

U.S. Department of Defense



Appendix C: Appropriated Fund Civilian Employee Data Tables

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

List of 2018 WGRC Appropriated Fund Civilian Employee Data Tables

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Appendix C: Appropriated Fund Civilian Employee Data Tables

Table 1.
Estimated Past Year Sexual Harassment Rates

		Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
↑ Higher Than 2016 ↓ Lower Than 2016											
Estimated Past Year Sexual Harassment Rate	2018	9.2	3.6	9.4	3.5	9.5	3.7	9.3	3.4	8.3	4.0
	2016	8.9	3.7	9.3	3.7	9.2	3.9	8.6	3.4	8.2	3.4
Estimated Past Year Sexually Hostile Work Environment Rate	2018	9.1	3.6	9.4	3.5	9.4	3.7	9.3	3.4	8.3	4.0
	2016	8.9	3.6	9.2	3.6	9.2	3.9	8.5	3.4	8.1	3.4
Estimated Past Year Sexual <i>Quid Pro Quo</i> Rate	2018	0.5	0.1	0.5	0.1	0.5	0.2	0.6	0.1	0.4	0.2
	2016	0.5	0.2	0.5	0.1	0.6	0.2	0.4	0.1	0.4	0.2

Margins of error range from $\pm 0.1\%$ to $\pm 0.8\%$
Percent of all civilian employees

Table 2.
Of Civilian Employees Who Indicated Experiencing Sexual Harassment in Table 1, Frequency of Upsetting Behavior in the One Situation of Sexual Harassment

		Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Frequency of upsetting behavior	One time	22	24	21	23	24	23	18	24	23	30
	More than one time	78	76	79	77	76	77	82	76	77	70

Margins of error range from $\pm 3\%$ to $\pm 9\%$
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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
DoD context	97	95	96	95	97	97	97	93	97	96
While you were performing your DoD civilian job duties	88	85	88	85	87	86	88	82	88	88
At your primary duty location	88	87	87	88	86	87	89	88	90	87
At a military installation/ship, armory, Guard or Reserve unit site	42	45	49	53	35	39	55	52	22	25
When you were at a work-related, DoD, or military function	25	31	25	33	20	27	32	33	23	34
While you were completing a probationary period for your DoD civilian job	23	21	21	19	23	15	21	22	27	39
While you were on official work travel or temporary assignment	16	17	15	17	19	18	18	15	12	16
While you were in any type of DoD sponsored training	7	8	6	6	7	8	9	6	8	13
While you were assigned OCONUS to perform your DoD civilian job duties	7	9	8	11	5	10	6	2	7	11
While you were off duty in a situation unrelated to work	15	13	14	16	14	12	18	12	13	14

Margins of error range from ±1% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How many people were involved in this upsetting situation?	One person	50	44	50	42	53	48	44	40	51	46
	More than one person	50	56	50	58	47	52	56	60	49	54

Margins of error range from ±3% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
At least one person was a man	94	85	92	86	97	84	95	91	94	74
At least one person was a woman	21	36	25	37	15	32	23	26	22	59

Margins of error range from ±2% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone within your organization	92	93	93	90	95	94	91	93	89	95
DoD civilian employee(s)	85	87	83	82	90	91	79	87	89	89
Military member(s)	29	23	35	33	22	12	40	31	14	15
DoD contractor(s)	13	13	12	17	15	11	16	11	11	11
Part of leadership	45	44	45	46	47	41	44	48	43	38

Margins of error range from ±2% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Reported the one situation to leadership	34	24	35	27	32	20	34	27	31	26

