

**U.S. Department of Defense**



# **Appendix B: DoD Civilian Employee Data Tables**

**2018 Department of Defense Civilian Employee Workplace and  
Gender Relations Survey**



## List of 2018 WGRC DoD Civilian Employee Data Tables

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## Appendix B: DoD Civilian Employee Data Tables

**Table 1.**  
*Estimated Past Year Sexual Harassment Rates*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Estimated Past Year Sexual Harassment Rate</b>	<b>5.9</b>	<b>9.4</b>	<b>3.7</b>	<b>5.5</b>	<b>9.2</b>	<b>3.6</b>	<b>8.8</b>	<b>10.4</b>	<b>5.4</b>
<b>Estimated Past Year Sexually Hostile Work Environment Rate</b>	<b>5.8</b>	<b>9.4</b>	<b>3.7</b>	<b>5.4</b>	<b>9.1</b>	<b>3.6</b>	<b>8.8</b>	<b>10.4</b>	<b>5.4</b>
<b>Estimated Past Year Sexual <i>Quid Pro Quo</i> Rate</b>	<b>0.3</b>	<b>0.4</b>	<b>0.2</b>	<b>0.3</b>	<b>0.5</b>	<b>0.1</b>	<b>0.3</b>	<b>0.3</b>	<b>0.4</b>

Margins of error range from  $\pm 0.1\%$  to  $\pm 1.3\%$   
Percent of all civilian employees

**Table 2.**  
*Frequency of Upsetting Behavior in the One Situation of Sexual Harassment*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Frequency of upsetting behavior</b>	<b>One time</b>	<b>22</b>	<b>21</b>	<b>24</b>	<b>23</b>	<b>22</b>	<b>24</b>	<b>20</b>	<b>19</b>	<b>24</b>
	<b>More than one time</b>	<b>78</b>	<b>79</b>	<b>76</b>	<b>77</b>	<b>78</b>	<b>76</b>	<b>80</b>	<b>81</b>	<b>76</b>

Margins of error range from  $\pm 2\%$  to  $\pm 15\%$   
Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 3.**  
*Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Context in Which the One Situation of Sexual Harassment Occurred*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>DoD context</b>	96	96	95	96	97	95	95	95	97
At your primary duty location	87	87	87	87	88	87	83	84	80
While you were performing your DoD civilian job duties	87	88	85	86	88	85	88	89	84
At a military installation/ship, armory, Guard or Reserve unit site	43	41	45	43	42	45	40	40	42
When you were at a work-related, DoD, or military function	28	25	32	28	25	31	31	26	50
While you were completing a probationary period for your DoD civilian job	22	23	20	22	23	21	23	26	11
While you were on official work travel or temporary assignment	15	14	17	16	16	17	7	5	15
While you were assigned OCONUS to perform your DoD civilian job duties	8	7	9	8	7	9	11	10	16
While you were in any type of DoD sponsored training	7	7	8	7	7	8	7	5	NR
While you were off duty in a situation unrelated to work	14	14	14	14	15	13	15	13	23

Margins of error range from ±1% to ±17%

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 4.**  
*Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Number of Alleged Offenders in the One Situation of Sexual Harassment*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>How many people were involved in this upsetting situation?</b>	<b>One person</b>	47	50	44	47	50	44	50	49	51
	<b>More than one person</b>	53	50	56	53	50	56	50	51	49

Margins of error range from ±3% to ±15%

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 5.**  
*Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Gender of the Alleged Offender(s) in the One Situation of Sexual Harassment*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>At least one person was a man</b>	88	92	83	90	94	85	82	87	62
<b>At least one person was a woman</b>	31	26	37	28	21	36	44	42	53

Margins of error range from ±2% to ±13%

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months



**Table 6.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Employment Status of the Alleged Offender(s) in the One Situation of Sexual Harassment***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Someone within your organization</b>	<b>92</b>	<b>91</b>	<b>92</b>	<b>92</b>	<b>92</b>	<b>93</b>	<b>87</b>	<b>87</b>	<b>88</b>
<b>DoD civilian employee(s)</b>	<b>86</b>	<b>86</b>	<b>88</b>	<b>86</b>	<b>85</b>	<b>87</b>	<b>89</b>	<b>88</b>	<b>93</b>
<b>Part of leadership</b>	<b>45</b>	<b>45</b>	<b>44</b>	<b>44</b>	<b>45</b>	<b>44</b>	<b>46</b>	<b>44</b>	<b>50</b>
<b>Military member(s)</b>	<b>26</b>	<b>28</b>	<b>23</b>	<b>26</b>	<b>29</b>	<b>23</b>	<b>24</b>	<b>26</b>	<b>13</b>
<b>DoD contractor(s)</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>11</b>	<b>13</b>

*Margins of error range from  $\pm 2\%$  to  $\pm 15\%$*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 7.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Reported the One Situation of Sexual Harassment to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Reported the one situation to leadership</b>	<b>31</b>	<b>35</b>	<b>25</b>	<b>29</b>	<b>34</b>	<b>24</b>	<b>38</b>	<b>41</b>	<b>27</b>

*Margins of error range from  $\pm 2\%$  to  $\pm 12\%$*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 8.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Reported to Leadership in Table 7, Actions as a Result of Reporting the One Situation of Sexual Harassment to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Someone talked to the person(s) to ask them to change their behavior	43	44	40	42	43	41	46	51	NR
The person you told took no action	42	41	43	41	41	41	46	41	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem	28	27	29	28	28	29	26	25	NR
You were encouraged to drop the issue	25	26	24	25	27	24	24	24	NR
The rules on harassment were explained to everyone in the workplace	25	22	29	23	20	29	31	31	NR
The person(s) who did this took action against you for discussing with leadership	20	21	19	21	21	20	19	22	NR
Your leadership punished you for bringing it up	20	19	21	20	21	20	17	14	NR
You were discouraged from filing/further pursuing an EEO complaint	17	20	14	17	19	14	19	21	NR
An investigation, survey, or other assessment of the workplace was conducted	17	18	15	17	18	15	19	18	NR
The person(s) stopped their upsetting behavior	17	19	14	17	19	15	16	19	2
Your work station or duties were changed to help you avoid the person(s)	15	18	10	15	18	11	13	16	1
The person(s) was/were moved or reassigned so that you did not have as much contact with them	14	15	11	14	16	11	11	13	3
Some official career action was taken against the person(s)	8	8	7	9	9	8	4	4	1
Some other action	14	17	10	14	17	11	15	18	3
Not sure	18	16	19	18	17	19	17	15	NR

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

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and reported to leadership

**Table 9.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Reported to Leadership in Table 7, Satisfaction With Aspects of Reporting the One Situation of Sexual Harassment to Leadership***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	30	28	33	30	28	33	33	31	NR
	Neither	36	37	33	36	37	34	32	34	NR
	Dissatisfied	34	35	33	34	35	33	35	35	NR
Availability of information about the complaint process and timeliness	Satisfied	27	24	31	26	24	29	30	25	NR
	Neither	33	34	32	36	38	33	18	18	NR
	Dissatisfied	40	42	37	38	38	38	51	57	NR
Availability of information about victim support resources	Satisfied	26	24	31	26	24	29	27	22	NR
	Neither	38	37	40	40	39	42	28	30	NR
	Dissatisfied	35	39	29	34	37	29	44	48	NR
How you were treated by leadership handling the situation	Satisfied	29	28	29	28	28	29	32	31	NR
	Neither	22	22	23	23	23	23	19	17	NR
	Dissatisfied	49	50	47	49	49	48	49	52	NR
The action taken by leadership handling the situation	Satisfied	24	23	24	24	25	23	22	19	NR
	Neither	22	21	22	23	22	23	15	16	NR
	Dissatisfied	55	55	54	53	53	54	63	66	NR
The current status of the situation	Satisfied	21	23	19	22	23	20	18	21	3
	Neither	34	34	34	34	33	34	34	35	NR
	Dissatisfied	45	44	47	44	44	45	48	44	NR
The amount of time it took to address the situation	Satisfied	24	25	22	23	25	21	26	24	NR
	Neither	29	28	30	31	30	33	16	19	5
	Dissatisfied	48	48	48	46	45	47	58	58	NR
How well you have been kept informed by leadership about their response to the situation	Satisfied	18	18	18	17	18	17	18	17	NR
	Neither	30	30	30	32	32	31	20	21	NR
	Dissatisfied	52	53	52	51	50	51	61	62	NR

*Margins of error range from  $\pm 4\%$  to  $\pm 16\%$*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and reported to leadership

