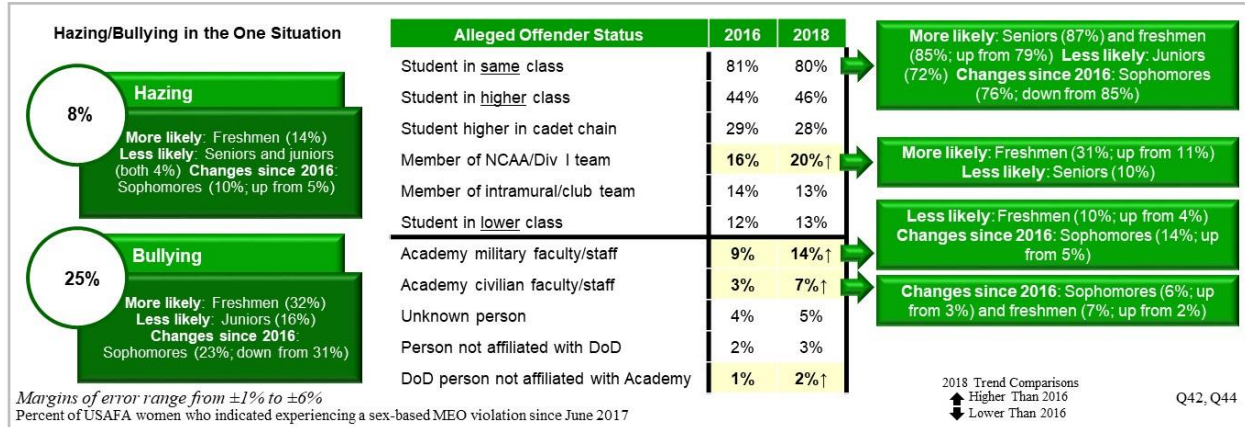
As seen in Figure 95, the majority of women who experienced a sex-based MEO violation in the past 12 months indicated the alleged offender was an Academy student in the same class year. Of note, estimates for women were up from 2016 for those who indicated the alleged offender

was a member of a NCAA/Division I team and/or Academy military faculty (although this proportion was still relatively small at 14%).

Approximately one-quarter of women considered the behavior(s) to be bullying, whereas less than one-tenth indicated the behavior was hazing, with freshmen more likely than women in the other class years to indicate the behavior was hazing.

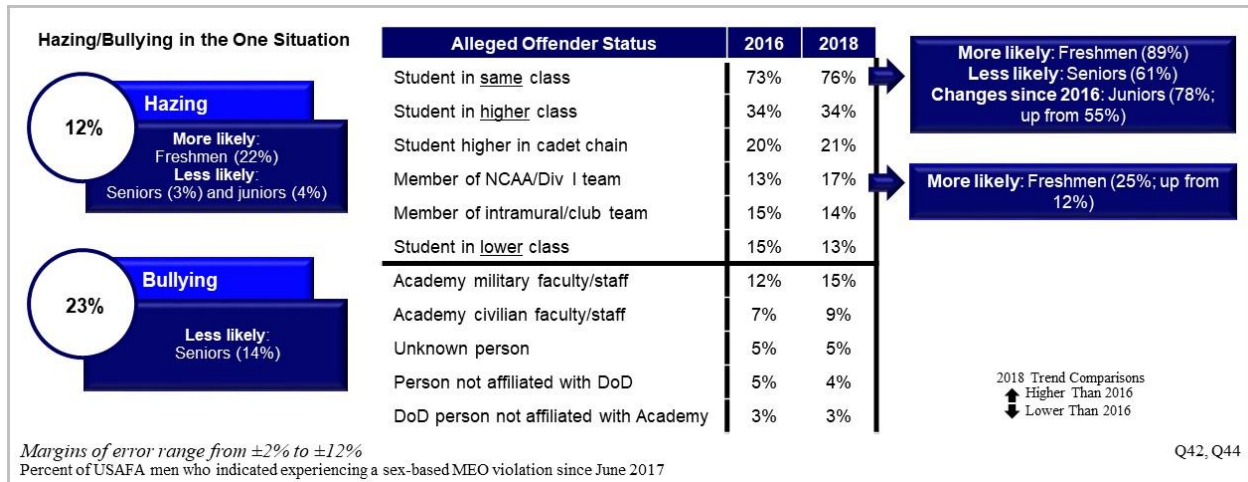
Figure 95.

Details of the One Situation of Sex-Based MEO Violation for USAFA Women



As seen in Figure 96, estimates for men in the one situation mirrored the experiences of women. The majority of men who indicated experiencing sex-based MEO violations in the past 12 months indicated the alleged offender was an Academy student in the same class year. Of note, freshmen were more likely than men in the other class years to indicate the alleged offender was a member of a NCAA/Division I sports team, which increased from 2016. With regard to describing the situation as involving hazing or bullying, a little less than one-quarter of men indicated the behavior was bullying, whereas a little more than one-tenth indicated the behavior was hazing.

Figure 96.
Details of the One Situation of Sex-Based MEO Violation for USAFA Men



Discussing/Reporting the Sex-Based MEO Violation

Students who experience sex-based MEO violations have resources available to them should they want to discuss this situation with someone or officially report it. As seen in Figure 97 and Figure 98, one-tenth of USAFA women and one-twentieth of USAFA men who experienced sex-based MEO violations since June 2017 indicated they discussed or reported their experiences to an authority or organization. Although women indicated they discussed or reported twice as often, men indicated a much higher degree of positive results from reporting: about three-fourths of men indicated that the situation was corrected and/or was being investigated, whereas only about one-third of women indicated experiencing these positive outcomes, as the estimate for the situation was corrected was down from 2016. Conversely, estimates for men who indicated experiencing negative outcomes as a result of discussing and/or reported were higher than estimates for women. Estimates for the response they were encouraged to let it go or they were ridiculed for their report were almost twenty percentage points higher for men than estimates for women. However, for both men and women, endorsement for their situation was discounted or not taken seriously was comparable (over one-third of respondents). Sophomore women were more likely to indicate that they discussed or reported their experience compared to other class years, but compared to 2016, sophomores who indicated that the situation was corrected decreased. Sophomore women were also more likely to indicate the situation was being investigated or they were ridiculed or scorned as a result of reporting compared to women in other class years.

Figure 97.
Discussing/Reporting the Sex-Based MEO Violation for USAFA Women

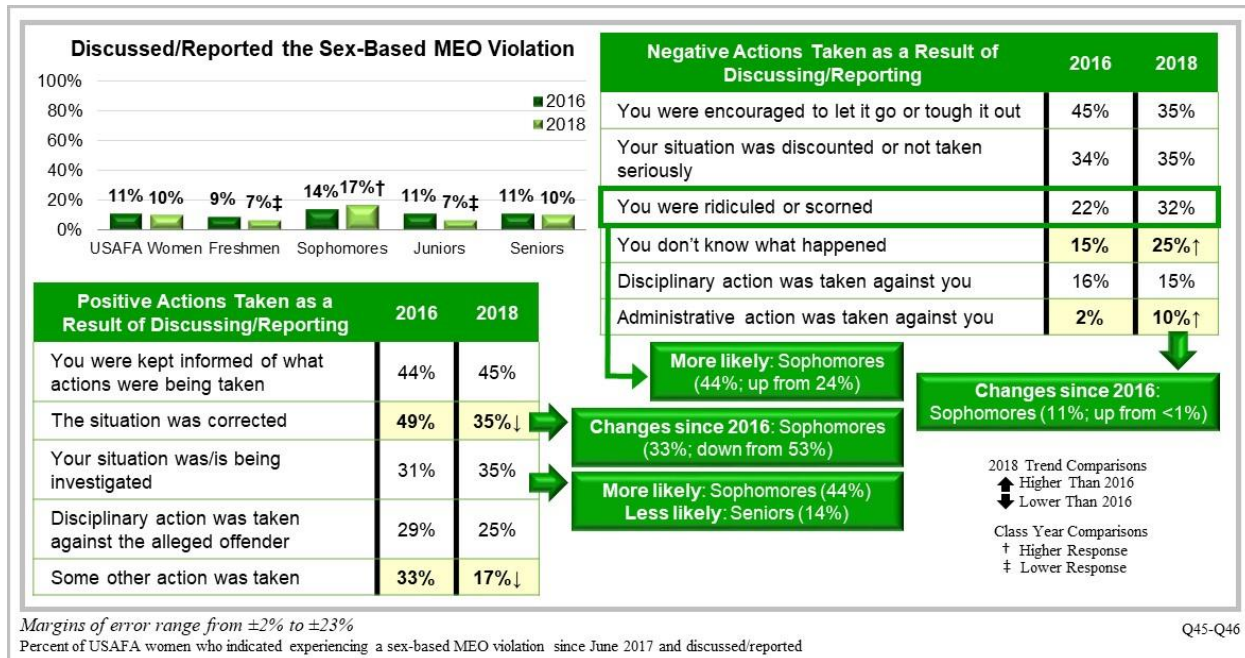
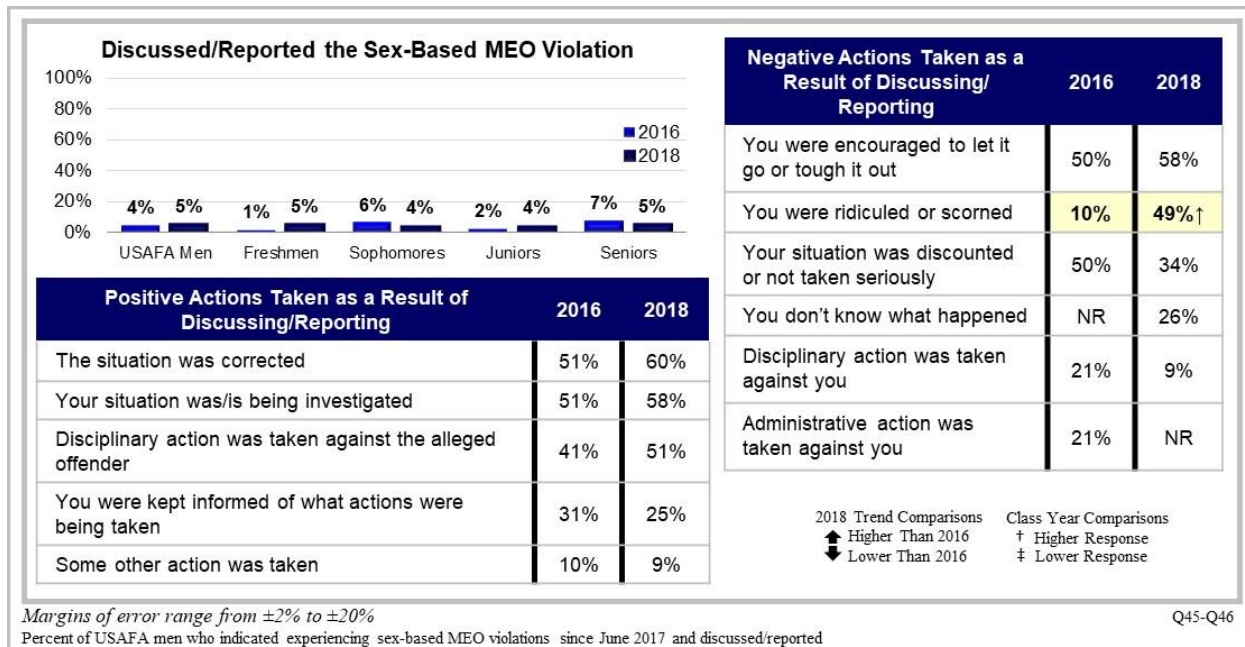


Figure 98.
Discussing/Reporting the Sex-Based MEO Violation for USAFA Men

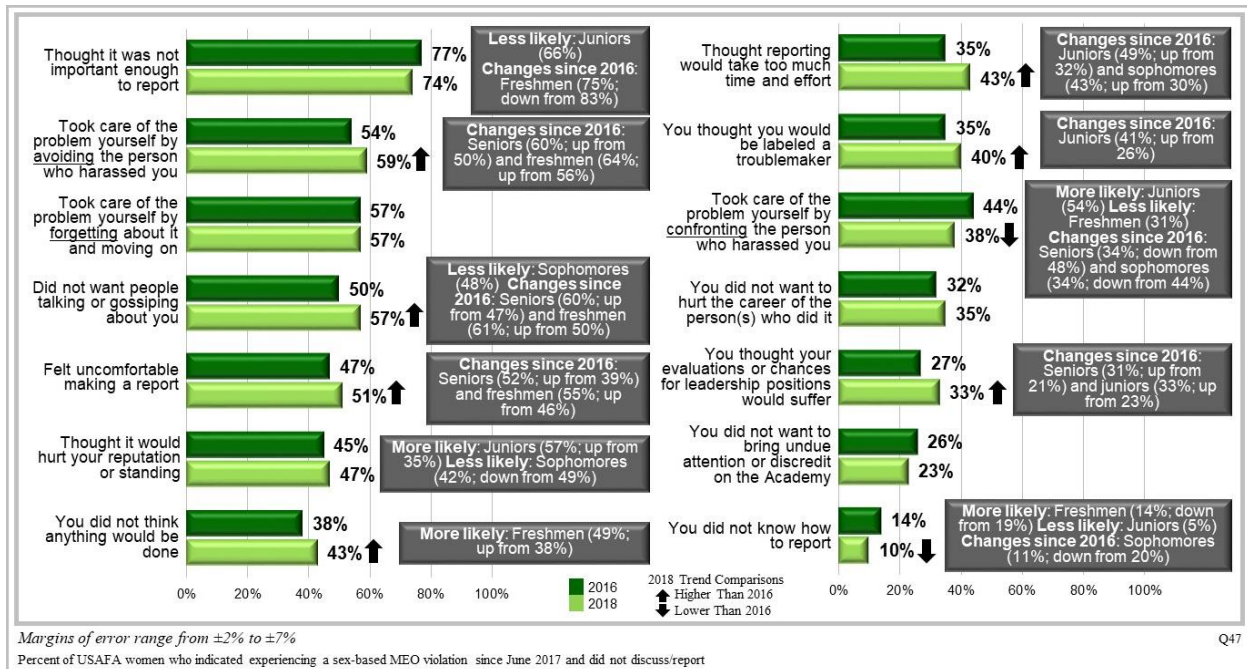


Reasons for Not Discussing/Reporting the Sex-Based MEO Violation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, consistent with their training (Barry et al., 2017). Of the 53% of USAFA women who experienced a sex-based MEO violation, the vast majority (90%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (Figure 99). The next most frequently endorsed reason for not reporting was handling the situation personally, for which more than half of women indicated avoiding their alleged offender and/or forgetting about it and moving on. For women, many reasons for not reporting were more frequently endorsed in 2018 than in 2016. Of note, less than one-tenth of women indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016, specifically for freshman and sophomore women. This potentially highlights the effectiveness of education efforts made by the Academy to ensure students know the appropriate methods for reporting sex-based MEO violations.