Margins of error range from ±3% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone talked to the person(s) to ask them to change their behavior	43	41	46	38	44	39	37	NR	44	39
The person you told took no action	41	41	40	42	40	40	40	NR	47	42
Your coworkers treated you worse, avoided you, or blamed you for the problem	28	29	26	23	26	39	30	32	31	19
You were encouraged to drop the issue	27	24	23	20	28	33	34	20	25	24
The person(s) who did this took action against you for discussing with leadership	21	20	22	12	20	27	18	27	23	18
Your leadership punished you for bringing it up	21	20	18	12	19	30	23	24	25	17
The rules on harassment were explained to everyone in the workplace	20	29	22	25	15	33	18	35	25	21
You were discouraged from filing/further pursuing an EEO complaint	19	14	18	13	19	12	23	12	19	21
The person(s) stopped their upsetting behavior	19	15	19	16	18	6	17	15	24	26
Your work station or duties were changed to help you avoid the person(s)	18	11	13	4	22	NR	20	10	22	16
An investigation, survey, or other assessment of the workplace was conducted	18	15	19	12	20	19	12	12	21	18
The person(s) was/were moved or reassigned so that you did not have as much contact with them	16	11	15	13	18	14	19	7	12	10
Some official career action was taken against the person(s)	9	8	10	4	6	12	10	8	11	8
Some other action	17	11	16	10	19	12	16	11	16	10
Not sure	17	19	18	15	20	21	13	16	13	30

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	28	33	30	35	27	30	27	28	25	38
	Neither	37	34	38	38	47	27	30	42	33	24
	Dissatisfied	35	33	32	27	26	43	43	30	42	38
How you were treated by leadership handling the situation	Satisfied	28	29	29	27	27	26	27	33	27	32
	Neither	23	23	21	35	25	14	19	20	27	17
	Dissatisfied	49	48	49	38	48	61	54	NR	46	NR
The amount of time it took to address the situation	Satisfied	25	21	23	25	29	6	27	23	23	32
	Neither	30	33	31	35	33	36	26	31	27	25
	Dissatisfied	45	47	46	40	39	58	47	NR	50	43
The action taken by leadership handling the situation	Satisfied	25	23	25	26	23	9	26	27	25	31
	Neither	22	23	22	26	26	23	17	20	25	22
	Dissatisfied	53	54	53	49	51	68	57	NR	50	47
Availability of information about victim support resources	Satisfied	24	29	25	31	24	24	25	28	23	34
	Neither	39	42	40	43	44	NR	32	39	35	29
	Dissatisfied	37	29	35	26	32	26	43	32	43	37
Availability of information about the complaint process and timeliness	Satisfied	24	29	25	35	22	23	21	25	27	30
	Neither	38	33	41	34	45	32	33	38	28	24
	Dissatisfied	38	38	33	31	33	45	47	38	45	46
The current status of the situation	Satisfied	23	20	22	25	21	12	25	20	24	25
	Neither	33	34	33	30	41	33	31	NR	28	27
	Dissatisfied	44	45	45	45	38	55	44	36	49	47
How well you have been kept informed by leadership about their response to the situation	Satisfied	18	17	17	20	19	9	19	16	15	26
	Neither	32	31	35	31	34	34	26	35	31	23
	Dissatisfied	50	51	48	49	47	58	55	NR	54	NR

Margins of error range from ±4% to ±18%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You wanted to forget about it and move on	57	55	57	53	59	60	55	46	57	61
You thought you might be labeled as a troublemaker	49	44	48	46	52	39	50	45	48	47
You did not think anything would be done	47	48	46	45	44	48	51	52	50	47
You did not want more people to know	43	35	45	36	43	30	42	34	40	44
You were worried about potential negative consequences from your coworkers or peers	41	38	41	37	41	39	46	37	35	38
You did not want to hurt the person’s career or family	38	32	40	27	44	39	33	28	34	36
You were worried about potential negative consequences from the person(s) who did it	37	37	36	38	39	41	41	29	33	36
You thought it might hurt your career	36	36	35	40	36	39	39	27	35	37
You did not trust that the process would be fair	35	35	36	35	30	33	38	40	36	35
The offensive behavior stopped on its own	33	34	33	38	34	31	28	30	39	41
You asked the person to stop	33	30	34	31	35	32	30	31	31	20
You were worried about potential negative consequences from leadership	30	32	31	35	29	34	33	25	30	29
You felt ashamed or embarrassed	30	21	31	19	32	21	30	17	27	35
You took other actions to handle the situation	28	23	33	24	29	24	22	20	25	26
You thought other people would blame you	27	20	26	22	27	19	28	16	27	24
You thought it might hurt your performance appraisal	25	28	25	32	25	29	26	24	25	26
You did not think you would be believed	24	22	22	29	24	17	30	16	21	26