**Table 10.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Did Not Report to Leadership in Table 7, Reasons for Not Reporting the One Situation of Sexual Harassment to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You wanted to forget about it and move on	57	58	55	56	57	55	62	63	NR
You did not think anything would be done	48	48	48	48	47	48	50	51	NR
You thought you might be labeled as a troublemaker	46	48	43	46	49	44	42	44	33
You did not want more people to know	40	44	35	39	43	35	46	47	NR
You were worried about potential negative consequences from your coworkers or peers	40	42	37	39	41	38	42	46	26
You were worried about potential negative consequences from the person(s) who did it	38	39	37	37	37	37	45	44	NR
You thought it might hurt your career	36	36	36	36	36	36	36	36	NR
You did not want to hurt the person’s career or family	36	39	32	35	38	32	38	40	26
You did not trust that the process would be fair	35	35	35	35	35	35	35	35	NR
The offensive behavior stopped on its own	34	33	35	34	33	34	36	34	NR
You asked the person to stop	33	34	30	32	33	30	38	40	32
You were worried about potential negative consequences from leadership	31	30	32	31	30	32	32	31	35
You felt ashamed or embarrassed	27	32	22	26	30	21	38	40	NR
You thought it might hurt your performance appraisal	27	26	28	27	25	28	30	31	28
You took other actions to handle the situation	26	28	23	26	28	23	28	29	NR
You did not think you would be believed	24	26	22	23	24	22	31	32	NR
You thought other people would blame you	24	27	20	24	27	20	24	27	9
You thought you might get in trouble for something you did	14	14	14	13	13	13	17	15	NR
You felt partially to blame	12	15	9	12	15	9	14	15	8
You did not know with whom to report the behavior	12	12	13	12	10	13	17	17	NR
You were concerned for your physical safety	7	7	8	7	6	8	9	11	4
Some other reason	17	17	17	17	16	17	17	17	15

*Margins of error range from ±2% to ±18%*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and did not indicate reporting to leadership

**Table 11.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Filed Complaint About the One Situation of Sexual Harassment With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Filed complaint about the one situation with an EEO representative</b>	<b>8</b>	<b>10</b>	<b>5</b>	<b>8</b>	<b>11</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>11</b>

*Margins of error range from ±1% to ±11%*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months

**Table 12.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Filed a Complaint With an EEO Representative in Table 11, Actions as a Result of Filing a Complaint About the One Situation of Sexual Harassment With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>An investigation, survey, or other assessment of the workplace was conducted</b>	<b>45</b>	<b>46</b>	<b>41</b>	<b>45</b>	<b>45</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The person you told took no action</b>	<b>40</b>	<b>40</b>	<b>42</b>	<b>37</b>	<b>36</b>	<b>39</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>You were discouraged from filing/ further pursuing an EEO complaint</b>	<b>32</b>	<b>31</b>	<b>36</b>	<b>32</b>	<b>29</b>	<b>38</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The rules on harassment were explained to everyone in the workplace</b>	<b>30</b>	<b>28</b>	<b>36</b>	<b>29</b>	<b>25</b>	<b>40</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your coworkers treated you worse, avoided you, or blamed you for the problem</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>28</b>	<b>27</b>	<b>30</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your leadership punished you for bringing it up</b>	<b>28</b>	<b>24</b>	<b>38</b>	<b>29</b>	<b>24</b>	<b>41</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>You were encouraged to drop the issue</b>	<b>27</b>	<b>27</b>	<b>27</b>	<b>26</b>	<b>26</b>	<b>27</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) who did this took action against you for discussing/filing an EEO complaint</b>	<b>23</b>	<b>24</b>	<b>21</b>	<b>23</b>	<b>23</b>	<b>23</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Someone talked to the person(s) to ask them to change their behavior</b>	<b>23</b>	<b>22</b>	<b>25</b>	<b>24</b>	<b>23</b>	<b>27</b>	<b>11</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) was/were moved or reassigned so that you did not have as much contact with them</b>	<b>13</b>	<b>14</b>	<b>11</b>	<b>14</b>	<b>15</b>	<b>12</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your work station or duties were changed to help you avoid the person(s)</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>12</b>	<b>5</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) stopped their upsetting behavior</b>	<b>12</b>	<b>16</b>	<b>3</b>	<b>13</b>	<b>17</b>	<b>4</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Some official career action was taken against the person(s)</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Not sure</b>	<b>19</b>	<b>17</b>	<b>24</b>	<b>20</b>	<b>18</b>	<b>25</b>	<b>10</b>	<b>NR</b>	<b>NR</b>
<b>Some other action</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>19</b>	<b>18</b>	<b>22</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>

*Margins of error range from ±5% to ±18%*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and filed a complaint with an EEO representative

**Table 13.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Filed a Complaint With an EEO Representative in Table 11, Satisfaction With Aspects of the Complaint Filed About the One Situation of Sexual Harassment With the EEO Representative***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	37	36	38	39	38	41	NR	NR	NR
	Neither	26	26	26	26	26	26	NR	NR	NR
	Dissatisfied	37	37	36	35	36	33	NR	NR	NR
Availability of information about the complaint process and timeliness	Satisfied	31	33	27	34	36	29	13	13	NR
	Neither	24	24	25	24	24	24	NR	NR	NR
	Dissatisfied	45	43	48	42	40	47	NR	NR	NR
Availability of information about victim support resources	Satisfied	28	27	31	31	29	35	10	12	NR
	Neither	28	28	28	26	26	26	NR	NR	NR
	Dissatisfied	44	45	41	43	45	39	NR	NR	NR
How you were treated by the EEO representative handling the situation	Satisfied	37	38	34	40	41	38	NR	NR	NR
	Neither	25	22	30	25	23	30	NR	NR	NR
	Dissatisfied	39	40	36	35	36	32	NR	NR	NR
The action taken by the EEO representative handling the situation	Satisfied	28	30	22	31	33	25	12	14	NR
	Neither	29	28	33	29	28	32	NR	NR	NR
	Dissatisfied	43	42	45	40	39	43	NR	NR	NR
The current status of the situation	Satisfied	17	17	18	19	19	20	6	7	NR
	Neither	29	31	26	32	33	29	NR	NR	NR
	Dissatisfied	53	52	56	49	48	51	NR	NR	NR
The amount of time it took to address the situation	Satisfied	20	22	17	22	24	18	10	12	NR
	Neither	24	24	23	26	26	25	NR	NR	NR
	Dissatisfied	56	54	60	52	50	56	NR	NR	NR
How well you have been kept informed on the status of the discussion/complaint	Satisfied	20	22	15	22	24	16	8	9	NR
	Neither	27	26	30	30	28	33	NR	NR	NR
	Dissatisfied	53	51	55	49	47	51	NR	NR	NR

*Margins of error range from ±6% to ±16%*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and filed a complaint with an EEO representative

**Table 14.**  
***Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1 and Did Not File a Complaint With an EEO Representative in Table 11, Reasons for Not Filing a Complaint About the One Situation of Sexual Harassment With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You thought it was not serious enough to report	43	42	46	42	40	45	49	49	NR
You wanted to forget about it and move on	43	44	42	42	43	42	48	50	41
You did not think anything would be done	41	42	40	40	40	40	47	48	41
You thought you might be labeled as a troublemaker	38	39	37	39	40	37	32	33	27
You did not want people to think less of you	33	33	33	33	33	34	32	34	28
You did not want more people to know	33	35	30	32	34	30	38	38	37
You were worried about potential negative consequences from the person(s) who did it	31	32	30	30	31	29	37	36	NR
You were worried about potential negative consequences from your coworkers or peers	30	32	28	30	33	28	29	30	26
You did not trust that the process would be fair	30	29	31	30	29	32	29	30	26
You thought it might hurt your career	30	30	29	30	32	29	27	26	31
You did not want to hurt the person's career or family	28	30	26	28	30	27	28	30	19
You asked the person to stop	27	28	26	27	28	27	26	27	22
You were worried about potential negative consequences from leadership	27	26	28	27	26	28	27	25	34
The offensive behavior stopped on its own	26	24	28	26	24	28	24	23	29
You thought it might hurt your performance appraisal	23	22	23	22	21	23	25	25	25
You felt ashamed or embarrassed	22	24	20	21	23	19	29	28	NR
You took other actions to handle the situation	22	23	21	22	23	21	21	22	NR
You did not think you would be believed	20	21	19	19	20	18	25	25	25
You thought other people would blame you	19	20	17	19	20	17	18	20	9
You did not know with whom to file an EEO complaint about the behavior	19	18	19	18	17	19	24	23	NR