Figure 99.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Women

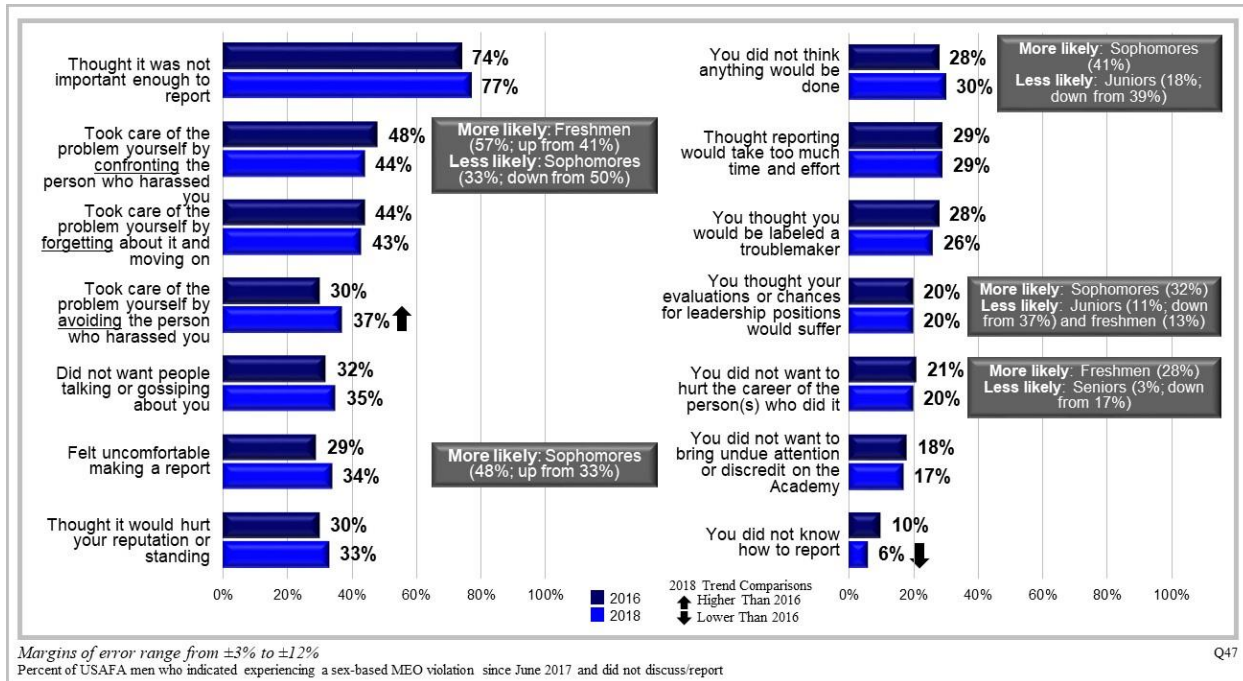


Of the 15% of USAFA men who experienced a sex-based MEO violation, the vast majority (95%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (Figure 100). The next most frequently endorsed reasons for not reporting was handling the situation personally, for which over 40% of men indicated confronting the alleged offender or avoiding their alleged offender, and over one-third forgot about it and moved on.

Similar to women, less than one-tenth of men indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016.

Figure 100.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Men



Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow cadets. As such, it sets the environment or context for the implementation of policies and programs.

Research supports an association between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters, and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters,. Relatedly, there is evidence for an association between cultural elements such as leadership tolerance for harassing behaviors and equal employment opportunity climate and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies provide

preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

This section covers topics related to culture, specifically alcohol use among cadets, witnessing potential risky situations and whether cadets were active bystanders, education at the Academy on gender-relations, willingness to stop sexual harassment, and individuals' personal efforts to stop sexual assault and sexual harassment. Also discussed are perceptions of the gender-related culture at the Academy, including perceptions of officers and cadets setting good examples with their own behaviors, deterrents to reporting sexual assault that exist at the Academy, perceptions of victim blaming or false accusations, and trust in the Academy to handle sexual assault reports appropriately.

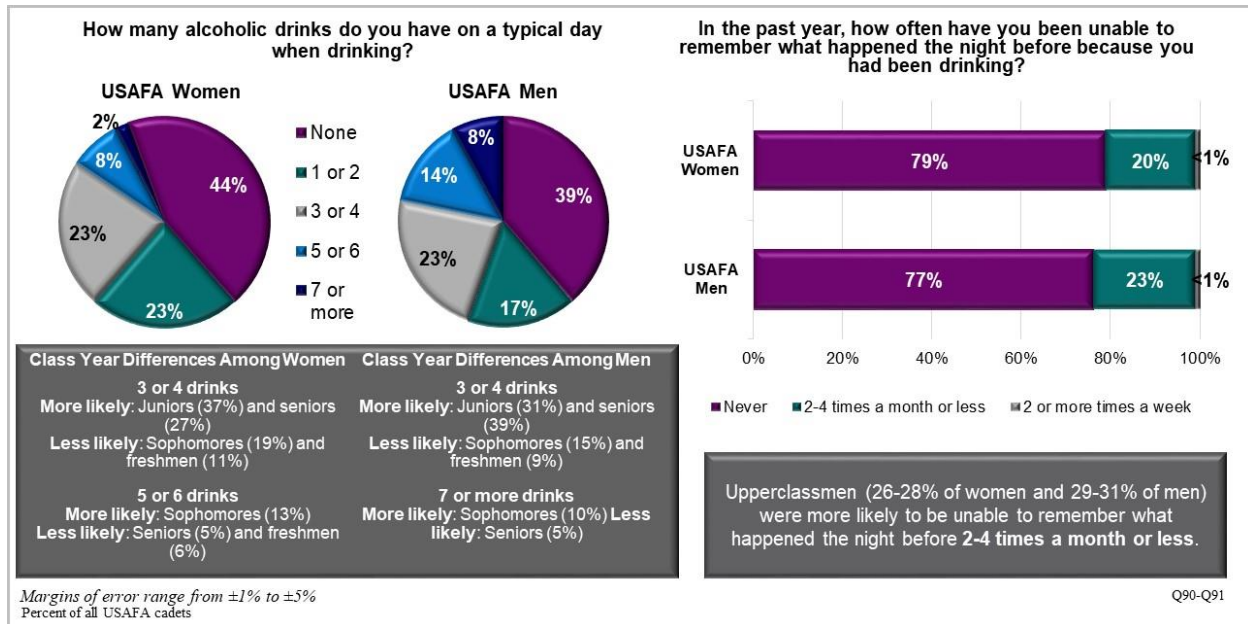
Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of cadet health regarding alcohol use. Cadets were asked about their drinking frequency as well as memory impairment due to alcohol. Trending data are not available as these items were introduced in 2018.

The majority of male and female cadets indicated at least minor alcohol consumption, and of those who do drink, most have small amounts of alcohol (one to two drinks) on a typical day when drinking (Figure 101). About one-third of women and nearly half of men indicated drinking three or more drinks on a typical day when drinking. Junior women and senior and junior men were more likely than other class years to indicate drinking three or more drinks on a typical day when drinking. One-tenth of women and a little less than one-quarter of men reported that they generally have five or more drinks when drinking. With regard to drinking among the classes, although upperclassmen more likely to drink three or four drinks on a typical day when drinking than underclassmen, sophomores were more likely to be heavy drinkers compared to other class years. Specifically, sophomore women were more likely than women in other class years to drink five or six drinks on a typical day when drinking and sophomore men were more likely than men in other class years to have seven or more drinks on a typical day when drinking.

When asked about how often cadets were unable to remember what happened the night before because they had been drinking, less than 1% of both men and women indicated two or more times a week. Approximately one in five cadets reported being unable to remember what happened the night before due to drinking at least once during the past year.

Figure 101.
Alcohol Use Among USAFA Cadets



Bystander Intervention

One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, they were asked how they responded to the situation(s) they observed. The items were new in 2018, and therefore, no trends are reportable.

As seen in Figure 102, overall, two-thirds of women and nearly half of men observed at least one potentially risky situation in the past 12 months, and of these cadets, the vast majority intervened in some way. USAFA cadets indicated that the top three risky situations were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering a group or individual who was being bullied. The top ways in which cadets intervened in these situations included speaking up to address the situation, talking to those who experienced the situation to see if they were okay, and/or intervened in some other way.

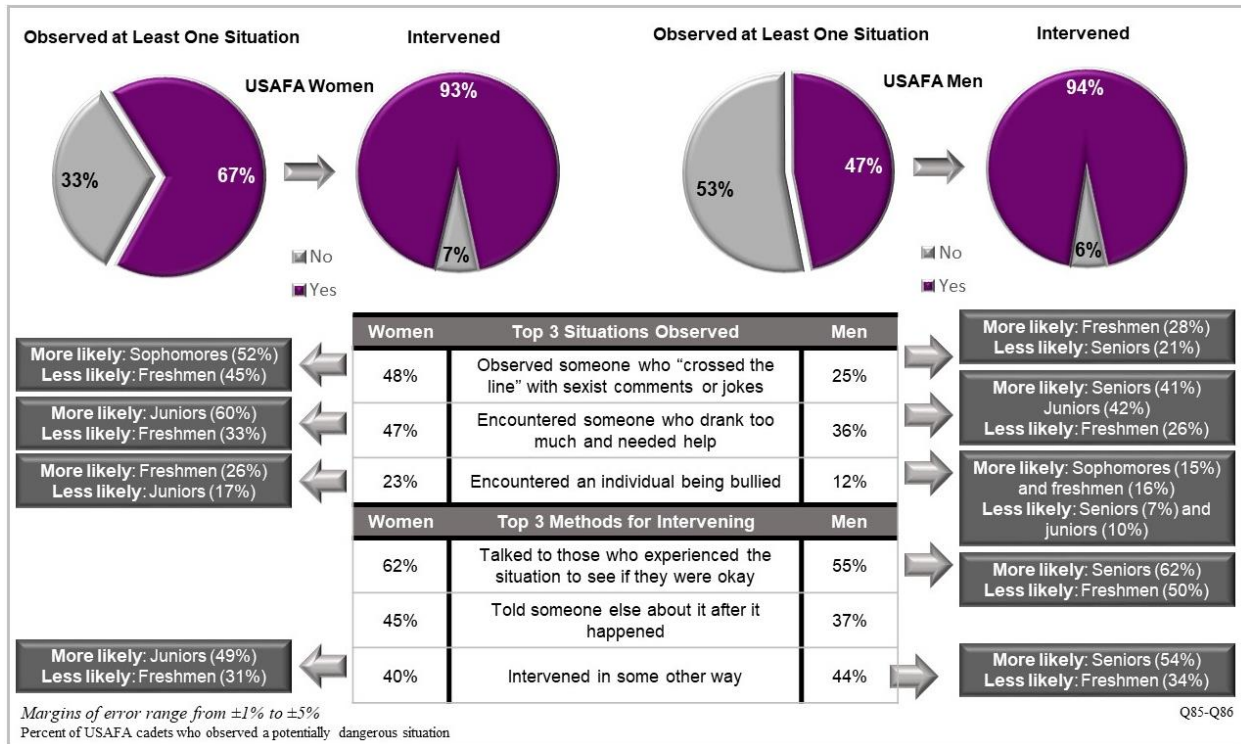
Class differences emerged both in situations witnessed and in mode of intervention.

Upperclassmen were more likely indicate that they encountered someone who drank too much and needed help. Specifically, junior women were more likely to indicate that they witnessed this type of situation than women in other class years, whereas freshman women were less likely. Similarly, senior and junior men were more likely to indicate that they encountered someone who drank too much and needed help than men in other class years, whereas freshman men were

less likely. When it came to intervening, upperclassmen were also more likely to indicate that they intervened in situations than freshmen.

Figure 102.