Table 10. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You felt partially to blame	15	9	15	10	17	11	13	7	15	8
You thought you might get in trouble for something you did	13	13	14	15	11	12	16	9	13	17
You did not know with whom to report the behavior	10	13	8	10	12	14	10	11	13	19
You were concerned for your physical safety	6	8	6	8	5	9	6	6	7	9
Some other reason	16	17	16	16	17	15	18	17	15	24

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Filed complaint about the one situation to with EEO representative	11	5	13	4	9	4	8	6	11	5

Margins of error range from ±2% to ±5%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
An investigation, survey, or other assessment of the workplace was conducted	45	NR	44	NR	NR	NR	NR	NR	NR	NR
The person you told took no action	36	39	38	NR	27	NR	NR	NR	NR	NR
You were discouraged from filing/further pursuing an EEO complaint	29	38	25	NR	27	NR	NR	NR	NR	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem	27	30	25	NR	28	NR	NR	NR	NR	NR
You were encouraged to drop the issue	26	27	23	NR	26	NR	NR	NR	22	NR
The rules on harassment were explained to everyone in the workplace	25	40	23	NR	32	NR	NR	NR	NR	NR
Your leadership punished you for bringing it up	24	41	22	NR	18	NR	NR	NR	NR	NR
Someone talked to the person(s) to ask them to change their behavior	23	27	25	NR	19	NR	NR	NR	NR	NR
The person(s) who did this took action against you for discussing/filing an EEO complaint	23	23	18	NR	28	NR	NR	NR	NR	NR
The person(s) stopped their upsetting behavior	17	4	20	3	13	NR	16	NR	NR	NR
The person(s) was/were moved or reassigned so that you did not have as much contact with them	15	12	16	4	23	NR	NR	NR	NR	NR
Your work station or duties were changed to help you avoid the person(s)	14	12	7	NR	16	NR	NR	NR	NR	NR
Some official career action was taken against the person(s)	10	NR	11	3	NR	NR	NR	NR	NR	NR
Some other action	18	22	18	NR	21	NR	NR	NR	NR	NR
Not sure	18	25	18	NR	18	NR	NR	NR	NR	NR

Margins of error range from ±7% 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How you were treated by the EEO representative handling the situation	Satisfied	41	38	34	NR	57	NR	NR	NR	43	NR
	Neither	23	30	27	NR	16	NR	18	NR	27	NR
	Dissatisfied	36	32	39	NR	27	NR	NR	NR	30	NR
The availability of information about how to file an EEO complaint	Satisfied	38	41	32	NR	NR	NR	NR	NR	41	NR
	Neither	26	26	27	NR	24	NR	NR	NR	31	NR
	Dissatisfied	36	33	41	NR	26	NR	NR	NR	28	NR
Availability of information about the complaint process and timeliness	Satisfied	36	29	31	NR	50	NR	NR	NR	38	NR
	Neither	24	24	23	NR	22	NR	NR	NR	31	NR
	Dissatisfied	40	47	47	NR	28	NR	NR	NR	31	NR
The action taken by the EEO representative handling the situation	Satisfied	33	25	31	NR	45	NR	26	NR	32	NR
	Neither	28	32	25	NR	27	NR	28	NR	36	NR
	Dissatisfied	39	43	45	NR	28	NR	NR	NR	32	NR
Availability of information about victim support resources	Satisfied	29	35	25	NR	38	NR	NR	NR	28	NR
	Neither	26	26	29	9	22	NR	20	NR	27	NR
	Dissatisfied	45	39	45	NR	40	NR	NR	NR	45	NR
How well you have been kept informed on the status of the discussion/complaint	Satisfied	24	16	18	NR	43	NR	18	NR	26	NR
	Neither	28	33	29	7	22	NR	30	NR	33	NR
	Dissatisfied	47	51	54	NR	36	NR	NR	NR	41	NR
The amount of time it took to address the situation	Satisfied	24	18	21	NR	37	NR	18	NR	22	NR
	Neither	26	25	27	NR	27	NR	26	NR	22	NR
	Dissatisfied	50	56	52	NR	36	NR	NR	NR	57	NR
The current status of the situation	Satisfied	19	20	19	NR	24	NR	NR	NR	23	NR
	Neither	33	29	30	NR	37	NR	NR	NR	30	NR
	Dissatisfied	48	51	51	NR	38	NR	NR	NR	47	NR