**Table 14. (continued)**

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>You thought you might get in trouble for something you did</b>	11	10	11	10	9	10	14	13	NR
<b>You felt partially to blame</b>	9	10	8	10	11	8	7	6	10
<b>You were concerned for your physical safety</b>	7	7	8	8	7	8	6	6	NR
<b>Some other reason</b>	15	14	15	15	15	16	12	13	8

*Margins of error range from ±2% to ±18%*

Percent of civilian employees who indicated experiencing sexual harassment in the past 12 months and did not indicate filing a complaint with an EEO representative

**Table 15.**  
*Estimated Past Year Gender Discrimination Rate*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Estimated Past Year Gender Discrimination Rate</b>	4.4	8.3	2.1	4.4	9.2	2.0	4.6	5.2	3.4

*Margins of error range from ±0.2% to ±0.8%*

Percent of all civilian employees

**Table 16.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Frequency of Upsetting Behavior in the One Situation of Gender Discrimination*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Frequency of upsetting behavior</b>	<b>One time</b>	16	15	19	16	16	19	15	12	22
	<b>More than one time</b>	84	85	81	84	84	81	85	88	78

*Margins of error range from ±2% to ±15%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months



**Table 17.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Context in Which the One Situation of Gender Discrimination Occurred*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>DoD context</b>	<b>98</b>	<b>99</b>	<b>98</b>	<b>98</b>	<b>99</b>	<b>97</b>	<b>98</b>	<b>97</b>	<b>99</b>
<b>While you were performing your DoD civilian job duties</b>	<b>91</b>	<b>92</b>	<b>88</b>	<b>91</b>	<b>93</b>	<b>88</b>	<b>87</b>	<b>88</b>	<b>85</b>
<b>At your primary duty location</b>	<b>91</b>	<b>91</b>	<b>89</b>	<b>91</b>	<b>92</b>	<b>89</b>	<b>87</b>	<b>86</b>	<b>87</b>
<b>At a military installation/ship, armory, Guard or Reserve unit site</b>	<b>44</b>	<b>44</b>	<b>46</b>	<b>45</b>	<b>44</b>	<b>47</b>	<b>38</b>	<b>40</b>	<b>34</b>
<b>When you were at a work-related, DoD, or military function</b>	<b>30</b>	<b>26</b>	<b>38</b>	<b>30</b>	<b>27</b>	<b>37</b>	<b>31</b>	<b>25</b>	<b>46</b>
<b>While you were completing a probationary period for your DoD civilian job</b>	<b>18</b>	<b>19</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>17</b>	<b>19</b>	<b>19</b>	<b>18</b>
<b>While you were on official work travel or temporary assignment</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>18</b>	<b>17</b>	<b>19</b>	<b>10</b>	<b>9</b>	<b>13</b>
<b>While you were assigned OCONUS to perform your DoD civilian job duties</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>12</b>	<b>11</b>	<b>15</b>
<b>While you were in any type of DoD sponsored training</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>13</b>
<b>While you were off duty in a situation unrelated to work</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>8</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>5</b>	<b>15</b>

*Margins of error range from ±1% to ±17%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 18.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Number of Alleged Offenders in the One Situation of Gender Discrimination*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>How many people were involved in this upsetting situation?</b>	<b>One person</b>	<b>36</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>36</b>	<b>38</b>
	<b>More than one person</b>	<b>64</b>	<b>65</b>	<b>62</b>	<b>64</b>	<b>65</b>	<b>62</b>	<b>64</b>	<b>64</b>	<b>62</b>

*Margins of error range from ±2% to ±15%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 19.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Gender of the Alleged Offender(s) in the One Situation of Gender Discrimination*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>At least one person was a man</b>	<b>81</b>	<b>96</b>	<b>46</b>	<b>82</b>	<b>96</b>	<b>48</b>	<b>77</b>	<b>91</b>	<b>29</b>
<b>At least one person was a woman</b>	<b>41</b>	<b>25</b>	<b>83</b>	<b>40</b>	<b>22</b>	<b>82</b>	<b>52</b>	<b>41</b>	<b>90</b>

*Margins of error range from ±1% to ±11%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 20.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Employment Status of the Alleged Offender(s) in the One Situation of Gender Discrimination***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Someone within your organization</b>	<b>96</b>	<b>96</b>	<b>95</b>	<b>96</b>	<b>96</b>	<b>94</b>	<b>96</b>	<b>95</b>	<b>98</b>
<b>DoD civilian employee(s)</b>	<b>90</b>	<b>90</b>	<b>90</b>	<b>89</b>	<b>89</b>	<b>89</b>	<b>94</b>	<b>95</b>	<b>94</b>
<b>Military member(s)</b>	<b>30</b>	<b>33</b>	<b>24</b>	<b>31</b>	<b>33</b>	<b>26</b>	<b>26</b>	<b>30</b>	<b>13</b>
<b>DoD contractor(s)</b>	<b>11</b>	<b>12</b>	<b>10</b>	<b>11</b>	<b>11</b>	<b>10</b>	<b>13</b>	<b>13</b>	<b>11</b>
<b>Part of leadership</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>74</b>	<b>73</b>	<b>72</b>	<b>78</b>

*Margins of error range from ±1% to ±13%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 21.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Reported the One Situation of Gender Discrimination to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Reported the one situation to leadership</b>	<b>40</b>	<b>41</b>	<b>37</b>	<b>40</b>	<b>42</b>	<b>37</b>	<b>38</b>	<b>40</b>	<b>32</b>

*Margins of error range from ±2% to ±12%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 22.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Reported to Leadership in Table 21, Actions as a Result of Reporting the One Situation of Gender Discrimination to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The person you told took no action	50	48	57	50	48	58	48	47	NR
Someone talked to the person(s) to ask them to change their behavior	32	36	22	32	35	23	36	44	NR
You were encouraged to drop the issue	32	31	35	33	31	36	28	28	NR
Your leadership punished you for bringing it up	29	27	33	29	27	33	29	28	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem	28	28	27	28	29	26	26	23	NR
The person(s) who did this took action against you for discussing with leadership	27	26	28	27	26	30	21	24	12
You were discouraged from filing/ further pursuing an EEO complaint	20	20	21	20	20	21	19	20	NR
The rules on harassment were explained to everyone in the workplace	16	15	19	15	14	18	22	22	NR
Your work station or duties were changed to help you avoid the person(s)	15	14	19	16	14	19	13	12	NR
An investigation, survey, or other assessment of the workplace was conducted	15	13	19	14	13	18	18	13	NR
The person(s) was/were moved or reassigned so that you did not have as much contact with them	10	11	9	10	10	10	12	NR	3
The person(s) stopped their upsetting behavior	8	8	6	8	9	6	5	7	<1
Some official career action was taken against the person(s)	4	4	4	4	4	4	3	4	NR
Some other action	17	16	20	18	17	20	13	12	NR
Not sure	20	18	24	20	18	25	22	24	NR

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

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and reported to leadership

**Table 23.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Reported to Leadership in Table 21, Satisfaction With Aspects of Reporting the One Situation of Gender Discrimination to Leadership*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	27	27	27	27	27	26	25	24	NR
	Neither	35	35	37	36	36	36	32	27	NR
	Dissatisfied	38	38	37	37	37	38	43	49	NR
Availability of information about the complaint process and timeliness	Satisfied	23	23	24	24	24	23	21	18	NR
	Neither	34	33	36	35	34	35	26	20	NR
	Dissatisfied	43	44	41	42	42	42	53	61	NR
Availability of information about victim support resources	Satisfied	21	22	21	22	23	20	16	13	NR
	Neither	39	37	43	39	38	42	35	31	NR
	Dissatisfied	40	41	37	39	40	38	49	57	NR
How you were treated by leadership handling the situation	Satisfied	17	18	13	17	18	12	16	14	NR
	Neither	22	22	22	22	22	21	28	26	NR
	Dissatisfied	61	60	65	62	59	67	56	61	NR
The amount of time it took to address the situation	Satisfied	15	16	11	15	17	11	10	9	NR
	Neither	27	27	28	27	27	27	25	22	NR
	Dissatisfied	58	57	61	57	56	61	66	69	NR
The current status of the situation	Satisfied	14	14	12	14	14	12	13	NR	NR
	Neither	29	30	27	29	30	27	32	31	NR
	Dissatisfied	57	56	61	57	56	61	55	55	NR
The action taken by leadership handling the situation	Satisfied	13	14	11	13	15	10	12	10	NR
	Neither	21	20	23	22	21	22	14	10	NR
	Dissatisfied	66	66	66	65	64	67	73	80	NR
How well you have been kept informed by leadership about their response to the situation	Satisfied	11	11	9	11	12	9	8	7	NR
	Neither	28	29	24	28	29	23	29	26	NR
	Dissatisfied	62	60	67	62	59	68	64	67	NR