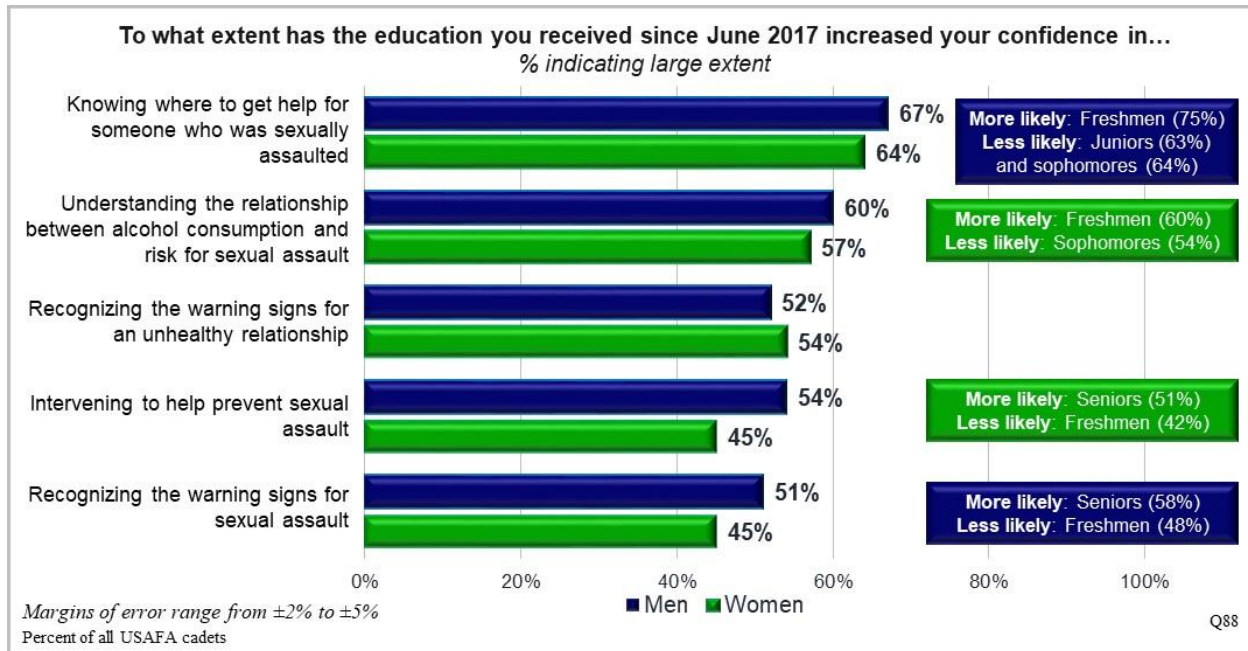
Bystander Intervention for USAFA Cadets



Gender Relations Education

USAFA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas (Figure 103). These items were new in 2018, and therefore trends to 2016 are not available. The gender-related education at USAFA appears to be largely effective in teaching cadets about topics surrounding USC, although there is room for improvement. Half or more of men and about half of women indicated the training increased their confidence in most topic areas, except for women in regards to confidence in recognizing warning signs for USC and/or intervening to help prevent USC, for which less than half of women were confident. Freshman men benefited the most from education about where to get help for someone who experienced USC, whereas freshman women indicated that education on the relationship between alcohol and USC was most beneficial compared to other class years. Senior men indicated the education they received about recognizing warning signs for USC increased their confidence to a large extent compared to other class years, and senior women indicated that education emboldened them to a large extent regarding intervening to prevent USC compared to other class years.

Figure 103.
Gender Relations Education for USAFA Cadets

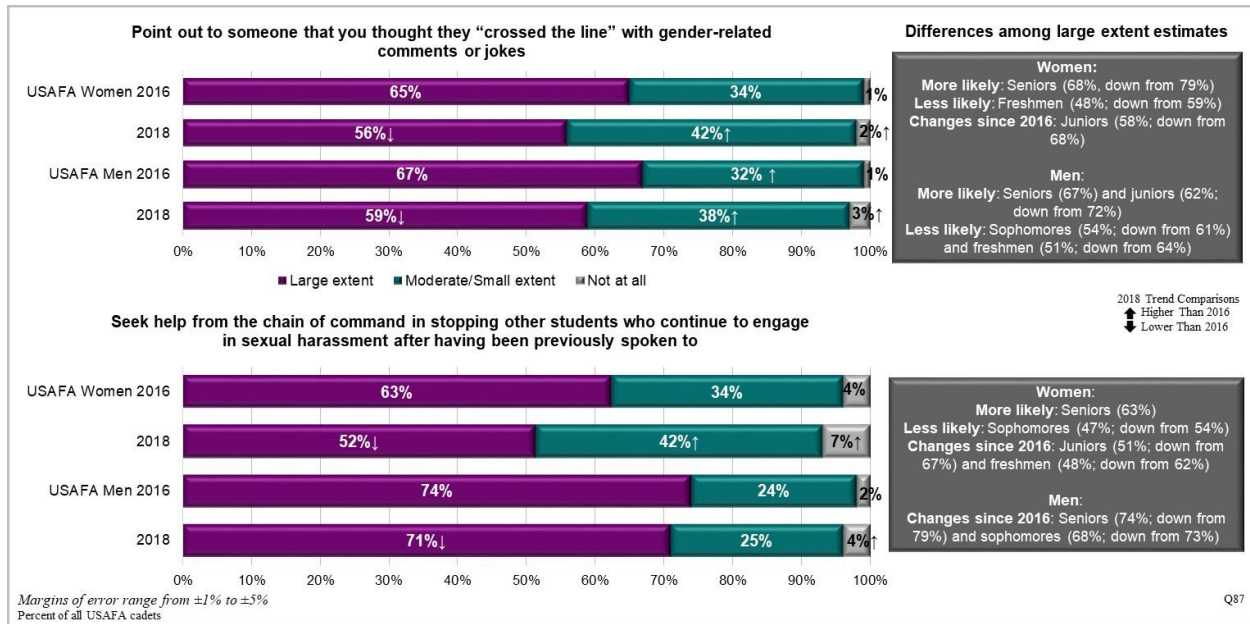


Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however, behaviors in line with potential sexual harassment may be difficult for students to identify, or students may not feel confident in stepping in to stop the behavior (Barry et al., 2017). As seen in Figure 104, compared to 2016, men and women across most class years indicate that they were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes and also less likely to seek help from the chain of command to stop other students engaging in sexual harassment (in which men were more likely to do so than women). Given that, only a very small group of men and women indicated that they were not at all willing to stop sexual harassment.

Senior women were more likely compared to other class years to indicate that they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent (with freshmen being less likely) and also to seek help from the chain of command to stop other students from engaging in sexual harassment to a large extent (with sophomores being less likely). Similarly, upperclassmen men were more likely than underclassmen to indicate they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent.

Figure 104.
Willingness to Stop Sexual Harassment for USAFA Cadets



Individuals’ Efforts to Stop Sexual Assault and Sexual Harassment

USAFA men and women were asked about their perceptions of individuals’ efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Active duty military personnel were generally identified as the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment, specifically Academy senior leadership, commissioned officers, non-commissioned officers (NCO) directly in charge of units, and military/uniformed academic faculty (Table 4). This pattern was true for men and women; however, men were more likely to indicate these individuals made prevention efforts to a large extent than women, who also perceived Academy senior leadership and active duty unit leaders as making less of an honest and reasonable effort in prevention than in 2016.

Conversely, students indicated fellow cadets were the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women, but as with active duty military personnel, men answered more positively than women, and women’s perceptions of these individuals in 2018 decreased from 2016. However, women’s perceptions for all other individuals connected to the Academy, including faculty and staff, increased from 2016, and similarly, men also rated most of these other Academy personnel higher than 2016.

Examining data by class year, senior men and women were more likely to indicate that cadets not in leadership positions made efforts to a larger extent than underclassmen, especially sophomores. Regarding sophomores, sophomore men were less likely to perceive the majority of individuals at the Academy as making prevention efforts to a large extent.

Table 4.
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment for USAFA

KEY:			USAFA Women	Freshman	Sophomore	Junior	Senior	USAFA Men	Freshman	Sophomore	Junior	Senior
Higher Response												
Lower Response												
↑ Higher Than 2016												
↓ Lower Than 2016												
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	69↓	70↓	67↓	67↓	74↓		84	85↓	79↓	86	86
	2016	79	78	77	81	81		86	88	84	85	85
Commissioned officers directly in charge of unit	2018	67↓	69	65↓	66↓	66↓		84	84	81	89↑	84
	2016	73	72	72	73	76		84	86	81	82	85
Non-commissioned officers or senior/chief petty officers directly in charge of unit	2018	67↓	67↓	65↓	69	68↓		84	84	81	85	86
	2016	73	74	72	70	78		82	84	81	82	84
Military/uniformed academic faculty	2018	65↑	67↑	66	60	64		77↑	78↑	73↑	77↑	80↑
	2016	59	60	62	56	59		68	68	67	68	69
Civilian academic faculty	2018	62↑	67↑	61	61↑	59		71↑	71↑	66↑	72↑	74↑
	2016	55	52	57	53	58		60	60	57	62	63
Club team officer representatives/advisors	2018	48↑	49↑	49	49↑	45		65↑	63↑	59↑	65	72↑
	2016	44	43	48	40	47		59	58	53	63	65
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	48↑	51↑	47	45	49		64	61	60	66	68
	2016	44	43	46	41	47		62	61	60	65	64
Club team coaches and trainers	2018	47↑	48↑	44	44	48		63↑	60↑	59↑	62	71↑
	2016	43	42	47	39	43		57	54	53	64	60
Intercollegiate (NCAA/Division I) coaches and trainers	2018	47↑	48↑	46	43	51↑		60	56	57	62	66↑
	2016	40	41	44	39	35		59	56	56	63	58
Physical education instructors	2018	46↑	46	46	46	46		64↑	65↑	56↑	66↑	66↑
	2016	42	44	42	40	41		51	49	50	54	52
Intramural officer representatives/advisors	2018	43↑	45↑	47↑	39	37		60↑	62↑	55↑	60↑	64↑
	2016	36	34	36	37	36		52	51	49	53	56
Intramural coaches and trainers	2018	41↑	45↑	41↑	35	39		58↑	57↑	52	58↑	65↑
	2016	34	34	34	35	34		50	48	49	51	56
Cadet/midshipman leaders	2018	38↓	40↓	34↓	34↓	43↓		62	56	56↓	64	71
	2016	49	49	41	52	56		64	60	60	68	69
Cadets/midshipmen not in appointed leadership positions	2018	32↓	31↓	26↓	31↓	40		50	45	46	49↓	61
	2016	37	36	32	40	41		52	45	47	58	61

Note. Q92. Margins of error range from ±1% to ±16%.
 Percentage of all USAFA cadets.

Perceptions of Culture at USAFA

The following section will address cadets' perceptions of culture at the Academy, namely perceptions of leadership, perceived deterrents of reporting sexual assault, and prevalence of rape myths. Generally, women indicated they believe leadership set good examples less often, perceiving greater barriers to reporting sexual assault, and believing rape myths more than in

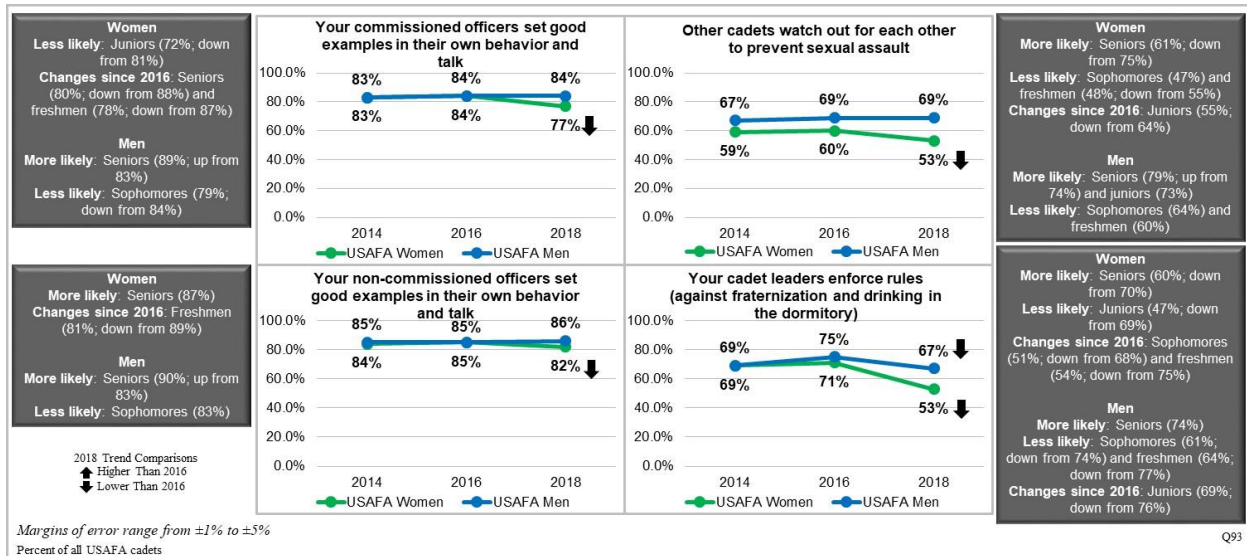
2016. However, both men and women indicated perceiving more deterrents to reporting over time, with increases from 2016 for men in every class year and women in most.

Perceptions of USAFA Leadership and Cadets Setting Good Examples

The majority of cadets indicated that there is a generally healthy culture at USAFA, specifically the vast majority indicated commissioned officers and NCOs set good examples in their own behaviors, and more than half indicated that cadets watch out for each other to prevent sexual assault and that rules are enforced by cadet leaders (Figure 105). Although the majority of men and women indicated positive perceptions about individuals at the Academy, positive responses by women were significantly lower than 2016 for all items, and this was true of all class years when describing cadet leadership. Responses were also significantly lower from 2016 for men regarding whether cadet leadership enforces rules.

Figure 105.