Margins of error range from ±7% 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 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You wanted to forget about it and move on	43	42	42	35	41	50	42	35	46	50
You thought you might be labeled as a troublemaker	40	37	38	37	45	37	39	37	37	40
You did not think anything would be done	40	40	40	36	37	43	42	41	41	41
You thought it was not serious enough to report	40	45	38	45	38	50	45	39	39	48
You did not want more people to know	34	30	35	29	36	27	34	32	30	36
You were worried about potential negative consequences from your coworkers or peers	33	28	33	27	33	28	36	28	29	30
You did not want people to think less of you	33	34	31	34	36	33	35	33	28	36
You thought it might hurt your career	32	29	29	28	32	32	36	25	30	34
You were worried about potential negative consequences from the person(s) who did it	31	29	31	29	31	33	31	24	29	29
You did not want to hurt the person's career or family	30	27	31	23	36	31	23	28	26	25
You did not trust that the process would be fair	29	32	31	31	28	33	28	33	28	29
You asked the person to stop	28	27	30	25	27	32	23	28	30	18
You were worried about potential negative consequences from leadership	26	28	27	30	23	32	30	19	24	26
The offensive behavior stopped on its own	24	28	25	28	23	29	18	28	32	28
You felt ashamed or embarrassed	23	19	21	17	23	18	26	19	24	27
You took other actions to handle the situation	23	21	24	22	24	19	19	23	23	19
You thought it might hurt your performance appraisal	21	23	21	24	21	24	23	20	20	25
You thought other people would blame you	20	17	20	16	22	17	23	17	16	20
You did not think you would be believed	20	18	20	23	19	16	21	12	17	23
You did not know with whom to file an EEO complaint about the behavior	17	19	14	17	21	20	15	19	21	18

Table 14. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You felt partially to blame	11	8	10	8	16	8	7	9	10	7
You thought you might get in trouble for something you did	9	10	11	9	7	11	10	11	8	12
You were concerned for your physical safety	7	8	7	9	6	8	8	7	9	9
Some other reason	15	16	14	13	15	16	17	16	14	20

Margins of error range from ±2% to ±11%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Estimated Past Year Gender Discrimination Rate	2018	9.2	2.0	9.1	2.1	10.3	1.6↓	10.2↑	1.8	7.1	3.2
	2016	8.8	2.2	9.3	2.3	9.5	2.1	8.8	1.9	7.1	2.9

Margins of error range from ±0.1% 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Frequency of upsetting behavior	One time	16	19	15	14	17	23	14	19	15	22
	More than one time	84	81	85	86	83	77	86	81	85	78