*Margins of error range from ±2% to ±17%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and reported to leadership

**Table 24.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Did Not Report to Leadership in Table 21, Reasons for Not Reporting the One Situation of Gender Discrimination to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You did not think anything would be done	73	72	73	73	73	72	73	70	81
You thought you might be labeled as a troublemaker	61	63	57	62	63	58	56	59	NR
You thought it might hurt your career	61	59	64	61	60	63	60	55	NR
You did not trust that the process would be fair	57	56	59	58	56	60	52	52	NR
You were worried about potential negative consequences from leadership	56	54	61	56	55	60	54	48	NR
You thought it might hurt your performance appraisal	51	49	56	52	50	56	49	47	NR
You were worried about potential negative consequences from the person(s) who did it	50	50	50	49	49	49	56	56	NR
You wanted to forget about it and move on	47	45	50	45	44	47	58	54	68
You did not think you would be believed	41	38	48	40	38	45	46	39	NR
You were worried about potential negative consequences from your coworkers or peers	39	42	33	39	42	33	39	41	33
You did not want more people to know	33	34	30	32	33	29	40	39	NR
You thought other people would blame you	26	27	24	27	28	25	18	17	21
You felt ashamed or embarrassed	22	22	22	21	21	22	26	30	16
You did not want to hurt the person's career or family	20	20	19	19	19	18	27	29	NR
You took other actions to handle the situation	19	21	15	19	20	14	24	24	NR
The offensive behavior stopped on its own	19	19	19	18	18	17	27	25	NR
You thought you might get in trouble for something you did	18	17	21	18	17	20	21	18	NR
You did not know with whom to report the behavior	15	13	19	14	12	18	27	24	NR
You asked the person to stop	15	17	11	15	16	12	18	23	7
You felt partially to blame	8	9	7	9	9	7	7	7	7
You were concerned for your physical safety	6	6	7	6	5	7	8	9	4
Some other reason	18	17	20	18	17	21	15	17	11

*Margins of error range from ±2% to ±18%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and did not indicate reporting to leadership

**Table 25.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15, Filed Complaint About the One Situation of Gender Discrimination With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Filed complaint about the one situation with an EEO representative</b>	<b>15</b>	<b>15</b>	<b>13</b>	<b>15</b>	<b>16</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>12</b>

*Margins of error range from ±2% to ±10%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months

**Table 26.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Filed a Complaint With an EEO Representative in Table 25, Actions as a Result of Filing a Complaint About the One Situation of Gender Discrimination With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>The person you told took no action</b>	<b>44</b>	<b>44</b>	<b>45</b>	<b>42</b>	<b>41</b>	<b>44</b>	<b>64</b>	<b>NR</b>	<b>NR</b>
<b>An investigation, survey, or other assessment of the workplace was conducted</b>	<b>37</b>	<b>37</b>	<b>40</b>	<b>38</b>	<b>36</b>	<b>41</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>You were discouraged from filing/ further pursuing an EEO complaint</b>	<b>29</b>	<b>31</b>	<b>22</b>	<b>29</b>	<b>31</b>	<b>23</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your leadership punished you for bringing it up</b>	<b>28</b>	<b>24</b>	<b>37</b>	<b>28</b>	<b>24</b>	<b>39</b>	<b>26</b>	<b>NR</b>	<b>NR</b>
<b>Your coworkers treated you worse, avoided you, or blamed you for the problem</b>	<b>26</b>	<b>27</b>	<b>25</b>	<b>26</b>	<b>26</b>	<b>26</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>You were encouraged to drop the issue</b>	<b>23</b>	<b>25</b>	<b>16</b>	<b>23</b>	<b>25</b>	<b>16</b>	<b>25</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) who did this took action against you for discussing/filing an EEO complaint</b>	<b>22</b>	<b>21</b>	<b>23</b>	<b>22</b>	<b>21</b>	<b>24</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The rules on harassment were explained to everyone in the workplace</b>	<b>21</b>	<b>20</b>	<b>24</b>	<b>21</b>	<b>19</b>	<b>25</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Someone talked to the person(s) to ask them to change their behavior</b>	<b>21</b>	<b>21</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>12</b>	<b>13</b>	<b>NR</b>
<b>Your work station or duties were changed to help you avoid the person(s)</b>	<b>11</b>	<b>11</b>	<b>14</b>	<b>12</b>	<b>11</b>	<b>15</b>	<b>8</b>	<b>9</b>	<b>NR</b>
<b>The person(s) was/were moved or reassigned so that you did not have as much contact with them</b>	<b>9</b>	<b>7</b>	<b>14</b>	<b>9</b>	<b>7</b>	<b>15</b>	<b>6</b>	<b>7</b>	<b>NR</b>
<b>The person(s) stopped their upsetting behavior</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>NR</b>
<b>Some official career action was taken against the person(s)</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>8</b>	<b>NR</b>
<b>Some other action</b>	<b>20</b>	<b>18</b>	<b>25</b>	<b>20</b>	<b>17</b>	<b>27</b>	<b>20</b>	<b>NR</b>	<b>NR</b>
<b>Not sure</b>	<b>16</b>	<b>16</b>	<b>17</b>	<b>16</b>	<b>16</b>	<b>17</b>	<b>11</b>	<b>10</b>	<b>NR</b>

*Margins of error range from ±3% to ±18%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and filed a complaint with an EEO representative

**Table 27.**  
***Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Filed a Complaint With an EEO Representative in Table 25, Satisfaction With Aspects of the Complaint Filed About the One Situation of Gender Discrimination With the EEO Representative***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
How you were treated by the EEO representative handling the situation	Satisfied	42	42	40	43	43	43	30	NR	NR
	Neither	25	24	29	26	25	28	NR	NR	NR
	Dissatisfied	33	33	31	31	31	29	NR	NR	NR
The availability of information about how to file an EEO complaint	Satisfied	40	41	35	41	43	37	27	NR	NR
	Neither	25	26	24	24	25	23	NR	NR	NR
	Dissatisfied	35	33	41	34	32	41	NR	NR	NR
Availability of information about the complaint process and timeliness	Satisfied	35	35	35	38	38	37	18	19	NR
	Neither	25	26	22	24	25	21	NR	NR	NR
	Dissatisfied	40	38	43	39	38	42	NR	NR	NR
The action taken by the EEO representative handling the situation	Satisfied	31	32	29	33	34	31	19	19	NR
	Neither	30	29	31	29	28	31	NR	NR	NR
	Dissatisfied	39	39	40	38	38	39	NR	NR	NR
Availability of information about victim support resources	Satisfied	26	27	22	28	30	23	10	11	NR
	Neither	32	32	34	30	28	33	NR	NR	NR
	Dissatisfied	42	41	44	42	42	43	NR	NR	NR
The amount of time it took to address the situation	Satisfied	21	21	20	22	22	21	13	14	NR
	Neither	26	28	21	26	27	23	NR	NR	NR
	Dissatisfied	53	51	59	52	50	56	NR	NR	NR
How well you have been kept informed on the status of the discussion/complaint	Satisfied	19	20	18	21	21	19	7	7	NR
	Neither	31	32	29	31	31	31	NR	NR	NR
	Dissatisfied	50	49	53	48	48	50	NR	NR	NR
The current status of the situation	Satisfied	15	16	14	16	17	15	8	8	NR
	Neither	31	34	22	31	33	24	NR	NR	NR
	Dissatisfied	54	51	63	53	50	61	NR	NR	NR

*Margins of error range from ±4% to ±16%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and filed a complaint with an EEO representative

**Table 28.**  
*Of Civilian Employees Who Indicated Experiencing Gender Discrimination in Table 15 and Did Not File a Complaint With an EEO Representative in Table 25, Reasons for Not Filing a Complaint About the One Situation of Gender Discrimination With an EEO Representative*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You did not think anything would be done	59	59	60	58	58	59	68	68	69
You thought you might be labeled as a troublemaker	48	49	47	49	49	47	44	46	41
You did not trust that the process would be fair	48	46	53	48	45	54	47	49	NR
You thought it might hurt your career	47	47	49	47	47	47	52	45	67
You were worried about potential negative consequences from the person(s) who did it	39	39	39	38	38	39	47	48	NR
You thought it was not serious enough to report	36	38	33	35	37	31	41	40	NR
You wanted to forget about it and move on	34	33	36	32	31	34	45	42	NR
You did not want people to think less of you	33	33	34	33	33	34	32	32	33
You were worried about potential negative consequences from your coworkers or peers	30	31	27	31	33	26	25	23	32
You did not want more people to know	25	25	26	25	25	24	30	27	36
You did not want to hurt the person's career or family	16	16	16	15	15	15	20	17	26
You asked the person to stop	12	13	10	12	13	11	12	15	5
You were worried about potential negative consequences from leadership	44	42	50	44	42	49	45	38	NR
You thought it might hurt your performance appraisal	39	37	43	39	37	42	42	37	NR
You did not think you would be believed	29	26	36	29	26	36	34	30	NR
You did not know with whom to file an EEO complaint about the behavior	21	19	24	20	18	23	28	26	NR
You thought other people would blame you	19	19	19	20	20	19	14	12	17
You felt ashamed or embarrassed	17	16	19	16	16	18	21	20	23
You took other actions to handle the situation	17	18	15	17	17	14	18	18	NR
The offensive behavior stopped on its own	14	13	16	13	13	14	21	20	NR
You thought you might get in trouble for something you did	13	11	15	12	11	14	18	16	22