Perceptions of USAFA Leadership and Cadets Setting Good Examples to a Large Extent



Deterrents to Reporting Sexual Assault

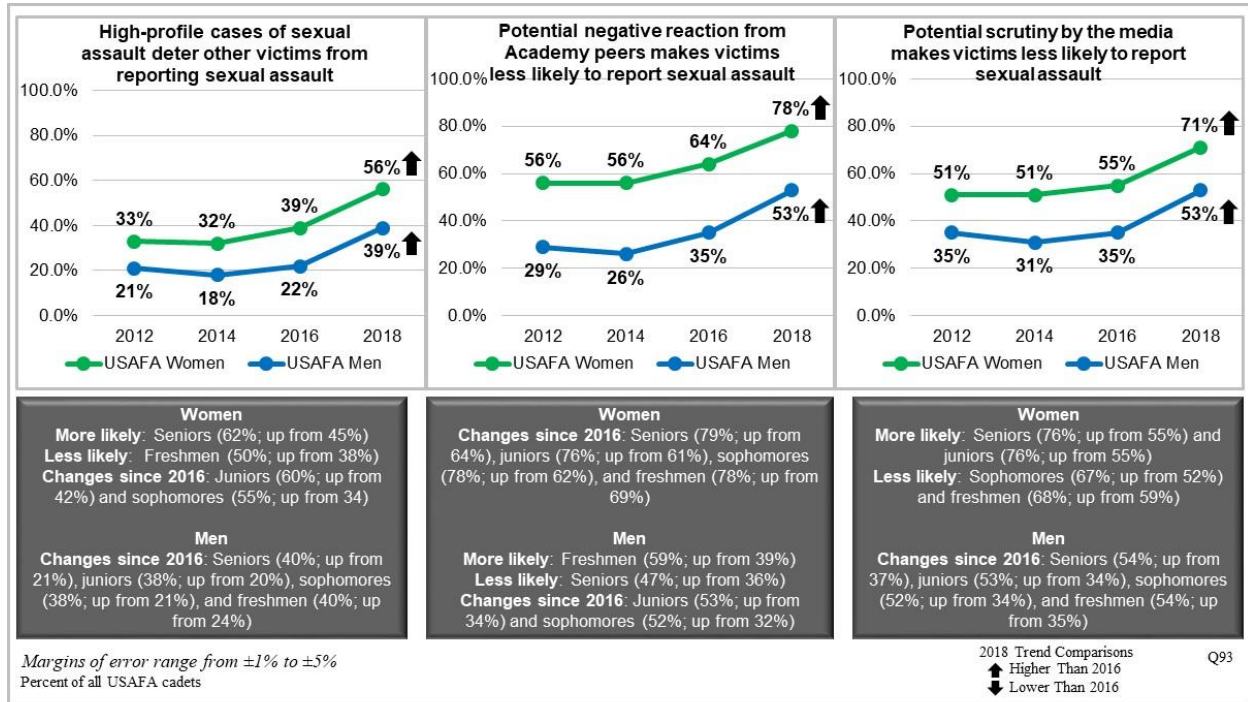
As discussed in the USC section of this chapter, the majority of cadets who experienced USC did not report the incident; specifically 87% of women (results for men were not reportable). The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize and remove these barriers.

Men and women were asked about three factors that potentially dissuade reporting of USC: negative reaction from peers, media scrutiny, and high-profile cases of sexual assault (Figure 106). About three-quarters of women and about half of men indicated that negative reactions from Academy peers and/or media scrutiny potentially make victims less likely to report. Additionally, more than half of women and over one-third of men indicated they believe that

high-profile cases of USC potentially deter victims from reporting. For women, upperclassmen were more likely to indicate media scrutiny impacted reporting than underclassmen, and a similar pattern was found for believing that high-profile sexual assault cases deter others from reporting, specifically seniors were more likely and freshmen were less likely. Indication that each of these factors deterred reporting to a large extent was significantly higher from 2016 for men and women in all class years and has been increasing since 2014.

Figure 106.

Deterrents to Reporting Sexual Assault for USAFA Cadets



Rape Myths and Victim Blaming Occurring at the Academy

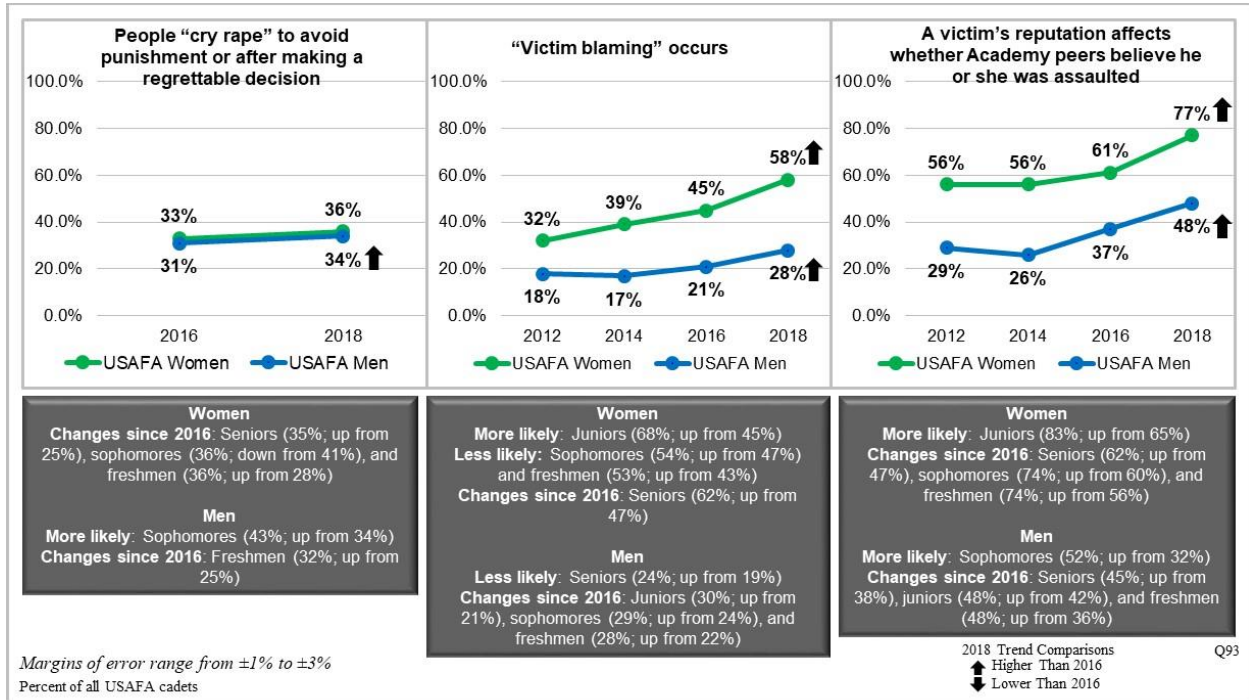
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors contribute to a victim's reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that victim blaming occurs to a large extent, and more three-fourths of women indicated that a victim's reputation affects whether the victim is believed (Figure 107). There was also an increase in the proportion of men who indicated these issues occurred to a large extent compared to 2016, but to a lesser degree than women; less than half and just over one-quarter of men, respectively, indicated these

issues happened to a large extent. Of note, a comparable proportion of men and women, approximately one-third, claimed that people “cry rape” after making a regrettable decision to a large extent, with an increase for men since 2016.

Figure 107.

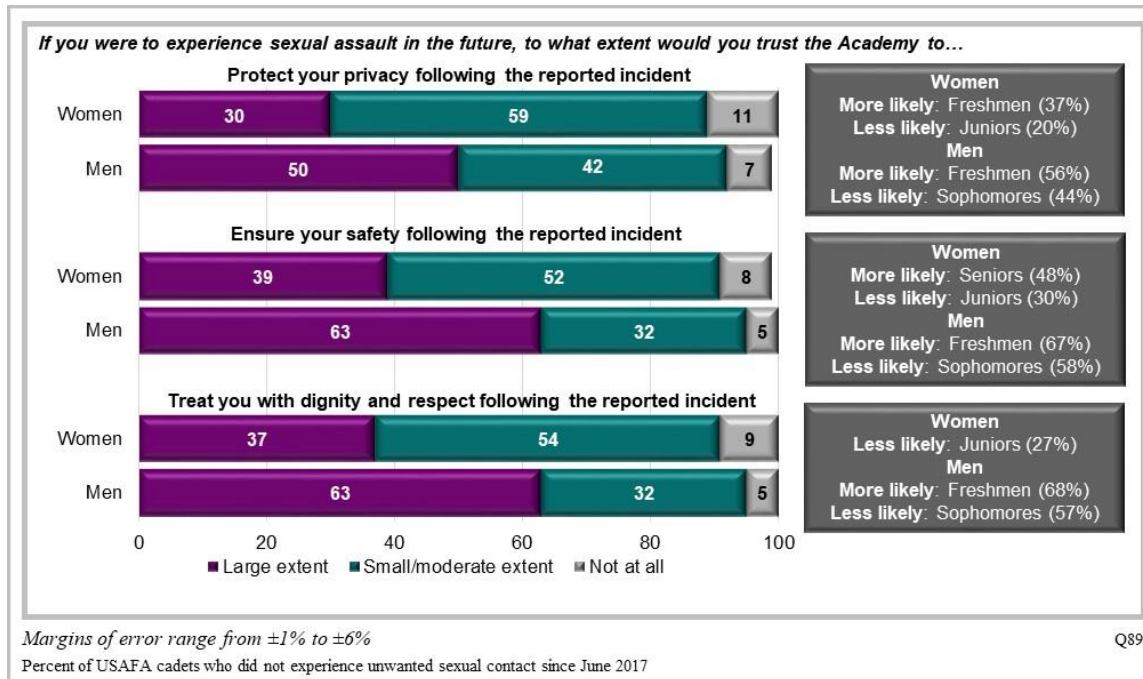
Perceptions of Rape Myths and Victim Blaming Occur at USAFA to a Large Extent



Trust in the Academy

The vast majority of USAFA men and women who did not experience USC in the past year indicated having some level of trust, either a moderate/small or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 108). However, this trust varied by gender. The majority of men trusted the Academy to a large extent across all three categories. However, women had lower levels of trust to a large extent than men, although over half of women indicated they trusted the Academy to a moderate or small extent. Women also tended to indicate that they did not trust the Academy at all more often than men across all three categories. These items were new in 2018.

Figure 108.
Trust in the Academy for USAFA Cadets



Chapter 5: General Conclusions

The *Service Academy Gender Relations Survey (SAGR)* provides the Department of Defense (DoD) with insight into private behaviors, experiences, and opinions on sexual harassment and sexual assault that are difficult to gauge through measurement methods that involve indirect observation or program data. The *2018 SAGR* is a key source of information for evaluating ongoing prevention and response programs, for assessing the gender relations environment at the Academies, and for identifying specific areas to address in the future.

In response to the *2016 SAGR* results, DoD issued a memorandum on June 20, 2017, directing the Academies to increase attention in four areas: (1) promote responsible alcohol choices; (2) reinvigorate prevention through integrating sexual harassment, hazing, and bullying prevention efforts with efforts to prevent sexual assault; (3) enhance culture of respect; and (4) improve sexual assault and harassment reporting. The Academies were directed to submit plans of action in the fall of 2017 for implementation before students entered the Academies in the summer of 2018. As such, because the data were collected before the implementation of these plans, the *2018 SAGR* serves as a baseline for evaluating these most recent efforts. This chapter begins with an overall look at unwanted sexual contact (USC) and sex-based Military Equal Opportunity (MEO) violations, then describes how the survey results inform the current status and trends in the four areas of attention, and ends with an overall picture of gender relations at each Academy.

Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination

The *2018 SAGR* results show increases in the estimated prevalence of unwanted sexual contact, sexual harassment, and gender discrimination. The estimated prevalence of unwanted sexual contact increased for United States Military Academy (USMA) women and men and for United States Air Force Academy (USAFA) women in 2018 compared to 2016. Although the increases at USMA were seen across multiple class years, at USAFA the increase for women occurred primarily among juniors. Although the United States Naval Academy (USNA) did not have increases for women and men overall, there were increases for sophomore women and men. Across the Academies, sophomore women and men continue to be at highest risk for USC. Increases for all types of unwanted sexual contact (i.e., unwanted sexual touching, attempted penetration, and completed penetration) are evident in the overall increases in the estimated prevalence of USC in 2018. Across all of the Academies, a substantially higher proportion of women and men experienced unwanted sexual contact before coming to the Academy.

Students who experience unwanted sexual contact continue to most often identify fellow Academy students as the alleged offender: most often a student in the same class year. More than half of unwanted sexual contact incidents happen on-campus, although a sizeable minority of incidents occur off-campus. In approximately half or more of incidents, either the victim or the alleged offender or both had been drinking.

Sexual harassment and gender discrimination also showed increases in estimated prevalence. There were increases in the estimated prevalence of sexual harassment between 2016 and 2018 for USMA women and men and USNA women and men. There were increases in the estimated prevalence of gender discrimination for USNA women and USAFA women and men (with a decrease for USNA men).

Promote Responsible Alcohol Choices

The first area of increased attention listed in the June 20, 2017 memorandum was to promote responsible alcohol choices, with a focus on changing attitudes and behaviors around alcohol use. Alcohol use by both survivors and alleged offenders increases sexual assault risk (Brecklin & Ullman, 2010; Turchik & Wilson, 2010) and serves as a barrier to reporting, particularly when a survivor is underage. Alcohol involvement (use by either victim and/or alleged offender) in the one situation of unwanted sexual contact with the greatest effect ranged from 45% among USNA men to 72% among USNA women. Alcohol involvement increased substantially for USAFA women (from 39% in 2016 to 63% in 2018) but decreased for USMA women (from 60% in 2016 to 52% in 2018).

The 2018 SAGR included new questions about how many drinks students had on a typical day when drinking and how often students were unable to remember what had happened after drinking. USMA and USNA women and men reported higher rates of drinking in excess and being unable to remember what happened the night before, whereas USAFA students reported lower rates.