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
DoD context	99	97	99	99	99	97	99	97	99	97
While you were performing your DoD civilian job duties	93	88	92	90	93	89	94	81	93	91
At your primary duty location	92	89	91	92	91	86	94	87	92	91
At a military installation/ship, armory, Guard or Reserve unit site	44	47	49	54	37	43	59	57	25	28
When you were at a work-related, DoD, or military function	27	37	27	40	25	29	30	47	25	26
While you were completing a probationary period for your DoD civilian job	19	17	20	17	18	16	17	12	20	25
While you were on official work travel or temporary assignment	17	19	19	21	20	18	15	19	13	18
While you were assigned OCONUS to perform your DoD civilian job duties	7	8	10	9	5	8	5	5	7	9
While you were in any type of DoD sponsored training	7	8	7	8	6	6	8	10	6	8
While you were off duty in a situation unrelated to work	7	9	7	7	7	6	9	15	6	9

Margins of error range from ±1% to ±12%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How many people were involved in this upsetting situation?	One person	35	38	35	37	35	41	36	40	38	36
	More than one person	65	62	65	63	65	59	64	60	62	64

Margins of error range from ±2% to ±11%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
At least one person was a man	96	48	97	49	98	51	96	44	95	48
At least one person was a woman	22	82	22	81	18	78	24	86	26	86

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone within your organization	96	94	96	93	95	95	96	93	97	98
DoD civilian employee(s)	89	89	87	90	93	95	85	78	95	95
Military member(s)	33	26	39	30	26	17	44	37	17	14
DoD contractor(s)	11	10	10	16	14	9	11	4	10	9
Part of leadership	75	74	76	73	74	73	74	74	78	80

Margins of error range from ±1% to ±12%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Reported the one situation to leadership	42	37	42	38	39	36	43	38	44	36

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The person you told took no action	48	58	50	74	41	NR	47	44	53	55
Someone talked to the person(s) to ask them to change their behavior	35	23	35	28	37	28	33	20	36	14
You were encouraged to drop the issue	31	36	30	33	33	NR	34	37	29	32
Your coworkers treated you worse, avoided you, or blamed you for the problem	29	26	30	27	28	29	29	26	26	22
Your leadership punished you for bringing it up	27	33	25	31	25	34	33	38	26	28
The person(s) who did this took action against you for discussing with leadership	26	30	27	29	26	31	26	NR	25	24
You were discouraged from filing/further pursuing an EEO complaint	20	21	21	23	21	16	22	18	16	28
Your work station or duties were changed to help you avoid the person(s)	14	19	11	16	15	24	17	17	16	22
The rules on harassment were explained to everyone in the workplace	14	18	16	20	13	23	12	19	15	10
An investigation, survey, or other assessment of the workplace was conducted	13	18	16	18	13	14	9	18	13	20
The person(s) was/were moved or reassigned so that you did not have as much contact with them	10	10	9	12	10	6	12	11	11	7
The person(s) stopped their upsetting behavior	9	6	9	7	8	4	7	5	10	8
Some official career action was taken against the person(s)	4	4	4	3	3	4	4	5	6	5
Some other action	17	20	18	14	17	23	14	32	16	13
Not sure	18	25	18	21	17	NR	17	17	19	32

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	27	26	30	22	29	29	24	22	24	37
	Neither	36	36	35	40	39	30	35	43	33	26
	Dissatisfied	37	38	35	37	32	41	41	35	43	38
Availability of information about the complaint process and timeliness	Satisfied	24	23	26	19	24	24	21	25	23	26
	Neither	34	35	34	38	39	36	34	34	30	30
	Dissatisfied	42	42	40	44	37	40	45	40	47	44
Availability of information about victim support resources	Satisfied	23	20	25	17	23	24	22	23	20	20
	Neither	38	42	38	39	40	NR	38	NR	35	42
	Dissatisfied	40	38	38	44	37	29	40	NR	46	38
How you were treated by leadership handling the situation	Satisfied	18	12	17	9	20	13	19	15	19	12
	Neither	22	21	22	24	25	NR	18	19	23	18
	Dissatisfied	59	67	61	67	56	67	62	65	57	70
The amount of time it took to address the situation	Satisfied	17	11	15	12	18	10	18	11	18	14
	Neither	27	27	27	32	30	31	27	23	23	21
	Dissatisfied	56	61	58	57	52	59	55	66	59	65
The action taken by leadership handling the situation	Satisfied	15	10	14	7	15	11	15	13	16	10
	Neither	21	22	20	21	26	NR	19	25	20	19
	Dissatisfied	64	67	66	71	59	65	67	62	64	71
The current status of the situation	Satisfied	14	12	12	12	16	6	16	17	14	15
	Neither	30	27	29	22	32	36	27	28	30	22
	Dissatisfied	56	61	59	66	52	58	56	55	56	64
How well you have been kept informed by leadership about their response to the situation	Satisfied	12	9	10	9	12	7	13	10	13	11
	Neither	29	23	30	26	31	31	28	18	27	12
	Dissatisfied	59	68	61	66	57	62	59	71	60	76