**Table 28. (continued)**

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>You were concerned for your physical safety</b>	6	6	7	6	5	7	7	6	NR
<b>You felt partially to blame</b>	6	6	6	6	6	7	4	5	NR
<b>Some other reason</b>	15	15	16	16	15	17	13	13	14

*Margins of error range from ±2% to ±18%*

Percent of civilian employees who indicated experiencing gender discrimination in the past 12 months and did not indicate filing a complaint with an EEO representative

**Table 29.**  
***Estimated Past Year Work-Related Sexual Assault Rates***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Work-Related Sexual Assault Rate</b>	0.3	0.6	0.2	0.3	0.6	0.2	0.6	0.7	0.3
<b>Penetrative Sexual Assault</b>	0.1	0.2	0.0	0.1	0.2	0.0	0.2	0.2	0.1
<b>Non-Penetrative Sexual Assault</b>	0.2	0.4	0.1	0.2	0.4	0.1	0.4	0.5	0.2
<b>Attempted Penetrative Sexual Assault</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

*Margins of error range from ±0.1% to ±0.6%*

Percent of all civilian employees

**Table 30.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Type of Single or Most Serious Behavior Experienced in the One Situation of Work-Related Sexual Assault***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Type of single or most serious work-related sexual assault experience discussed in the one situation</b>	<b>Penetrative sexual assault</b>	26	24	29	25	24	27	NR	NR	NR
	<b>Attempted penetrative sexual assault</b>	4	5	NR	3	4	NR	NR	NR	NR
	<b>Non-penetrative sexual assault</b>	70	71	69	71	72	70	NR	NR	NR

*Margins of error range from ±4% to ±15%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 31.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Context in Which the One Situation of Work-Related Sexual Assault Occurred*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>DoD context</b>	92	90	94	90	88	93	99	99	NR
At your primary duty location	76	71	88	74	67	88	NR	NR	NR
While you were performing your DoD civilian job duties	68	64	77	69	66	75	NR	NR	NR
At a military installation/ship, armory, Guard or Reserve unit site	49	51	45	47	47	46	NR	NR	NR
When you were at a work-related, DoD, or military function	35	28	49	35	28	46	NR	NR	NR
While you were completing a probationary period for your DoD civilian job	22	25	17	20	23	13	NR	NR	NR
While you were on official work travel or temporary assignment	16	16	17	19	20	18	1	NR	NR
While you were in any type of DoD sponsored training	8	7	9	9	9	10	1	<1	NR
While you were assigned OCONUS to perform your DoD civilian job duties	7	5	11	8	6	12	2	2	NR
While you were off duty in a situation unrelated to work	26	29	21	25	27	21	NR	NR	NR

Margins of error range from ±3% to ±16%

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 32.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Number of Alleged Offenders Involved in the One Situation of Work-Related Sexual Assault*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>How many people did this to you?</b>	<b>One person</b>	64	65	61	71	75	63	NR	NR	NR
	<b>More than one person</b>	34	33	37	27	22	34	NR	NR	NR
	<b>Not sure</b>	2	2	2	2	2	NR	NR	<1	<1

Margins of error range from ±3% to ±15%

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 33.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Gender of the Alleged Offender(s) in the One Situation of Work-Related Sexual Assault*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
At least one person who did this was a man	87	95	68	87	96	72	NR	NR	NR
At least one person who did this was a woman	21	9	46	20	7	44	NR	NR	NR

*Margins of error range from ±7% to ±15%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 34.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Employment Status of the Alleged Offender(s) in the One Situation of Work-Related Sexual Assault*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Someone within your organization	86	83	93	88	85	92	NR	NR	NR
DoD civilian employee(s)	76	72	84	77	74	82	NR	NR	NR
Military member(s)	31	32	28	30	30	30	NR	NR	NR
DoD contractor(s)	12	12	12	14	14	13	3	3	NR
Part of leadership	30	29	33	34	36	30	NR	NR	NR

*Margins of error range from ±5% to ±16%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 35.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Only Relationship to Alleged Offender(s) in the One Situation of Work-Related Sexual Assault is the DoD Civilian Workplace*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Your only connection to the person(s) who did this is your employment with the DoD	70	68	73	72	73	71	NR	NR	NR

*Margins of error range from ±7% to ±16%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 36.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Reported the One Situation of Work-Related Sexual Assault to Leadership*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Reported the one situation to leadership</b>	<b>33</b>	<b>36</b>	<b>27</b>	<b>31</b>	<b>32</b>	<b>29</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>

*Margins of error range from ±8% to ±17%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 37.**  
*Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Reported to Leadership in Table 36, Actions as a Result of Reporting the One Situation of Work-Related Sexual Assault to Leadership*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>The person you told took no action</b>	<b>45</b>	<b>NR</b>	<b>NR</b>	<b>51</b>	<b>43</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>An investigation, survey, or other assessment of the workplace was conducted</b>	<b>39</b>	<b>NR</b>	<b>NR</b>	<b>31</b>	<b>29</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>You were encouraged to drop the issue</b>	<b>37</b>	<b>30</b>	<b>NR</b>	<b>47</b>	<b>41</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your coworkers treated you worse, avoided you, or blamed you for the event</b>	<b>37</b>	<b>29</b>	<b>NR</b>	<b>49</b>	<b>43</b>	<b>NR</b>	<b>NR</b>	<b>&lt;1</b>	<b>NR</b>
<b>You were discouraged from filing/ further pursuing an EEO complaint or contacting law enforcement</b>	<b>35</b>	<b>NR</b>	<b>NR</b>	<b>37</b>	<b>32</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your leadership punished you for bringing it up</b>	<b>28</b>	<b>19</b>	<b>NR</b>	<b>37</b>	<b>27</b>	<b>NR</b>	<b>NR</b>	<b>&lt;1</b>	<b>NR</b>
<b>The rules on assault were explained to everyone in the workplace</b>	<b>27</b>	<b>NR</b>	<b>NR</b>	<b>25</b>	<b>16</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Your work station or duties were changed to help you avoid the person(s)</b>	<b>26</b>	<b>NR</b>	<b>NR</b>	<b>24</b>	<b>17</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) was/were moved or reassigned so that you did not have as much contact with them</b>	<b>26</b>	<b>NR</b>	<b>NR</b>	<b>26</b>	<b>19</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>The person(s) who did this took action against you for discussing with leadership</b>	<b>26</b>	<b>19</b>	<b>NR</b>	<b>35</b>	<b>28</b>	<b>NR</b>	<b>NR</b>	<b>&lt;1</b>	<b>NR</b>
<b>The person you told contacted law enforcement</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>15</b>	<b>6</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Some official career action was taken against the person(s)</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>13</b>	<b>13</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Legal action was taken against the person(s)</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>11</b>	<b>6</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Some other action</b>	<b>12</b>	<b>9</b>	<b>NR</b>	<b>15</b>	<b>12</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>
<b>Not sure</b>	<b>11</b>	<b>10</b>	<b>NR</b>	<b>15</b>	<b>14</b>	<b>NR</b>	<b>NR</b>	<b>&lt;1</b>	<b>NR</b>

*Margins of error range from ±8% to ±17%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and reported to leadership