Another new item assessed the extent to which students felt their sexual assault and sexual harassment education in the past year increased their confidence in understanding the relationship between alcohol consumption and the risk for sexual assault. Students who indicated their education increased their confidence to a large extent ranged from 57% of USAFA women to 71% of USNA women. Although this was one of the more highly endorsed items in the training section, there is additional room to increase these ratings in future years.

Reinvigorate Prevention

The second area of attention seeks to reinvigorate prevention of sexual assault and sexual harassment by integrating sexual harassment, bullying, and hazing prevention efforts into the Academy's sexual assault prevention programs. This area of attention reflects extensive research on the continuum of harm in sexual violence that demonstrates the strong association between experiences of sexual harassment and gender discrimination and unwanted sexual contact. The literature indicates that organizational tolerance of sexual harassment and related behaviors is likely to create a permissive climate for unwanted sexual contact to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010), and as such, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Moreover, empirical support is accumulating that victims of one form of violence are at higher risk for other forms of violence, victims are more likely to perpetrate violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). Military-specific research also supports

this connection between unwanted experiences such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape (Sadler et al., 2003).

Additional 2018 SAGR items related to this area of attention focus on measures of bystander intervention behaviors and willingness, along with perceptions about the extent to which various groups at the Academy make efforts to prevent sexual assault and sexual harassment and serve as good examples.

Bystander Intervention Behaviors

Academy students continue to report high levels of intervention in situations that pose risk for sexual harassment and sexual assault. New items this year expanded the types of situations that students could indicate encountering. Around half of men and more than two-thirds of women across the Academies reported observing at least one potentially risky situation in the past 12 months. Across the board, the most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one situation, the vast majority of women and men across the Academies intervened in some way, and the most common response was speaking up to address the situation.

Despite these encouraging levels of bystander intervention, few students (around one in eight) who experienced unwanted sexual contact indicated that someone was present who stepped in to help, and, generally around one-third indicated that someone was present who could have stepped in but did not. This pattern holds across the Academies and has generally remained consistent since these items were first asked on the 2016 SAGR. It is unclear whether the individuals present generally recognized the situation as unwanted sexual contact but chose not to take action or whether they did not see or recognize the situation as unwanted sexual contact in need of intervention.

The Academies and the Department as a whole continue to emphasize the importance of bystander intervention as a strategy to help prevent sexual assault. New items on the 2018 SAGR assessed the extent to which students felt their education in the past year increased their confidence for recognizing warning signs for sexual assault and intervening to help prevent sexual assault. On both these items, students who reported that they felt their education increased confidence to a large extent ranged from 45% of USAFA women to 62% of USNA women. These two items were the lowest rated of the five training-related items. As a whole, these results provide some support for the effectiveness of training in helping students recognize and intervene in high-risk situations, but may indicate the need for additional education on what characterizes a high-risk situation for sexual assault and how to reduce risk.

Willingness to Intervene Against Sexual Harassment

Similar to intervening against sexual assault, students can intervene against sexual harassment by speaking to their peers or involving leadership. Gauging this level of intervention can help Academies and the Department assesses changes in the degree of student “ownership” over this issue. The 2018 SAGR asked students to rate the extent to which they would be willing to point

out to someone that they “crossed the line” with gender-related comments or jokes and to seek help from the chain of command against sexual harassment. Results indicate that many students are willing to intervene against sexual harassment in these ways, but results also indicated that reported willingness has generally decreased on both of these items across the Academies and for both women and men, in some cases by 10 percentage points or more. Given that someone crossing the line with gender-related comments or jokes is one of the more frequently observed high-risk situations, and speaking out is the most common response, the reduced willingness of students to do so is a concerning indicator for the effectiveness of bystander intervention.

Perceptions of Leadership and Peer Behavior

As discussed above, the climate around sexual assault and sexual harassment at the Academies can influence rates of these unwanted behaviors. In seeking to understand the increase in estimated prevalence rates of unwanted sexual contact, the Academies and the Department can assess whether there are parallel trends in assessment of leadership and peer behavior in preventing these problems. Research supports the impact of leader behavior, particularly with respect to not engaging in and stopping others from engaging in sexual harassment, on prevalence of sexual assault (Sadler et al., 2003). To better understand the relationship between leader and peer behavior and unwanted sexual contact at the Academies, students were asked a series of questions about a range of groups at the Academies, specifically to what extent these groups made honest and reasonable efforts to stop sexual assault and sexual harassment.

Academy senior leadership and officers were the most highly rated at all of the Academies for making honest and reasonable efforts to stop sexual assault and sexual harassment. Ratings of USAFA faculty and staff and almost all members of the USMA community increased, whereas ratings of almost all members of the USNA community decreased since 2016. A majority of students indicated that commissioned and non-commissioned officers set good examples in their own behavior and talk to a large extent. USMA women showed a slight decline in these ratings (two to three percentage points), whereas USAFA women showed a somewhat larger decline (three to seven percentage points).

With respect to cadets/midshipmen leadership and behavior, women generally gave lower ratings than men across the Academies. Around half of women and just over half to two-thirds of men at each Academy indicated cadets/midshipmen leaders enforce Academy rules to a large extent. This item showed a large decline at USAFA (18 percentage points for women, 8 percentage points for men), with a small decline for USMA men (three percentage points). More than half of women and around two-thirds of men at the Academies indicated other cadets/midshipmen watch out for each other to prevent sexual assault. Ratings on this item decreased for USMA women (three percentage points), USNA women and men (eight percentage points for both), and USAFA women (seven percentage points).

Although there were some increases in ratings of Academy community groups on making honest and reasonable efforts to stop sexual assault and sexual harassment at USMA and USAFA, the other changes on the above items were downward. These results point to the need for the Academies and the Department to continue to engage leadership and cadets/midshipmen in addressing issues of sexual harassment and sexual assault. As noted above, working with

cadet/midshipman leadership to take ownership of this issue may impact rates of unwanted behaviors through shaping Academy culture.

Enhance a Culture of Respect

The third area of attention directs the Academies to review and revise all training and education programs for all groups “to advance a Military Service Academy culture free from sexual violence, sexual harassment, hazing, and bullying, and communicate expectations for conduct related to social media.”

In addition to items described in the previous section about the perceived climate around prevention at the Academies and items in the next section on the climate around reporting, additional items asked about the extent to which students would trust the Academy to treat them with dignity and respect, to protect their privacy, and to ensure their safety if they were to experience sexual assault in the future. Although in previous years these items were asked as yes/no questions (“Would you trust the Academy...”), the 2018 SAGR asked about the extent of trust, as many data users expressed an interest in understanding this construct at a more granular level. As such, responses in 2018 cannot be compared to prior years but will serve as a baseline for a better understanding of trends in trust in future years.

Across the board, women indicated lower levels of trust in the Academy to a large extent than men did. The vast majority of students expressed at least some level of trust in their Academy to protect privacy, ensure safety, and treat them with dignity and respect if they were to report a sexual assault. There remains room for improvement in bolstering students’ trust in their Academy, particularly for women, and continuing to enhance the culture of respect should yield increases in these ratings on future surveys.

Improve Sexual Assault and Sexual Harassment Reporting

The fourth area of attention directed the Academies to reduce barriers to reporting sexual assault, sexual harassment, and other misconduct. A key indicator of progress on this domain is the actual number of reports of sexual assault and sexual harassment at the Academies, which can be found in the *Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018* (DoD, 2019), and the gap between estimated prevalence from the SAGR data and the number of reports.

Reporting Rates

The 2018 SAGR asks those who experienced unwanted sexual contact or sex-based MEO violations whether they reported the situation to someone at the Academy. Reporting rates for unwanted sexual contact and sex-based MEO violations were very similar, in the 10–15% range for women and 4–7% for men. USMA women who indicated experiencing unwanted sexual contact more often indicated that they reported it in 2018 than in 2016 (15% in 2018 vs. 5% in 2016). USMA women experiencing sex-based MEO violations also indicated that they reported it more often in 2018 than in 2016 (15% in 2018 vs. 12% in 2016). Otherwise there were no changes in overall reporting.

Reasons for Reporting

There were some notable changes in the distribution of reasons for reporting and not reporting, in both positive and concerning directions. For unwanted sexual contact, the most frequent reason for reporting for women at each Academy (reasons for reporting were not reportable for men) was because someone encouraged them to do so. Endorsement of this reason increased among USNA women along with a decrease in the reason that someone else made the respondent report or reported it themselves. Along with a substantial increase in the proportion indicating they reported USC to get mental health assistance, it appears that reporting at USNA is increasingly driven by voluntary seeking help and being supported by the social environment, rather than being forced to report. At USAFA, on the other hand, there was an increase in women who indicated that they reported USC to raise awareness that sexual assault occurs at the Academy and out of a civic/military duty to report; at the same time there was a decrease in women indicating they reported USC to stop the person from hurting them again. This pattern potentially indicates an increase in prosocial reasons for reporting at USAFA. These two reasons, along with stopping the person from hurting others, were among the top reasons at each of the Academies. Results on this item were not reportable for USMA women in 2016; therefore, trends in reasons for reporting at USMA are not available.

Reasons for Not Reporting

On the other side, the reasons for not reporting unwanted sexual contact varied across the Academies and included not thinking the situation was important enough to report; taking care of the problem through avoiding the person, confronting the person, or forgetting about it; and social reasons such as not wanting more people to know, feeling shame/embarrassment, and not wanting people to talk or gossip about the victim. USMA women had an increase in not feeling it was serious enough to report and “other” in 2018 compared with 2016, with a decrease in many of the social reasons. USMA men indicated more often in 2018 than 2016 that they took care of the problem by confronting the person. USNA women more often indicated social reasons for not reporting in 2018 compared to 2016. USAFA women indicated most of the reasons for not reporting more often in 2018 than 2016, whereas USAFA men indicated more often in 2018 than in 2016 that they thought reporting would take too much time and effort and did not report for “other” reasons.

For sex-based MEO violations, the top reason for not reporting continues to be not thinking the situation was important enough to report. Few indicated that they did not know how to report, and in many cases this reason was indicated less often in 2018 than in 2016.

Barriers to Reporting

A theme that emerged across all the Academies was an increase in students indicating a negative environment toward students who report experiencing sexual assault. Items included to what extent students thought that high-profile cases deter others from reporting, that potential scrutiny by media makes victims less likely to report, that negative reactions from peers make victims less likely to report, that people “cry rape” to avoid punishment, that “victim blaming” occurs, and that a victim’s reputation affects whether others believe he or she was assaulted. In general, more students felt these statements were true to a large extent in 2018 than in 2016. These items

in particular potentially reflect not solely the culture at the Academies but in the broader U.S. culture.

Overall View of Gender Relations by Academy

The section that follows provides an overview of the gender relations picture within each Academy. Although there are themes across the Academies, as discussed above, the *2018 SAGR* indicates that each Academy faces unique challenges in preventing and responding to sexual harassment and sexual assault.

USMA

Women and men at USMA experienced unwanted sexual contact at higher rates in 2018 than in many years prior, when levels had remained relatively flat. These increases were seen across most classes and types of unwanted sexual contact. In addition, the rate of unwanted sexual contact before entering the Academy was higher for women and men in 2018 compared to 2016.

With respect to the one situation of unwanted sexual contact with greatest effect, there was no change in the proportion of female victims indicating alcohol involvement, but an increase in the proportion of male victims indicating they were drinking in the one situation. For men, this accompanied increases in indicating that the one situation occurred off Academy grounds at a social event and some other location off Academy grounds, and a decrease in indicating the one situation occurred during normal duty hours.

More women and men also experienced sexual harassment in 2018 than in 2016. This increase paralleled several concerning trends in prevention and culture, such as a decrease for both women and men in willingness to speak up against those who “crossed the line” with gender-related comments or jokes and a decrease for men in willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Likewise there was a decrease in women’s ratings of the extent to which commissioned and non-commissioned officers set good examples in their own behavior and talk and the extent to which cadets watch out for each other to prevent sexual assault. On the other hand, there were increases for both women and men in their ratings of the efforts of almost all members of the USMA community to stop sexual harassment and sexual assault. On another positive note, a higher proportion of women who experienced unwanted sexual contact indicated that they reported the incident—this is apparently despite an increasingly negative view of the reporting environment among both women and men at USMA.

In sum, students across the board faced increased risk of unwanted sexual contact and sexual harassment in 2018. Men appeared to face a greater risk of unwanted sexual contact off campus in social situations that involved alcohol, whereas for women the share of experiences involving alcohol decreased. Climate and cultural factors also were more negative in 2018 than 2016, but as a bright spot, students appeared to view groups across the USMA community favorably in terms of making honest and reasonable efforts to prevent sexual harassment and sexual assault.

USNA

There were no overall changes between 2018 and 2016 in the proportion of USNA women or men who indicated experiencing unwanted sexual contact, but there were increases for sophomore women and men and a decrease for senior men. Women and men more often experienced unwanted sexual contact before entering the Academy.

With respect to the one situation of unwanted sexual contact with greatest effect, fewer female victims in 2018 than in 2016 indicated the alleged offender was a fellow Academy student and was someone they knew from class or another activity (although this category was still the most endorsed), with increases in the proportion indicating that the offender was someone the respondent had just met, was unaffiliated with, or was an unknown person. There were no overall changes in alcohol involvement (which was still high at 64% for women), but there was an increase in alcohol involvement for sophomore women. Half of sophomore women in 2018 reported someone was present who could have helped but did not, where 28% said this in 2016.

There was an increase in the proportion of female and male midshipmen who experienced sexual harassment, along with an increase for women who experienced gender discrimination (there was a decrease for men). These increases paralleled several concerning trends in prevention and culture, such as a decrease for both women and men in both willingness to speak up against those who “crossed the line” with gender-related comments or jokes and willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Similarly, there were decreases for both women and men in their ratings of the efforts of almost all members of the USNA community to stop sexual harassment and sexual assault, and decreases in the extent to which students felt midshipmen watched out for each other to prevent sexual assault.