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not think anything would be done	73	72	73	70	71	73	74	68	72	81
You thought you might be labeled as a troublemaker	63	58	66	56	62	65	62	56	62	56
You thought it might hurt your career	60	63	61	59	58	68	59	62	61	65
You did not trust that the process would be fair	56	60	59	54	52	71	58	56	58	61
You were worried about potential negative consequences from leadership	55	60	57	57	51	74	53	51	57	57
You thought it might hurt your performance appraisal	50	56	50	56	46	62	49	55	54	52
You were worried about potential negative consequences from the person(s) who did it	49	49	53	49	46	52	50	44	46	51
You wanted to forget about it and move on	44	47	41	48	45	56	46	39	47	46
You were worried about potential negative consequences from your coworkers or peers	42	33	41	37	43	42	41	20	40	30
You did not think you would be believed	38	45	37	45	35	53	43	38	39	46
You did not want more people to know	33	29	33	27	34	31	33	22	32	35
You thought other people would blame you	28	25	27	24	27	24	34	NR	27	33
You felt ashamed or embarrassed	21	22	21	22	20	30	22	14	18	22
You took other actions to handle the situation	20	14	23	15	19	16	19	14	19	12
You did not want to hurt the person's career or family	19	18	19	22	21	24	19	12	17	13
The offensive behavior stopped on its own	18	17	18	14	16	20	17	21	23	16
You thought you might get in trouble for something you did	17	20	16	16	17	22	17	13	18	31
You asked the person to stop	16	12	16	11	17	15	14	13	15	7

Table 24. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not know with whom to report the behavior	12	18	10	14	14	25	13	14	11	19
You felt partially to blame	9	7	9	8	11	10	9	NR	8	5
You were concerned for your physical safety	5	7	5	7	3	10	5	NR	7	6
Some other reason	17	21	16	20	17	18	19	20	17	28

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Filed complaint about the one situation with an EEO representative	16	13	19	14	12	14	13	12	18	14

Margins of error range from ±2% to ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The person you told took no action	41	44	45	NR	39	NR	43	NR	35	NR
An investigation, survey, or other assessment of the workplace was conducted	36	41	31	NR	45	NR	33	NR	42	NR
You were discouraged from filing/further pursuing an EEO complaint	31	23	29	NR	25	NR	40	NR	31	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem	26	26	27	NR	23	NR	22	NR	31	NR
You were encouraged to drop the issue	25	16	23	11	26	NR	30	NR	23	NR
Your leadership punished you for bringing it up	24	39	23	NR	22	NR	26	NR	24	NR
Someone talked to the person(s) to ask them to change their behavior	22	22	22	NR	20	NR	18	NR	27	NR
The person(s) who did this took action against you for discussing/filing an EEO complaint	21	24	21	NR	18	NR	22	NR	21	NR
The rules on harassment were explained to everyone in the workplace	19	25	18	NR	22	NR	20	NR	19	NR
Your work station or duties were changed to help you avoid the person(s)	11	15	9	NR	8	NR	11	NR	17	NR
The person(s) stopped their upsetting behavior	9	9	10	NR	6	NR	9	NR	12	NR
The person(s) was/were moved or reassigned so that you did not have as much contact with them	7	15	5	NR	10	NR	11	NR	5	NR
Some official career action was taken against the person(s)	5	9	4	NR	7	NR	3	NR	7	NR
Some other action	17	27	20	NR	12	NR	13	NR	22	NR
Not sure	16	17	16	NR	12	NR	20	NR	18	NR