**Table 38.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Reported to Leadership in Table 36, Satisfaction With Aspects of the Report About the One Situation of Work-Related Sexual Assault to Leadership***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	NR	NR	NR	15	8	NR	NR	NR	NR
	Neither	28	NR	2	23	31	2	NR	NR	NR
	Dissatisfied	51	NR	NR	62	61	NR	NR	NR	NR
Availability of information about the complaint process and timeliness	Satisfied	NR	NR	NR	15	14	NR	NR	NR	NR
	Neither	20	26	3	22	30	2	NR	NR	NR
	Dissatisfied	59	NR	NR	63	56	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	NR	NR	NR	16	15	NR	NR	NR	NR
	Neither	20	26	2	22	31	2	NR	NR	NR
	Dissatisfied	58	NR	NR	62	54	NR	NR	NR	NR
How you were treated by leadership handling the situation	Satisfied	24	NR	NR	18	19	NR	NR	NR	NR
	Neither	18	NR	NR	13	17	NR	NR	NR	NR
	Dissatisfied	58	NR	NR	68	64	NR	NR	NR	NR
The action taken by leadership handling the situation	Satisfied	NR	NR	NR	15	15	NR	NR	NR	NR
	Neither	12	16	1	15	21	NR	NR	NR	NR
	Dissatisfied	66	NR	NR	70	65	NR	NR	NR	NR
The current status of the situation	Satisfied	23	NR	NR	17	17	NR	NR	NR	NR
	Neither	12	16	1	13	18	NR	NR	NR	NR
	Dissatisfied	65	NR	NR	71	65	NR	NR	NR	NR
The amount of time it took to address the situation	Satisfied	22	NR	NR	16	15	NR	NR	NR	NR
	Neither	10	14	NR	11	15	NR	NR	NR	NR
	Dissatisfied	68	NR	NR	74	69	NR	NR	NR	NR
How well you have been kept informed by leadership about their response to the situation	Satisfied	27	NR	NR	22	18	NR	NR	NR	NR
	Neither	11	14	2	12	16	2	NR	NR	NR
	Dissatisfied	61	NR	NR	66	66	NR	NR	NR	NR

*Margins of error range from  $\pm 5\%$  to  $\pm 18\%$*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and reported to leadership

**Table 39.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Did Not Report to Leadership in Table 36, Reasons for Not Reporting the One Situation of Work-Related Sexual Assault to Leadership***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You did not want more people to know	75	75	NR	80	79	NR	NR	NR	NR
You wanted to forget about it and move on	74	72	80	76	74	NR	NR	NR	NR
You felt ashamed or embarrassed	66	63	73	69	67	NR	NR	NR	NR
You did not think anything would be done	64	63	NR	58	56	NR	NR	NR	NR
You did not want people to think less of you	61	55	NR	64	59	NR	NR	NR	NR
You were worried about potential negative consequences from your coworkers or peers	51	51	NR	51	48	NR	NR	NR	NR
You did not trust that the process would be fair	49	49	NR	44	45	NR	NR	NR	NR
You thought other people would blame you	47	56	NR	46	54	NR	NR	NR	NR
You thought it might hurt your career	45	47	NR	40	43	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	44	41	NR	47	41	NR	NR	NR	NR
You did not think you would be believed	44	45	NR	39	41	NR	NR	NR	NR
You did not want to hurt the person's career or family	42	43	NR	47	54	NR	NR	NR	NR
You did not think your report to leadership would be kept private	46	44	NR	44	40	NR	NR	NR	NR
You were worried about potential negative consequences from leadership	34	35	NR	32	37	NR	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	33	37	NR	29	31	NR	NR	NR	NR
You thought it might hurt your performance appraisal	31	28	NR	28	27	NR	NR	NR	NR
You took other actions to handle the situation	29	25	NR	33	30	NR	NR	NR	NR
You felt partially to blame	28	30	NR	30	36	NR	NR	NR	NR
You thought you might get in trouble for something you did	20	25	NR	23	29	NR	NR	NR	NR
You were concerned for your physical safety	13	13	13	15	15	14	5	NR	NR
You did not know you could report the event to leadership	7	10	NR	8	12	NR	1	1	NR
You did not know with whom to report the event	5	7	NR	6	9	NR	NR	<1	NR
Some other reason	10	13	2	10	14	1	NR	NR	NR

*Margins of error range from ±3% to ±18%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and who did not indicate reporting to leadership

**Table 40.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Filed a Complaint About the One Situation of Work-Related Sexual Assault With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Filed complaint about the one situation with an EEO representative</b>	<b>13</b>	<b>12</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>15</b>	<b>NR</b>	<b>NR</b>	<b>NR</b>

*Margins of error range from  $\pm 6\%$  to  $\pm 14\%$*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 41.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Filed a Complaint With an EEO Representative in Table 40, Actions as a Result of Filing a Complaint About the One Situation of Work-Related Sexual Assault With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
An investigation, survey, or other assessment of the workplace was conducted	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your work station or duties were changed to help you avoid the person(s)	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person you told took no action	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your coworkers treated you worse, avoided you, or blamed you for the event	NR	NR	NR	NR	NR	NR	NR	NR	NR
You were discouraged from filing/further pursuing an EEO complaint or contacting law enforcement	NR	NR	NR	NR	NR	NR	NR	NR	NR
You were encouraged to drop the issue	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your leadership punished you for bringing it up	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person(s) who did this took action against you for discussing/filing an EEO complaint	NR	NR	NR	NR	NR	NR	NR	NR	NR
The rules on assault were explained to everyone in the workplace	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person you told contacted law enforcement	NR	NR	NR	NR	NR	NR	NR	NR	NR
Legal action was taken against the person(s)	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person(s) was/were moved or reassigned so that you did not have as much contact with them	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some official career action was taken against the person(s)	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some other action	NR	NR	NR	NR	NR	NR	NR	NR	NR
Not sure	NR	NR	NR	NR	NR	NR	NR	NR	NR

*Margins of error range from ±10% to ±13%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and filed a complaint with an EEO representative



**Table 42.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Filed a Complaint With an EEO Representative in Table 40, Satisfaction With Aspects of the Complaint Filed About the One Situation of Work-Related Sexual Assault With an EEO Representative***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	12	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about the complaint process and timeliness	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
How you were treated by the EEO representative handling the situation	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
The action taken by the EEO representative handling the situation	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
The current status of the situation	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
The amount of time it took to address the situation	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
How well you have been kept informed on the status of the discussion/complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR

*Margins of error range from ±9% to ±16%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and filed a complaint with an EEO representative

**Table 43.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Did Not File a Complaint With an EEO Representative in Table 40, Reasons for Not Filing a Complaint About the One Situation of Work-Related Sexual Assault With an EEO Representative***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You wanted to forget about it and move on	63	59	NR	61	58	NR	NR	NR	NR
You did not want more people to know	60	59	NR	65	63	NR	NR	NR	NR
You felt ashamed or embarrassed	55	51	NR	55	51	NR	NR	NR	NR
You did not want people to think less of you	53	49	NR	53	50	NR	NR	NR	NR
You did not think anything would be done	50	50	NR	41	40	NR	NR	NR	NR
You were worried about potential negative consequences from your coworkers or peers	48	47	NR	46	42	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	41	38	NR	42	37	NR	NR	NR	NR
You did not trust that the process would be fair	41	41	NR	38	40	NR	NR	NR	NR
You thought other people would blame you	40	44	NR	35	38	NR	NR	NR	NR
You thought it might hurt your career	38	38	NR	35	36	NR	NR	NR	NR
You did not want to hurt the person's career or family	36	37	NR	39	46	NR	NR	NR	NR
You were worried about potential negative consequences from leadership	35	38	NR	32	37	NR	NR	NR	NR
You did not think your report would be kept private	42	39	NR	39	32	NR	NR	NR	NR
You did not think you would be believed	41	42	NR	35	36	NR	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	33	37	22	27	29	NR	NR	NR	NR
You took other actions to handle the situation	29	28	NR	31	29	NR	NR	NR	NR
You thought it was not serious enough to report	27	25	NR	32	32	NR	4	NR	NR
You thought it might hurt your performance appraisal	23	22	NR	21	22	20	NR	NR	NR
You felt partially to blame	19	21	NR	20	25	NR	NR	NR	NR
You did not know you could file a complaint about the event with EEO	16	21	<1	15	22	NR	NR	NR	NR
You thought you might get in trouble for something you did	15	19	NR	14	17	NR	NR	NR	NR

**Table 43. (continued)**

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>You did not know how to file an EEO complaint</b>	14	18	3	13	18	3	NR	NR	NR
<b>You were concerned for your physical safety</b>	14	13	18	17	15	19	4	4	NR
<b>Some other reason</b>	9	10	7	10	12	NR	3	1	NR

*Margins of error range from  $\pm 2\%$  to  $\pm 18\%$*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and did not indicate filing a complaint with an EEO representative