As a whole, sophomores faced the highest risk of unwanted sexual contact at USNA. Sophomore women in particular appear to be at risk in situations involving alcohol in which bystanders may not intervene. Although unwanted sexual contact rates at USNA did not change overall, leading indicators such as sexual harassment, willingness to intervene, and cultural perceptions, all pointed in a more negative direction.

USAFA

Women at USAFA experienced unwanted sexual contact at a higher rate in 2018 than in 2016, driven largely by increases for juniors. There were no changes in unwanted sexual contact overall, by class, for men. The risk factor of unwanted sexual contact before entering the Academy was higher for women and men in 2018 compared to 2016.

With respect to the one situation of unwanted sexual contact with greatest effect, alcohol involvement increased for every class of women, but especially for junior women. This increase reflected increased alcohol use during the incident by both victims and offenders. Junior women more often indicated the alleged offender in the one situation was someone from their class in 2018 than 2016. Juniors also indicated more often that the offender was a stranger or unknown person. Compared to 2016, in 2018, junior women also indicated more often that the incident occurred off Academy grounds and less often indicated that it occurred on Academy grounds in a dormitory, and that the incident occurred after duty hours on a weekend or holiday. Half of junior

women in 2018 reported someone was present who could have helped but did not, which was substantially higher than 20% in 2016.

USAFA also had some concerning climate-related trends. There was a decrease in 2018 compared to 2016 for women and men in both willingness to speak up against those who “crossed the line” with gender-related comments or jokes and willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Fewer women in 2018 indicated that commissioned and noncommissioned officers set good examples in their own behavior and talk to a large extent. Both women and men less often indicated that cadet leaders enforce Academy rules to a large extent. With respect to the extent to which a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment, women rated senior leadership and officers less favorably in 2018 than in 2016, but both women and men rated faculty and staff more favorably.

In sum, junior women at USAFA faced the highest risk of unwanted sexual contact and sex-based MEO violations. Similar to USNA sophomores, the risk for USAFA junior women appears to be in alcohol-related situations in which bystanders may not intervene. Indicators, such as willingness to intervene and ratings of officers and cadet leaders, point in a negative direction.

References

- Barry, A., Debus, J., Harper, E., Klauberg, W., Namrow, N., & Peebles, H. (2017). 2017 Service Academy Gender Relations Focus Groups. (Report No. 2017-039). Alexandria, VA: OPA.
- Begany, J. J., & Milburn, M. A. (2002). Psychological predictors of sexual harassment: Authoritarianism, hostile sexism, and rape myths. *Psychology of Men & Masculinity*, 3, 119–126.
- Brecklin, L. R., & Ullman, S. E. (2010). The roles of victim and offender substance use in sexual assault outcomes. *Journal of Interpersonal Violence*, 25, 1503–1522.
- Cook, P., Van Winkle, E., Namrow, N., Hurley, M., Pflieger, J., Davis, E, Rock, L, & Schneider, J. (2014). 2014 Service Academy Gender Relations Survey Overview Report. (Report No. 2014-016). Alexandria, VA: DMDC.
- Department of Defense. (2015a). Sexual assault prevention and response (SAPR) program procedures (DoD Directive 6495.01, Change 2). Washington, DC.
- Department of Defense. (2015b). Initiatives to address sexual assault prevention and response and retaliation associated with reporting crime. Retrieved from http://sapr.mil/public/docs/reports/FY14_Annual/FY14_Annual_Report_SecDef_Memo_Initiatives.pdf.
- Department of Defense. (2015c). Department of Defense Military Equal Opportunity (MEO) Program (DoD Directive 1350.2, Change 2). Washington, DC.
- Department of Defense. (2019). Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018. Available at sapr.mil
- Espelage, D. L., Low, S., Polanin, J. R., & Brown, E. C. (2013). The impact of a middle school program to reduce aggression, victimization, and sexual violence. *Journal of Adolescent Health*, 53, 180–186.
- Fisher, B. S., & Cullen, F. T. (2000). Measuring the sexual victimization of women: Evolution, current controversies and future research. *Measurement and Analysis of Crime and Justice*, 4, 317–390.
- Fitzgerald, L. F., Drasgow, F., & Magley, V. J. (1999). Sexual harassment in the armed forces: A test of an integrated model. *Military Psychology*, 11, 329–343.
- Gaskell, G. D., Wright, D. B., & O’Muirheartaigh, C. O. (2000). Telescoping of landmark events. *Public Opinion Quarterly*, 64, 77–89.
- Government Accountability Office (2010). Quality of DOD Status of Forces Surveys Could Be Improved by Performing Nonresponse Analysis of the Results. Retrieved from <http://www.gao.gov/products/GAO-10-751R>.

- Morral, A. R., Gore, K. L., & Schell, T. L. (Eds.). (2014). *Sexual assault and sexual harassment in the U.S. military: Volume 1. Design of the 2014 RAND military workplace study*. Santa Monica, CA: RAND Corporation.
- NCVS, 2016. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, *National Crime Victimization Survey, 2010-2014* (2015).
- Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1995). Sexual harassment experiences and equal opportunity perceptions of Navy women. *Sex Roles*, 32, 159–168.
- O'Reilly, C.A., Chatman, J., & Caldwell, D.F. (1991). People and organizational culture: A profile comparison approach to person-organization fit. *Academy of Management Journal*, 34, 487–516.
- Office of People Analytics. (2019). *2018 Service Academy Gender Relations Survey: Statistical Methodology Report..* (Report No. 2018-070). Alexandria, VA: OPA.
- Research Triangle Institute, Inc. (2013). *SUDAAN® User's Manual, Release 11.1.0*. Cary, NC: Author.
- Sadler, A. G., Booth, B. M., Cook, B. L., & Doebbeling, B. N. (2003). Factors associated with women's risk of rape in the military environment. *American Journal of Industrial Medicine*, 43, 262–273.
- Severance, L., Klahr, A. M., & Coffey, M. (2016). Analysis on the Continuum of Harm. In E. P. Van Winkle, L. Rock, & M. M. Hurley (Eds.), *2015 Workplace and Gender Relations Survey of Reserve Component Members Overview Report*. (Report No. 2016-006). Alexandria, VA: DMDC.
- Tjaden, P., & Thoennes, P. (1998). *Stalking in America: Findings from the National Violence Against Women Survey, Research in brief*. (National Institutes of Justice Publication No. NCJ 169592). Retrieved from <https://www.ncjrs.gov/pdffiles/169592.pdf>
- Turchik, J. A., & Wilson, S. M. (2010). Sexual assault in the U.S. military: A review of the literature and recommendations for the future. *Aggression and Violent Behavior*, 15, 267–277.
- United States Military Academy. (2012). *2012 USCC Standing Operating Procedure*. Retrieved from <https://www.usma.edu/dfl/SiteAssets/SitePages/Summer%20Faculty%20Workshop/USCC%20SOP%202012.pdf>
- Wilkins, N., Tsao, B., Hertz, M., Davis, R., & Klevens, J. (2014). *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute. American Association for Public Opinion Research. (2014). *Best practices for research*. Retrieved from <http://www.aapor.org/AAPORKentico/Standards-Ethics/Best-Practices.aspx>

- Wilkins, N., Tsao, B., Hertz, M., Davis, R., & Klevens, J. (2014). *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute.
- Williams, J. H., Fitzgerald, L. F., & Drasgow, F. (1999). The effects of organizational practices on sexual harassment and individual outcomes in the military. *Military Psychology*, 11, 303-328.

Appendix A. Survey Instrument

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



RCS: DD-P&R(AR) 2198
Exp: 3/28/2020

2018 Service Academy Gender Relations Survey

PRIVACY ADVISORY

This survey is anonymous, does not collect or use personally identifiable information, and responses are not retrievable by personal identifier. In order to better protect your privacy, do not include information that may identify you or others when completing write-in responses. The purpose of this survey is to solicit information to identify and assess gender issues and discrimination among cadets/midshipmen at the Service Academies and to evaluate the effectiveness of each Service Academy's sexual assault/harassment policies, training, and procedures. Your responses will be aggregated and will provide senior Department of Defense officials (for the Department of Homeland Security, or Department of Transportation officials, those survey results will be aggregated separately) a benchmark to track reported sexual assault/harassment trends over time. These aggregated results will also be reported to Congress. Completing this survey is voluntary. There will be no attempt to trace responses back to the respondent. There is no penalty for not responding or skipping questions; however, maximum participation is encouraged so that the data will be complete and representative. Because the survey is anonymous, no individual situation can be addressed. Please avoid putting *any* identifying information in your responses. This is not the vehicle to report something that requires further attention or action by Academy officials.

Statement of Risk: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of any identifying data you provide. However, OPA has a number of policies and procedures to ensure that survey data are kept anonymous and protected, to the extent provided by law. If you have any questions about this survey, please contact SA-Survey@mail.mil.

Authority to Survey: The John Warner National Defense Authorization Act for Fiscal Year 2007, Section 532 requires annual assessments of gender-related issues at the Military Service Academies (10 USC 481). DoD Service Academies are surveyed per DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures. Preparatory Schools are covered under 32 CFR Part 217. USCGA officials requested the Coast Guard be included, beginning in 2008, in order to evaluate and improve their programs addressing sexual assault and sexual harassment. Beginning in 2012, at the request of the U.S. Merchant Marine Academy (USMMA), USMMA officials contracted with OPA to include USMMA in the Service Academy Gender Relations Survey and Focus Group efforts. Results for the USMMA are reported separately from the DoD.

COMPLETION INSTRUCTIONS

- Please take your time and select answers you believe are most appropriate.
- Please PRINT where applicable. Do not make any marks outside of the response and write-in boxes.
- If you need more room for comments, use the back page or ask a survey proctor for a blank piece of paper.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



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

CORRECT ANSWER



INCORRECT ANSWER



BACKGROUND INFORMATION

1. Which Service Academy/Preparatory School do you attend?

- ☒ United States Military Academy
☒ United States Military Academy Preparatory School
☒ United States Naval Academy
☒ United States Naval Academy Preparatory School
☒ United States Air Force Academy
☒ CHIPS Participant
☒ United States Air Force Academy Preparatory School
☒ United States Coast Guard Academy
☒ United States Merchant Marine Academy

2. Are you...?

- ☒ Male ☒ Female

3. What is your Class year (the year you will graduate from the Academy)?

- ☒ 2018 ☒ 2020
☒ 2019 ☒ 2021
☒ 2022 (Preparatory School only)

GENDER-RELATED EXPERIENCES

In this section, you will be asked about several things that someone from your Academy might have done to you that were upsetting or offensive to you and that happened since June 2017.

When the questions say “someone from your Academy,” please include any person you have contact with as part of your **Academy life**.

“Someone from your Academy” could be an officer or non-commissioned officer, fellow cadet or midshipman, civilian employee, or contractor. These persons can be Academy leadership, faculty, athletic department personnel, or support service staff.

These things may have occurred on- or off-duty or on- or off-campus. Please include them as long as the person who did them to you was someone from **your Academy**.

4. Since June 2017, did someone from your Academy repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q7

5. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

6. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by these jokes if they had heard them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

7. Since June 2017, did someone from your Academy embarrass, anger, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to? For example, by calling you a dyke or butch (if you are a woman), or by calling you a woman, a fag, or gay (if you are a man).

☐ Yes ☐ No ⇒ GO TO Q10

8. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

9. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if someone had said these things to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

10. Since June 2017, did someone from your Academy display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q13

11. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

12. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by seeing these sexually explicit materials? If you aren't sure, choose the best answer.

☐ Yes ☐ No

13. Since June 2017, did someone from your Academy repeatedly tell you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q16

14. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

15. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by hearing about these sexual activities or by having someone make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch)? If you aren't sure, choose the best answer.

☐ Yes ☐ No

16. Since June 2017, did someone from your Academy repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q19

17. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

18. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if they had been asked these questions? If you aren't sure, choose the best answer.

☐ Yes ☐ No

19. Since June 2017, did someone from your Academy make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q22

Continue to next column

20. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

21. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if these remarks had been directed to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

22. Since June 2017, did someone from your Academy either take or share sexually suggestive pictures or videos of you when you did not want them to?

☐ Yes ☐ No ⇒ GO TO Q25

23. Did this make you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q25

24. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if it happened to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

25. Since June 2017, did someone from your Academy make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out to asking you for sex or a "hookup."

☐ Yes ☐ No ⇒ GO TO Q29

26. Did these attempts make you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q29

27. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

28. Do you think this was ever severe enough that **most cadets/midshipmen** at your Academy would have been **offended** by these unwanted attempts (Q25)? If you aren't sure, choose the best answer.

☐ Yes ☐ No

29. Since **June 2017**, did someone from your Academy repeatedly touch you in a way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

☐ Yes ☐ No ⇒ GO TO Q32

30. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

31. Do you think this was ever severe enough that **most cadets/midshipmen** at your Academy would have been **offended** by this **unnecessary touching**? If you aren't sure, choose the best answer.

☐ Yes ☐ No

32. Since **June 2017**, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel as if you would get some benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better cadet/midshipman assignment, or better academic grade in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☐ Yes ☐ No ⇒ GO TO Q34

Continue to next column

33. What led you to believe that you would get a benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you they would give you a reward or benefit for doing something sexual	<input type="checkbox"/>	<input type="checkbox"/>
b. They hinted you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time they expressed sexual interest	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things.....	<input type="checkbox"/>	<input type="checkbox"/>

34. Since **June 2017**, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel like you would get **punished or treated unfairly at your Academy** if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad grade, or treat you badly if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

☐ Yes ☐ No ⇒ GO TO Q36

35. What led you to believe you would get **punished or treated unfairly at your Academy** if you did not do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you you would be punished or treated unfairly if you did not do something sexual.	<input type="checkbox"/>	<input type="checkbox"/>
b. They hinted you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.	<input type="checkbox"/>	<input type="checkbox"/>

36. Since June 2017, did you hear someone from your Academy say that someone of your gender is **not** as good as someone of the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer?