Margins of error range from ±3% to ±14%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How you were treated by the EEO representative handling the situation	Satisfied	43	43	37	NR	51	NR	45	NR	48	NR
	Neither	25	28	30	NR	23	NR	23	NR	19	NR
	Dissatisfied	31	29	33	NR	26	NR	32	NR	33	NR
The availability of information about how to file an EEO complaint	Satisfied	43	37	39	25	49	NR	34	NR	54	NR
	Neither	25	23	27	NR	23	NR	29	NR	18	NR
	Dissatisfied	32	41	33	NR	29	NR	37	NR	28	NR
Availability of information about the complaint process and timeliness	Satisfied	38	37	34	NR	45	NR	30	NR	45	NR
	Neither	25	21	29	NR	21	NR	26	NR	19	13
	Dissatisfied	38	42	37	NR	34	NR	44	NR	36	NR
The action taken by the EEO representative handling the situation	Satisfied	34	31	30	20	38	NR	33	NR	37	NR
	Neither	28	31	31	NR	23	NR	30	NR	25	15
	Dissatisfied	38	39	39	NR	39	NR	37	NR	38	NR
Availability of information about victim support resources	Satisfied	30	23	26	22	37	NR	27	NR	32	NR
	Neither	28	33	33	NR	25	NR	23	NR	27	NR
	Dissatisfied	42	43	41	NR	38	NR	49	NR	41	NR
The amount of time it took to address the situation	Satisfied	22	21	23	16	25	NR	17	NR	23	NR
	Neither	27	23	28	NR	26	NR	29	NR	26	11
	Dissatisfied	50	56	49	NR	49	NR	53	NR	51	NR
How well you have been kept informed on the status of the discussion/complaint	Satisfied	21	19	18	13	29	NR	19	NR	21	NR
	Neither	31	31	31	NR	28	NR	33	NR	33	NR
	Dissatisfied	48	50	50	NR	43	NR	48	NR	46	NR
The current status of the situation	Satisfied	17	15	17	8	20	NR	13	NR	16	NR
	Neither	33	24	33	NR	31	NR	36	NR	33	10
	Dissatisfied	50	61	50	NR	49	NR	50	NR	50	NR

Margins of error range from ±4% to ±17%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not think anything would be done	58	59	58	62	59	57	53	54	59	65
You thought you might be labeled as a troublemaker	49	47	47	50	54	51	48	45	49	41
You thought it might hurt your career	47	47	45	47	48	51	47	41	49	48
You did not trust that the process would be fair	45	54	48	55	43	62	42	49	47	48
You were worried about potential negative consequences from the person(s) who did it	38	39	39	41	37	43	38	31	40	38
You thought it was not serious enough to report	37	31	37	30	39	30	37	38	35	26
You did not want people to think less of you	33	34	37	32	33	45	31	25	29	35
You were worried about potential negative consequences from your coworkers or peers	33	26	30	30	35	32	34	18	31	22
You wanted to forget about it and move on	31	34	32	32	29	42	33	27	33	35
You did not want more people to know	25	24	26	22	25	30	24	18	22	27
You did not want to hurt the person's career or family	15	15	16	18	17	18	13	11	15	10
You asked the person to stop	13	11	13	8	14	16	11	11	13	8
You were worried about potential negative consequences from leadership	42	49	43	47	41	56	42	45	46	47
You thought it might hurt your performance appraisal	37	42	34	44	38	45	39	38	38	40
You did not think you would be believed	26	36	25	37	25	43	27	29	29	31
You thought other people would blame you	20	19	19	21	21	20	24	11	18	22
You did not know with whom to file an EEO complaint about the behavior	18	23	15	21	21	27	19	21	20	23
You took other actions to handle the situation	17	14	18	17	19	16	17	12	15	11
You felt ashamed or embarrassed	16	18	14	17	15	24	18	16	17	15