**Table 44.**

***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29, Filed Police Report About One Situation of Work-Related Sexual Assault***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Filed a police report to a local civilian and/or military law enforcement</b>	10	9	12	10	8	12	NR	NR	NR
<b>Filed with local military law enforcement or criminal investigative organization</b>	7	5	12	8	6	12	5	NR	NR
<b>Filed with local civilian law enforcement agency</b>	6	5	10	6	4	11	NR	NR	NR

*Margins of error range from  $\pm 4\%$  to  $\pm 16\%$*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months

**Table 45.**  
***Of Civilian Employees Who Indicated Experiencing Work-Related Sexual Assault in Table 29 and Did Not File a Police Report in Table 44, Reasons for Not a Police Report About the One Situation of Work-Related Sexual Assault***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You did not want more people to know	57	60	NR	60	62	NR	NR	NR	NR
You wanted to forget about it and move on	53	57	NR	55	58	NR	NR	NR	NR
You did not think anything would be done	47	53	35	44	47	NR	NR	NR	NR
You felt ashamed or embarrassed	44	46	NR	45	49	NR	NR	NR	NR
You did not think your report would be kept private	41	41	NR	41	39	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	41	37	NR	44	39	NR	NR	NR	NR
You thought it might hurt your career	40	43	35	38	41	31	NR	NR	NR
You did not trust that the process would be fair	40	44	31	40	43	34	NR	NR	NR
You did not want people to think less of you	39	39	38	37	36	NR	NR	NR	NR
You thought it was not serious enough to report	38	42	29	43	51	30	10	8	NR
You did not think you would be believed	35	37	32	34	34	34	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	35	35	34	31	32	30	NR	NR	NR
You thought other people would blame you	34	36	32	33	32	NR	NR	NR	NR
You did not want to hurt the person's career or family	31	32	NR	33	39	NR	NR	NR	NR
You took other actions to handle the situation	28	28	29	30	30	NR	NR	NR	NR
You felt partially to blame	20	24	NR	22	28	NR	NR	NR	NR
You thought you might get in trouble for something you did	15	12	22	15	14	17	NR	NR	NR
You were concerned for your physical safety	14	14	13	12	11	14	NR	NR	NR
You did not know how to report the event	13	16	8	10	11	9	NR	NR	NR
Some other reason	8	7	10	9	8	10	NR	NR	NR

*Margins of error range from ±6% to ±18%*

Percent of civilian employees who indicated experiencing work-related sexual assault in the past 12 months and did not indicate filing a report with civilian or military law enforcement

**Table 46.**  
*Satisfaction With Available Information About Reporting Unwanted Gender-Related Behaviors*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Information on how to file a complaint of sexual harassment	Satisfied	82	77	85	82	77	85	79	77	83
	Neither	15	18	13	15	18	13	16	17	14
	Dissatisfied	3	5	2	3	5	2	5	6	3
Information on how to file a complaint of gender discrimination	Satisfied	79	74	83	80	73	83	77	75	81
	Neither	16	20	15	16	20	15	17	18	15
	Dissatisfied	4	7	3	4	7	3	6	7	4
Information on how to report a sexual assault	Satisfied	83	78	85	83	78	86	80	78	84
	Neither	14	17	13	14	17	13	15	17	13
	Dissatisfied	3	4	2	3	4	2	5	6	3

Margins of error range from ±1% to ±2%  
Percent of all civilian employees

**Table 47.**  
*Knowledge on How to Contact an EEO Representative*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Knowledge on how to contact your organization’s EEO representative	86	82	88	87	84	88	77	75	82

Margins of error range from ±1% to ±3%  
Percent of all civilian employees

**Table 48.**  
*Received Training on Sexual Harassment/Gender Discrimination in Past 12 Months*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Received training on sexual harassment and/or gender discrimination in past 12 months	93	90	95	94	91	95	85	86	85

Margins of error range from ±1% to ±3%  
Percent of all civilian employees

**Table 49.**  
***Of Civilian Employees Who Indicated Receiving Sexual Harassment/Gender Discrimination Training in Table 48, Sexual Harassment/Gender Discrimination Training Received in the Past 12 Months Conveyed Relevant Information***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Provided a good understanding of actions considered sexual harassment and gender discrimination	Agree	93	93	94	93	93	94	95	95	95
	Neither	6	6	5	6	6	5	4	4	5
	Disagree	1	1	1	1	1	1	1	1	<1
Explained that, in addition to women, men can experience sexual harassment	Agree	93	93	93	93	93	93	93	94	92
	Neither	6	6	6	6	6	6	5	5	6
	Disagree	1	1	2	1	1	2	1	1	2
Explained options available for complaints if sexual harassment or gender discrimination occurs	Agree	92	91	93	92	91	93	92	91	94
	Neither	6	7	6	6	7	6	6	7	5
	Disagree	1	2	1	1	2	1	2	2	1
Explained DoD role in handling sexual harassment and gender discrimination complaints	Agree	92	90	93	92	90	93	91	89	93
	Neither	7	8	6	7	8	6	7	8	6
	Disagree	1	2	1	1	2	1	2	3	1
Identified the points of contact for complaints of sexual harassment or gender discrimination	Agree	91	89	92	92	90	92	90	89	92
	Neither	7	8	7	7	8	7	8	9	6
	Disagree	1	2	1	1	2	1	2	3	1
Explained how sexual harassment/gender discrimination is a mission readiness problem	Agree	91	89	92	91	89	92	91	89	93
	Neither	7	9	7	7	9	7	8	8	6
	Disagree	2	2	1	1	2	1	2	2	1
Taught how to intervene when you witness a situation involving a coworker (bystander intervention)	Agree	91	89	91	91	90	91	89	88	91
	Neither	8	8	7	8	8	7	8	9	7
	Disagree	2	2	1	2	2	1	3	3	1
Takes into consideration the unique needs and experiences of DoD civilian employees	Agree	84	81	86	84	80	86	85	84	87
	Neither	12	14	11	12	15	11	11	11	11
	Disagree	4	5	3	4	5	3	4	4	2

*Margins of error range from ±1% to ±2%*

Percent of civilian employees who indicated receiving sexual harassment and/or gender discrimination training in past 12 months

**Table 50.**  
***Received Training on Sexual Assault in Past 12 Months***

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Received training on sexual assault in the past 12 months</b>	<b>91</b>	<b>88</b>	<b>93</b>	<b>92</b>	<b>88</b>	<b>94</b>	<b>86</b>	<b>85</b>	<b>86</b>

*Margins of error range from ±1% to ±3%*  
Percent of all civilian employees

**Table 51.**  
***Of Civilian Employees Who Indicated Receiving Sexual Assault Training in Table 50, Sexual Assault Training Received in the Past 12 Months Conveyed Relevant Information***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Provided a good understanding of what actions are considered sexual assault</b>	<b>Agree</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>95</b>	<b>94</b>	<b>97</b>
	<b>Neither</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>3</b>
	<b>Disagree</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Explained the resources available to victims</b>	<b>Agree</b>	<b>94</b>	<b>93</b>	<b>94</b>	<b>94</b>	<b>94</b>	<b>94</b>	<b>94</b>	<b>93</b>	<b>96</b>
	<b>Neither</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>4</b>
	<b>Disagree</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Explained the reporting options available within the DoD community if a sexual assault occurs</b>	<b>Agree</b>	<b>94</b>	<b>93</b>	<b>94</b>	<b>94</b>	<b>93</b>	<b>94</b>	<b>94</b>	<b>93</b>	<b>95</b>
	<b>Neither</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>4</b>
	<b>Disagree</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Explained how sexual assault can affect all members of the DoD community, including civilians</b>	<b>Agree</b>	<b>93</b>	<b>92</b>	<b>94</b>	<b>93</b>	<b>92</b>	<b>94</b>	<b>93</b>	<b>92</b>	<b>95</b>
	<b>Neither</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>4</b>
	<b>Disagree</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Explained the reporting options available to DoD civilian employees assaulted by someone from work</b>	<b>Agree</b>	<b>93</b>	<b>92</b>	<b>94</b>	<b>93</b>	<b>92</b>	<b>94</b>	<b>93</b>	<b>91</b>	<b>95</b>
	<b>Neither</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>4</b>
	<b>Disagree</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Takes into consideration the unique needs and experiences of DoD civilian employees.</b>	<b>Agree</b>	<b>86</b>	<b>84</b>	<b>88</b>	<b>86</b>	<b>83</b>	<b>87</b>	<b>87</b>	<b>86</b>	<b>90</b>
	<b>Neither</b>	<b>10</b>	<b>12</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>7</b>
	<b>Disagree</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>

*Margins of error range from ±1% to ±2%*

Percent of civilian employees who indicated receiving sexual assault training in past 12 months