☐ Yes ☐ No ⇒ GO TO Q38

37. Do you think their beliefs about someone of your gender ever **harmed or limited your cadet/midshipman career**? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

38. Since June 2017, do you think someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) mistreated, ignored, excluded, or insulted you because of your gender?

☐ Yes ☐ No ⇒ GO TO Q40

39. Do you think this treatment ever **harmed or limited your cadet/midshipman career**? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

If you answered "Yes" to ANY Q4 - Q39, continue to Q40. Otherwise ⇒ GO TO Q48.

40. Of the behaviors that you selected as happening to you, would you consider them to be... **Mark "Yes" or "No" for each item.**

	Yes	No
a. A hostile work environment? For example, severe and pervasive unwelcome sexual advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Quid pro quo? For example, someone implied preferential treatment in exchange for your sexual cooperation.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Gender discrimination? For example, mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes.....	<input type="checkbox"/>	<input type="checkbox"/>

41. Did the incidents you experienced since June 2017 involve... **Mark one.**

- ☐ The same people in all incidents?
☐ The same people in some incidents, but not all?
☐ Different people in each incident?
☐ Identity was unknown?

GENDER-RELATED SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

42. Who was the person(s) in this situation who did this to you? **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A member of an intramural or club sports team at your Academy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Academy military/uniformed faculty or staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Academy civilian faculty or staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unknown person.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. Did the person(s) do similar unwanted actions to others?

- ☐ Yes
☐ No
☐ Don't know

44. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/midshipmen or to exclude them from an organization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

45. Did you discuss/report this situation with/to any authority or organization?

- ☒ Yes (Please specify below)
☒ No ⇒ GO TO Q47

To whom did you discuss/report this situation? Please indicate position or title, not name (e.g., cadet/midshipman commander, AOC/TAC/Company Officer, SARC, MEO Officer, SHARP Officer). DO NOT INCLUDE NAMES.

Please print.

46. What actions were taken in response to your discussing/reporting the incident? Mark "Yes" or "No" for each item.

	Yes	No
a. The situation was corrected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your situation was/is being investigated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were kept informed of what actions were being taken.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You were encouraged to let it go or tough it out.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your situation was discounted or not taken seriously.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Disciplinary action was taken against you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Disciplinary action was taken against the offender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Administrative action (e.g., non-judicial punishment) was taken against you.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You were ridiculed or scorned	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Some other action was taken (Please specify in next column).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You don't know what happened	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Continue to next column

Please specify the other action that was taken in response to your discussing/reporting the incident. Do not include any information that would identify yourself or others.

Please print.

If you discussed/reporting the situation ⇒ GO TO Q48. Otherwise, continue.

47. What were your reasons for not discussing/reporting this situation? Mark "Yes" or "No" for each item.

	Yes	No
a. You thought it was not important enough to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You did not know how to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You felt uncomfortable making a report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You took care of the problem yourself by <u>avoiding</u> the person who harassed you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You took care of the problem yourself by <u>confronting</u> the person who harassed you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You took care of the problem yourself by <u>forgetting</u> about it and moving on	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You did not think anything would be done	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You thought reporting would take too much time and effort	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You thought you would be labeled a troublemaker.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You thought your evaluations or chances for leadership positions would suffer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You did not want people talking or gossiping about you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. You thought it would hurt your reputation and standing.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You did not want to hurt the career of the person(s) who did it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. You did not want to bring undue attention or discredit on the Academy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED SEXUAL BEHAVIORS

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted sexual experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences may vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience.

They can happen to both women and men.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about situations that happened AFTER June 2017. You will have an opportunity to describe experiences that happened BEFORE June 2017 later in the survey.

- 48. Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**If you answered "No" to Q48a through Q48e then
⇒ GO TO Q85.**

- 49. Please give your best estimate of how many different times (on how many separate occasions) since June 2017, you had these unwanted experiences?**

<input type="text"/>	<input type="text"/>	<input type="text"/>	Times
----------------------	----------------------	----------------------	-------

- 50. Were all these events done by the same person? Mark one.**

- ☒ Does not apply, I had one event
☒ Yes
☒ No, more than one person
☒ Not sure

- 51. Did the person(s) who did this to you... Mark "Yes" or "No" for each item.**

	Yes	No
a. Use physical force or threats to make you comply (for example, physically injure you)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Threaten to harm you physically (or someone else)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Threaten or coerce you (or someone else) in some other way such as using their position of authority, spreading lies about you, or getting you in trouble with authorities?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

- 52. Did the person(s) do this when... Mark "Yes" or "No" for each item.**

	Not sure		
	No		
	Yes		
a. You were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You were passed out, asleep, or unconscious?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You did not have time to react?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED SEXUAL CONTACT SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you since June 2017. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

53. Which of the following experiences happened during the situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please continue to focus on this worst or most serious situation in the questions that follow.

54. How many people did this to you? Mark one.

- ☒ One person
☒ More than one person
☒ Not sure

55. Was/Were this person(s)... Mark one.

- ☒ A man?
☒ A woman?
☒ A mix of men and women?
☒ Not sure?

56. At the time of the situation, was/were the person(s) who did this to you... Mark all that apply.

- ☒ Someone you were currently dating?
☒ Someone you had previously dated?
☒ Someone you had a casual relationship with (for example, hooked up with)?
☒ Someone you knew from class or other activity?
☒ Someone you had just met?
☒ A stranger?

57. At the time of the situation, was/were the person(s) who did this to you... Mark one answer for each item.

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A member of an intramural or club sports team at your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Academy military/uniformed faculty or staff?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Academy civilian faculty or staff?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Unknown person?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

58. Did the unwanted situation occur... Mark one answer for each item. If you have not been to these locations since June 2017 please mark "Not applicable."

	Not applicable	No	Yes
a. On Academy grounds in a dormitory/ living area?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. On Academy grounds not in a dormitory/living area?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Off Academy grounds at a social event (for example, a party)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Off Academy grounds at an Academy sponsored event (for example, a sports team trip, conference, club event, or training)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Off Academy grounds at the home of a sponsor or alumnus?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Off Academy grounds at the home of a faculty or staff member?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Some other location off Academy grounds?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. When did the situation occur? Mark "Yes" or "No" for each item.

	Yes	No
a. During normal duty hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. After duty hours not on a weekend or holiday	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. After duty hours on a weekend or holiday.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. On leave.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. During summer experience/training/ sea duty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. On exchange to another Academy..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. USMMA ONLY. During maritime duty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

60. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/ midshipmen or to exclude them from an organization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

61. Did the person(s) who did this... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually harass you <u>before</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Stalk you <u>before</u> this situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>before</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Sexually harass you <u>after</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Stalk you <u>after</u> this situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>after</u> this situation? .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

62. At the time of this unwanted situation had you been drinking alcohol? Even if you had been drinking, it does not mean you are to blame for what happened.

- ☒ Yes
☒ No
☒ Not sure

63. Just prior to this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did the person(s) who did this to you buy or give you alcohol to drink?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent? (Please specify below)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please indicate why you believe you might have been given a drug without your knowledge or consent. Do not include any information that would identify yourself or others.

Please print.

64. At the time of this unwanted situation, had the person(s) who did it been drinking alcohol?

- ☒ Yes
☒ No
☒ Don't know

65. At the time of this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Was there anyone else present who stepped in to help you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Was there someone else present who could have stepped in to help you, but did not?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

66. After this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did you consider requesting a transfer to another company/ squadron?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Did you think about leaving your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Did your academic performance suffer?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Did you take time off (for example, sick in quarters, leave of absence) because of the situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Did the situation damage your personal relationships, for example with a person you were dating or a friend?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DoD provides two ways in which to report a sexual assault:

- A **Restricted** report of sexual assault allows the sexual assault victim to make a confidential report, to certain individuals, and to receive medical treatment and counseling without starting an official investigation of the assault and without notifying the command the victim was sexually assaulted.
- An **Unrestricted** report allows the sexual assault victim to receive the same level of support services as a victim who elects the restricted reporting option, but unlike a restricted report, command is notified of the sexual assault of the victim, and an official investigation is undertaken for purposes of holding the alleged offender accountable.

67. Did you officially report that you were a victim of a sexual assault? This could have been either a restricted or unrestricted report.

- ☐ Yes ☐ No ⇒ GO TO Q71

68. Did you initially make a... Mark one.

- ☐ Restricted report? ⇒ GO TO Q69
☐ Unrestricted report? ⇒ GO TO Q70
☐ Unsure what type of report I initially made? ⇒ GO TO Q70

69. Did your restricted report remain restricted?

- ☐ Yes
☐ No, I converted it to unrestricted
☐ No, an independent investigation occurred (for example, someone you talked to about it notified your chain of command and they initiated an investigation)

70. What were your reasons for reporting the situation? Mark all that apply.

- ☐ Someone else made you report it or reported it themselves
☐ To stop the person(s) from hurting you again
☐ To stop the person(s) from hurting others
☐ It was your civic/military duty to report it
☐ To punish the person(s) who did it
☐ To discourage other potential offenders
☐ To get medical assistance
☐ To get mental health assistance
☐ To stop rumors
☐ Someone you told encouraged you to report
☐ Raise awareness that it occurs at the Academy
☐ Other (Please specify in next column)

Continue to next column

Please specify the other reason(s) for reporting the situation. Do not include any information that would identify yourself or others.

Please print.

If you reported the situation ⇒ GO TO Q72. Otherwise, continue.

71. What were your reasons for not reporting the situation to an authority? Mark all that apply.

- ☐ You thought it was not serious enough to report
☐ You took care of the problem yourself by avoiding the person who assaulted you
☐ You took care of the problem yourself by confronting the person who assaulted you
☐ You took care of the problem yourself by forgetting about it and moving on
☐ You did not want more people to know
☐ You felt uncomfortable making a report
☐ You thought reporting would take too much time and effort
☐ You did not want people talking or gossiping about you
☐ You felt shame/embarrassment
☐ Other (Please specify below)

Please specify the other reason(s) for not reporting the situation. Do not include any information that would identify yourself or others.

Please print.

72. In retrospect, would you make the same decision about reporting if you could do it over?

- ☐ Yes ☐ No

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

73. Thinking about the unwanted event, has anyone in a position of authority/leadership over you (i.e., cadet/midshipman chain of command or permanent party leadership, such as TAC, Company Officer, AOC, Regimental Officer, TAC NCO, SEL, or AMT) either done or threatened to do any of the following after the unwanted event occurred? **USAFA ONLY:** Please do not include cadet leadership when considering who took these actions. **Mark all that apply.**

- ☒ Denied you or removed you from a leadership position
- ☒ Denied you a training opportunity that could have led to a leadership position
- ☒ Rated you lower than you deserved on a performance evaluation
- ☒ Denied you an award or other form of recognition you were previously eligible to receive
- ☒ Assigned you new duties without doing the same to others
- ☒ Assigned you to duties that do not match your current class year or position within the company/squadron
- ☒ Made you perform additional duties that do not match your current class year or position within the company/squadron
- ☒ Transferred you to a different company/squadron without your request or agreement
- ☒ Ordered you to one or more mental health evaluations
- ☒ Disciplined you or ordered other corrective action
- ☒ Does not apply, you have not experienced any of the above ⇒ GO TO Q77

74. Which type of leadership took the actions you marked as happening to you? **Mark all that apply.**

- ☒ Cadet/midshipman leadership
- ☒ Academy permanent party leadership (for example, faculty member, coach, TAC Officer, AOC, Company Officer, Regimental Officer)

If you did not report your sexual assault ⇒ GO TO Q77. Otherwise, continue.

75. Do you have reason to believe that any of the leadership actions you experienced were only based on your report of sexual assault (that is, not based on your conduct or performance)?

- ☒ Yes
- ☒ No
- ☒ Not sure

76. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to get back at you for making a report (unrestricted or restricted)?..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Trying to discourage you from moving forward with your report?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Mad at you for causing a problem for them?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

77. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) or your leadership done any of the following? **Mark all that apply.**

- ☒ Made insulting or disrespectful remarks or made jokes at your expense in public
- ☒ Excluded you or threatened to exclude you from social activities or interactions
- ☒ Ignored you or failed to speak to you despite your attempts to communicate (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above ⇒ GO TO Q80

If you did not report your sexual assault ⇒ GO TO Q80. Otherwise, continue.

78. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☒ Yes
- ☒ No
- ☒ Not sure



79. Were any of the individual(s) who took these actions trying to discourage you from moving forward with your report or discourage others from reporting?

- ☐ Yes
☐ No
☐ Not sure

80. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) done any of the following? **Mark all that apply.**

- ☐ Made insulting or disrespectful remarks or made jokes at your expense to you in private
☐ Showed or threatened to show private images, photos, or videos of you to others
☐ Bullied you or made intimidating remarks about the assault
☐ Was physically violent with you or threatened to be physically violent
☐ Damaged or threatened to damage your property
☐ Does not apply, you did not experience any of the above ⇒ GO TO Q83

If you did not report your sexual assault ⇒ GO TO Q83. Otherwise, continue.

81. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☐ Yes
☐ No
☐ Not sure

82. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to discourage you from moving forward with your report or discourage others from reporting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Trying to abuse or humiliate you?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you did not experience any of the behaviors in Q77 or Q80 ⇒ GO TO Q85. Otherwise, continue.