**Table 52.**  
*Likelihood Would Come Forward if Were to Experience Sexual Harassment or Sexual Assault*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Would tell a supervisor about sexual harassment if it happened to you	Likely	87	85	89	87	85	89	89	88	90
	Neither	7	8	7	7	8	7	6	6	6
	Unlikely	5	7	4	5	7	4	5	6	4
Would report a sexual assault if it happened to you	Likely	92	91	92	92	91	92	91	90	91
	Neither	5	5	5	5	5	5	5	5	5
	Unlikely	3	4	3	3	4	3	4	4	4

Margins of error range from ±1% to ±2%  
Percent of all civilian employees

**Table 53.**  
*Likelihood to Encourage Someone Who Experiences Sexual Harassment or Sexual Assault to Come Forward*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
You would encourage someone who has experienced sexual harassment to tell a supervisor	Likely	94	93	95	94	93	95	94	94	94
	Neither	4	4	4	4	5	4	3	3	3
	Unlikely	2	3	2	2	3	2	3	3	3
You would encourage someone who has experienced sexual assault to seek counseling	Likely	95	95	95	95	96	95	94	94	93
	Neither	4	3	4	4	3	4	4	3	4
	Unlikely	1	1	1	1	1	1	3	3	3
You would encourage someone who has experienced sexual assault to report it	Likely	96	95	96	96	95	96	95	95	95
	Neither	3	3	3	3	3	3	3	3	3
	Unlikely	1	2	1	1	1	1	3	3	2

Margins of error range from ±1% to ±2%  
Percent of all civilian employees



**Table 54.**  
*Likelihood to Use Resources if Were to Experience Sexual Assault*

	Total DoD			APF Civilian			NAF Civilian		
	DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Likely to use any resources if were to experience a sexual assault	96	98	96	96	98	96	97	97	95
Likely to use DoD resources rather than civilian	55	50	58	55	48	58	59	58	61
Likely to use civilian resources rather than DoD	36	41	33	36	43	33	32	33	29
Likely to use some other resource	5	7	5	5	7	5	6	7	5
Would not use any resource	4	2	4	4	2	4	3	3	5

Margins of error range from ±1% to ±5%  
Percent of all civilian employees

**Table 55.**  
*Positive Gender Relations Leadership Behaviors in the DoD Civilian Workplace*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Makes it clear that sexual harassment/ gender discrimination/ sexual assault have no place in the DoD	Well	89	85	92	90	85	92	87	86	90
	Neither	8	11	6	8	11	6	9	10	7
	Poorly	3	4	2	3	4	2	4	4	3
Leads by example by refraining from sexist comments and behaviors	Well	89	87	91	89	86	91	88	87	89
	Neither	7	9	6	7	9	6	8	9	8
	Poorly	3	4	3	3	4	3	4	4	3
Promotes an organizational climate based on mutual respect and trust	Well	86	82	89	87	82	89	83	82	86
	Neither	8	10	7	8	10	7	10	10	9
	Poorly	6	8	4	5	8	4	7	8	5
Creates environment where victims feel comfortable reporting	Well	85	80	88	85	79	88	83	81	86
	Neither	11	14	9	11	15	9	12	12	10
	Poorly	4	6	3	4	6	3	5	6	4
Publicizes sexual harassment/gender discrimination/sexual assault resources	Well	84	79	86	84	79	86	82	81	85
	Neither	12	15	11	12	15	11	13	14	12
	Poorly	4	6	3	4	6	3	5	6	3
Catches and immediately corrects incidents of sexual harassment	Well	81	76	84	81	75	84	80	78	83
	Neither	14	18	12	14	19	12	15	16	12
	Poorly	4	6	4	4	6	3	6	6	5

Margins of error range from ±1% to ±2%  
Percent of all civilian employees

**Table 56.**  
*Perceived Safety from Sexual Harassment and Sexual Assault*

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Extent you feel safe from being sexually assaulted at your primary duty location	Safe	96	94	97	96	95	97	91	90	94
	Neither	3	5	2	3	4	2	5	6	3
	Unsafe	1	2	1	1	1	1	4	4	3
Extent you feel safe from being sexually harassed at your primary duty station	Safe	94	91	96	95	92	96	90	88	94
	Neither	4	6	3	4	6	3	6	7	3
	Unsafe	2	3	1	1	2	1	4	5	3
Extent you feel safe from being sexually assaulted while on work travel/temporary assignments	Safe	94	89	97	94	89	97	91	89	94
	Neither	5	9	3	4	9	3	7	8	4
	Unsafe	1	2	1	1	2	1	3	3	2
Extent you feel safe from being sexually harassed while on work travel/temporary assignments	Safe	93	88	96	94	88	96	90	88	93
	Neither	5	10	3	5	10	3	7	9	4
	Unsafe	1	2	1	1	2	1	3	3	3

*Margins of error range from ±1% to ±2%*  
Percent of all civilian employees

**Table 57.**  
***Psychological Climate for Sexual Harassment***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
Sexual harassment is not tolerated	Agree	82	78	84	82	78	84	80	79	82
	Neither	11	14	9	11	15	9	11	12	10
	Disagree	7	8	7	7	8	7	8	9	8
Actions are being taken to prevent sexual harassment	Agree	76	70	80	77	70	80	71	68	77
	Neither	17	23	14	17	23	14	22	24	17
	Disagree	6	7	6	6	7	6	7	8	6
A sexual harassment complaint would be thoroughly investigated	Agree	72	67	74	72	67	74	69	67	73
	Neither	16	20	13	15	20	13	18	19	16
	Disagree	13	13	12	13	13	12	13	14	11
I would feel comfortable reporting a sexual harassment complaint	Agree	71	66	74	71	65	74	70	68	74
	Neither	16	18	14	16	19	14	16	17	14
	Disagree	13	16	12	13	16	12	14	15	12
Employees engaging in misconduct are held accountable for their actions	Agree	62	54	67	62	52	67	63	60	68
	Neither	27	33	24	27	35	24	26	28	22
	Disagree	11	13	10	11	13	10	12	12	10
Leaders engaging in misconduct are held accountable for their actions	Agree	58	50	62	58	49	62	59	57	63
	Neither	29	36	26	30	37	26	28	30	24
	Disagree	12	14	12	12	14	12	14	14	13
Penalties against individuals who sexually harass others at work are strongly enforced	Agree	58	50	62	58	48	62	59	56	64
	Neither	32	38	29	32	40	29	31	32	28
	Disagree	10	12	9	10	12	9	11	12	8
A sexual harassment complaint would not be taken seriously	Agree	11	12	10	11	12	10	11	12	9
	Neither	13	16	11	13	17	11	15	15	14
	Disagree	76	71	79	76	71	79	74	72	77
It would be very risky to file a sexual harassment complaint	Agree	11	15	8	11	15	8	11	13	9
	Neither	17	20	16	17	20	16	18	18	17
	Disagree	72	66	76	72	65	76	71	69	75
I would be afraid to make a sexual harassment complaint	Agree	9	13	7	9	14	7	10	11	7
	Neither	14	17	13	14	17	13	15	16	12
	Disagree	77	70	80	77	70	80	75	73	81
Individuals who sexually harass others get away with it	Agree	9	12	7	9	12	7	11	11	9
	Neither	25	32	22	25	32	22	26	27	23
	Disagree	66	57	71	66	56	71	63	62	67

*Margins of error range from ±1% to ±3%*  
Percent of all civilian employees

**Table 58.**  
***Willingness to Act to Prevent Sexual Harassment***

		Total DoD			APF Civilian			NAF Civilian		
		DoD	Women	Men	APF	Women	Men	NAF	Women	Men
<b>Point out to someone when you think they “crossed the line” with gender-related comments or jokes</b>	<b>Large extent</b>	72	68	75	72	67	75	72	71	74
	<b>Moderate/Small extent</b>	25	29	23	25	29	23	25	25	23
	<b>Not at all</b>	3	3	3	3	3	3	3	4	3
<b>Encourage others point out when they think someone “crossed the line” with gender-related comments</b>	<b>Large extent</b>	72	69	74	72	68	74	74	73	75
	<b>Moderate/Small extent</b>	25	28	23	25	29	23	23	23	23
	<b>Not at all</b>	3	4	3	3	4	3	3	4	2
<b>Seek leadership help to confront DoD civilian employees who continue to engage in sexual harassment</b>	<b>Large extent</b>	75	71	77	75	70	77	76	74	79
	<b>Moderate/Small extent</b>	21	24	19	21	25	19	20	21	17
	<b>Not at all</b>	4	5	4	4	5	4	4	5	3

*Margins of error range from ±1% to ±3%*  
Percent of all civilian employees