83. In response to your answers to questions 77 and/or 80, please indicate who you believe took the actions. **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A member of an intramural or club sports team at your Academy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Academy military/uniformed faculty or staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Academy civilian faculty or staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unknown person?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

84. Did any of the actions you marked involve social media (for example, Facebook, Twitter, Jodel, Snapchat, Kik)?

- ☐ Yes ☐ No

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations since June 2017. These situations could have taken place at your Academy or outside of your Academy.

85. Since June 2017, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. See a situation you thought was a sexual assault or could have led to a sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Observe someone who "crossed the line" by telling sexist comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Encounter a group or individual being hazed?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Encounter an individual being bullied?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. See someone making unwanted sexual advances towards another cadet/midshipman?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See horseplay or roughhousing that "crossed the line" or appeared unwanted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone who drank too much and needed help (e.g., getting home)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Encounter someone hooking up with someone who was passed out?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

If you indicated "No" to all items in Q85 ⇒ GO TO Q87.

86. How did you respond to the situation(s) you observed? Mark "Yes" or "No" for each item.

	Yes	No
a. I spoke up to address the situation .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. I told someone else about it <i>while</i> it was happening.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. I told someone else about it <i>after</i> it happened	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I created a distraction	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. I talked to those who experienced the situation to see if they were okay.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. I intervened in some other way	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I did not intervene.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please tell us why you did or didn't do anything in this situation. **Do not include any information that would identify yourself or others.**

Please print.

87. To what extent are you willing to... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone that you think they "crossed the line" with gender-related comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Seek help from the chain of command in stopping other students who continue to engage in sexual harassment after having been previously spoken to?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

ACADEMY EDUCATION AND CULTURE

88. To what extent has the education you received since June 2017 increased your confidence in... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Recognizing warning signs for sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Intervening to help prevent sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Knowing where to get help for someone who was sexually assaulted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Understanding the relationship between alcohol consumption and risk for sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Recognizing the warning signs for an unhealthy relationship?....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

89. If you were to experience sexual assault in the future, to what extent would you... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Trust the Academy to protect your privacy following the reported incident?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Trust the Academy to ensure your safety following the reported incident?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Trust the Academy to treat you with dignity and respect following the reported incident?..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

90. How many drinks containing alcohol do you have on a typical day when drinking? *By "drink" we mean a bottle or can of beer, a wine cooler or glass of wine, a shot of liquor, or a mixed drink or cocktail.*

- ☒ None
☒ 1 or 2
☒ 3 or 4
☒ 5 or 6
☒ 7 to 9
☒ 10 or more

91. During the past year, how often have you been unable to remember what happened the night before because you had been drinking?

- ☒ Never
☒ Monthly or less
☒ 2-4 times a month
☒ 2-3 times a week
☒ 4 or more times a week

92. At your Academy, to what extent do you think the persons below make honest and reasonable efforts to stop sexual harassment and sexual assault? For example, do these persons lead by example, stress the importance of sexual harassment and sexual assault prevention, and encourage reporting? *Mark one answer for each item.*

	No basis to judge	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Cadet/midshipman leaders...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Cadets/midshipmen not in appointed leadership positions.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Commissioned officers directly in charge of your unit.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Non-commissioned officers or senior/chief petty officers directly in charge of your unit.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Military/uniformed academic faculty.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Civilian academic faculty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Intercollegiate (NCAA/ Division I) coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Intercollegiate (NCAA/ Division I) officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Club team coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Club team officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Intramural coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Intramural officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Physical education instructors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

93. At your Academy, to what extent do you think... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. High-profile cases of sexual assault deter other victims from reporting sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Potential scrutiny by the media makes victims less likely to come forward to report sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Potential negative reaction from Academy peers makes victims less likely to report sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. People "cry rape" to avoid punishment or after making a regrettable decision?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. "Victim blaming" occurs (i.e., holding a victim partly or entirely responsible for a sexual assault)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A victim's reputation affects whether Academy peers believe he or she was assaulted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The other cadets/midshipmen watch out for each other to prevent sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your cadet/midshipmen leaders enforce rules (such as rules against fraternization and drinking in the dormitory)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your <u>commissioned officers</u> (AOCs, TACs, Company Officers) set good examples in their own behavior and talk?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your <u>non-commissioned officers</u> (AMTs, TAC NCOs, SELs) set good examples in their own behavior and talk?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past Academic Program Year (since June 2017). For the next question, please think about situations that happened more than one year ago, BEFORE June 2017. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want them to and did not consent.

Please include an experience regardless of who did it to you or where it happened.

94. Before June 2017, did you ever experience any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark all that apply.

	Yes, before entering the Academy	Yes, since entering the Academy	No, have not experienced
a. <u>Sexually touched you</u> (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted</u> to make you have sexual intercourse, but was not successful? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you</u> have sexual intercourse? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

95. Before June 2017, did a friend or someone close to you experience any of the intentional sexual contacts described above that were against their will or which occurred when they did not or could not consent?

- ☐ Yes
☐ No
☐ Not sure

96. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated. *Please do not include any personally identifiable information (PII) that would identify yourself or others in your comments (for example, names, addresses, company/squadron number, etc.)*

[illegible]

16

Appendix B. Frequently Asked Questions (FAQ)

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Frequently Asked Questions (FAQ)

The Office of People Analytics (OPA) Health and Resilience (H&R) division has been conducting surveys of gender issues for the Service Academies since 2006. OPA uses scientific state of the art statistical techniques to draw conclusions from the Military Service Academies (MSA) population. To construct estimates for the *2018 Service Academy Gender Relations Survey (2018 SAGR)*. OPA used weighting procedures to ensure accuracy of estimates to the full MSA population. The following details some common questions about our methodology as a whole and the *2018 SAGR* specifically.

1. What was the population of interest for the 2018 Service Academy Gender Relations Survey (2018 SAGR)?

The population of interest for the *2018 SAGR* consisted of cadets and midshipmen at the U.S. Military Academy (USMA), U.S. Naval Academy (USNA), and U.S. Air Force Academy (USAFA) in class years 2018 through 2021.⁵⁰ The entire population of male and female students was selected for the survey, except students who were on exchange from another MSA and foreign exchange students. Students on exchange from another MSA were excluded because, although they could not participate in the survey at their home Academy, the statistical weighting at their home Academy accounted for them in their MSA population estimates. Foreign exchange students were excluded because they are not members of the MSA populations. This census of all students was designed for maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as those questions asking details of an unwanted gender-related behavior. A census of students at the MSA Preparatory Schools was also included in the *2018 SAGR*, and their results will be presented in a separate report.

The target survey frame consisted of 12,894 DoD MSA students drawn from the student rosters provided to OPA by each of the Service Academies. OPA received a final dataset containing 12,779 returned questionnaires, of which, 8,854 were considered complete, yielding an overall weighted response rate for respondents at the DoD MSA's of 73% (81% for DoD Academy women and 65% for DoD Academy men).

2. What was the survey question used to measure Unwanted Sexual Contact?

The measure of unwanted sexual contact for the 2006, 2008, 2010, 2012, 2014, 2016, and 2018 *SAGR* surveys includes the five specific behaviors listed below. In 2018, respondents were asked to indicate "Yes" or "No" to the following question for each behavior:

Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent in which someone...

- *Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?*

⁵⁰ OPA also surveyed a census of students at the U.S. Coast Guard Academy (USCGA) and U.S. Merchant Marine Academy (USMMA) and are presented in separate reports.

- *Attempted to make you have sexual intercourse, but was not successful?*
 - *Made you have sexual intercourse?*
 - *Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?*
 - *Made you perform or receive oral sex, anal sex, or penetration by a finger or object?*
3. **The term “Unwanted Sexual Contact” does not accurately represent the categories of crime in the Uniform Code of Military Justice (UCMJ). Why is this? Is unwanted sexual contact different than “sexual assault?”**

The measure of unwanted sexual contact used by the 2018 SAGR is behaviorally based. That is, the measure is based on specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or the UCMJ definition of sexual assault. The estimates created for the unwanted sexual contact estimated prevalence rate reflect the percentage of Academy students who experienced behaviors prohibited by the UCMJ.

The term “unwanted sexual contact” and its definition was created in collaboration with DoD stakeholders to help respondents better relate their experience(s) to the types of sexual assault behaviors addressed by military law and the DoD Sexual Assault Prevention and Response program. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” as described in the UCMJ. As a result, the term “unwanted sexual contact” was created so that respondents could read the definition provided and readily understand the behaviors covered by the survey. There are three broad categories of unwanted sexual contact that result: penetration of any orifice, attempted penetration, and unwanted sexual touching (without penetration). Although these unwanted behaviors are analogous to UCMJ offenses, they are not meant to be exact matches. Many respondents cannot and do not consider the complex legal elements of a crime when being victimized by an alleged offender. Consequently, forcing a respondent to categorize accurately which offense they allegedly experienced would not be productive. The terms and definitions of unwanted sexual contact have been consistent throughout all of the SAGR surveys since 2006 to provide DoD with reliable data points across time.

In 2014, RAND Corp. conducted the *2014 RAND Military Workplace Survey (2014 RMWS)* independently from the DoD. For this effort, researchers fielded two versions of the survey: one using the unwanted sexual contact question and one using a newly constructed measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against military members. Weighted estimated topline prevalence rates from each measure were not significantly different.

In October 2015, based on concerns from Academy leadership about the new measure, OPA conducted pretests at the three DoD Service Academies using the sexual assault measure from the *2014 RMWS*. The pretest included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer

honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the sexual assault measure's added length and graphic language made it inappropriate for administration to students in a group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

4. OPA uses “sampling” and “weighting” for their scientific surveys. Why are these methods used and what do they do?

Simply stated, sampling and weighting allow for data, based on a sample, to be generalized accurately up to the total population. In the case of the *2018 SAGR*, this allows OPA to generalize to the full population of Academy students who meet the criteria listed above. This methodology meets industry standards used by government statistical agencies, including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. OPA subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

5. Were sampling and weighting used in the *2018 Service Academy Gender Relations Survey (2018 SAGR)*?

The *2018 SAGR* was a census of all women and men at each Academy. That is, the survey was offered to all students, male and female. For that reason, sampling from the population was not necessary. However, even though all were offered a survey, not all students took the survey for a number of reasons (e.g., conflicts in schedules, refusal to participate). To ensure our estimates are generalizable to each Academy, OPA used weighting to represent accurately the full population. Data were weighted, using an industry standard process, to reflect each Academy's population as of March 2018. Differences in the percentages of respondents and population for the reporting categories reflect differences in response rates. Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

6. Does crime data typically fluctuate over time as we see in the *Service Academy Gender Relations Survey* results?

As we continue to survey this population, we will gain a better understanding of the trends that exist within this population and what leads to fluctuations. In general, these types of surveys often see similar fluctuations; however, over time, the visual impact of these fluctuations is less dramatic.

7. Some of the estimates provided in the report show “NR” or “Not Reportable.” What does this mean?

The estimates become “Not Reportable” when they do not meet the criteria for statistically reliable reporting. This can happen for a number of reasons including high variability or too few

respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

REPORT DOCUMENTATION PAGE				Form Approved OMB No. 0704-0188	
<p>The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Service Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.</p> <p>PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ORGANIZATION.</p>					
1. REPORT DATE (DD-MM-YYYY) 30-01-2019		2. REPORT TYPE Final Report		3. DATES COVERED (From - To) March-April 2018	
4. TITLE AND SUBTITLE 2018 Service Academy Gender Relations Survey: Overview Report				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
				5d. PROJECT NUMBER	
6. AUTHOR(S) Davis, L., Klauberg, W., Namrow, N., Petusky, M., Claros, Y., Hylton, K., Creel, A., & Klahr, A.				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Office of People Analytics 4800 Mark Center Drive, Suite 06E22 Alexandria, VA 22350-4000				8. PERFORMING ORGANIZATION REPORT NUMBER OPA Report No. 2018-075	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Sexual Assault Prevention and Response Office (SAPRO) 4800 Mark Center Drive, Suite 07G21 Alexandria, VA 22311				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution unlimited.					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT This report provides results of the 2018 Service Academy Gender Relations Survey (2018 SAGR) conducted by the Health & Resilience Division within the Office of People Analytics (OPA). This survey is the ninth of a series of surveys mandated by U.S. Code 10, as amended by Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007. It assesses the incidence of unwanted sexual contact, sexual harassment, and related issues at the U.S. Military Academy (USMA), the U.S. Naval Academy (USNA), and the U.S. Air Force Academy (USFA). The survey results include incidence rates of unwanted sexual contact, sexual harassment, and gender discrimination; a discussion of students' perceptions of Academy culture with respect to unwanted sexual contact and sexual harassment; and the availability and effectiveness of sexual assault and sexual harassment training.					
15. SUBJECT TERMS Unwanted Sexual Contact, Sexual Harassment, Gender Discrimination, Service Academy Culture, Training					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			Elizabeth (Lisa) Davis
UU	UU	UU	SAR	194	19b. TELEPHONE NUMBER (Include area code) 571-372-1105

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

5d. PROJECT NUMBER. Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

5f. WORK UNIT NUMBER. Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

6. AUTHOR(S). Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

11. SPONSOR/MONITOR'S REPORT NUMBER(S). Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

12. DISTRIBUTION/AVAILABILITY STATEMENT. Use agency-mandated availability statements to indicate the public availability or distribution limitations of the report. If additional limitations/ restrictions or special markings are indicated, follow agency authorization procedures, e.g. RD/FRD, PROPIN, ITAR, etc. Include copyright information.

13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

16. SECURITY CLASSIFICATION. Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

17. LIMITATION OF ABSTRACT. This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