Table 28. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The offensive behavior stopped on its own	13	14	13	11	12	17	11	16	15	14
You thought you might get in trouble for something you did	11	14	10	12	11	19	11	10	11	17
You felt partially to blame	6	7	5	7	8	8	5	6	6	4
You were concerned for your physical safety	5	7	5	8	4	9	7	4	7	7
Some other reason	15	17	14	17	14	15	18	15	15	19

Margins of error range from ±2% to ±14%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Work-Related Sexual Assault Rate	2018	0.6	0.2	0.7	0.2	0.6	0.2	0.5	0.1	0.6	0.2
	2016	0.5	0.1	0.5	0.1	0.5	0.2	0.4	0.1	0.6	0.1
Penetrative Sexual Assault	2018	0.2↑	<0.1	0.2↑	<0.1	0.1	0.1	0.1	<0.1↓	0.1	0.1
	2016	0.1	<0.1	0.1	<0.1	0.1	0.1	0.1	<0.1	0.1	<0.1
Non-Penetrative Sexual Assault	2018	0.4	0.1	0.5	0.2	0.4	0.1	0.4	0.1	0.5	0.1
	2016	0.4	0.1	0.5	0.1	0.4	0.1	0.3	0.1	0.6	0.1
Attempted Penetrative Sexual Assault Rate	2018	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1
	2016	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1

Margins of error range from <0.1% to ±0.3%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Type of single or most serious work-related sexual assault experience discussed in the one situation	Penetrative sexual assault	24	27	29	NR	26	NR	27	NR	NR	NR
	Attempted penetrative sexual assault	4	NR	8	NR	NR	NR	NR	NR	1	NR
	Non-penetrative sexual assault	72	70	62	NR	74	NR	73	NR	90	NR

Margins of error range from ±4% to ±17%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
DoD context	88	93	92	NR	81	NR	84	NR	NR	NR
At your primary duty location	67	88	72	NR	NR	NR	74	NR	NR	NR
While you were performing your DoD civilian job duties	66	75	70	NR	64	NR	NR	NR	NR	NR
At a military installation/ship, armory, Guard or Reserve unit site	47	46	62	NR	31	NR	NR	NR	21	NR
When you were at a work-related, DoD, or military function	28	46	33	NR	NR	NR	29	NR	NR	NR
While you were completing a probationary period for your DoD civilian job	23	13	22	NR	18	NR	27	NR	NR	NR
While you were on official work travel or temporary assignment	20	18	21	NR	26	NR	17	NR	NR	NR
While you were in any type of DoD sponsored training	9	10	7	NR	7	NR	6	NR	NR	NR
While you were assigned OCONUS to perform your DoD civilian job duties	6	12	5	NR	NR	NR	NR	NR	1	NR
While you were off duty in a situation unrelated to work	27	21	23	NR	38	NR	35	NR	18	NR

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How many people did this to you?	One person	75	63	75	NR	75	NR	73	NR	79	NR
	More than one person	22	34	20	NR	25	NR	27	NR	19	NR
	Not sure	2	NR	5	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±5% to ±17%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
At least one person who did this was a man	96	72	NR	NR	NR	NR	NR	NR	NR	NR
At least one person who did this was a woman	7	44	3	NR	4	NR	7	NR	NR	NR

Margins of error range from ±6% 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Someone within your organization	85	92	83	NR	81	NR	78	NR	99	NR
DoD civilian employee(s)	74	82	64	NR	93	NR	NR	NR	93	NR
Military member(s)	30	30	40	NR	8	NR	53	NR	8	NR
DoD contractor(s)	14	13	13	NR	NR	NR	14	NR	14	NR
Part of leadership	36	30	34	NR	NR	NR	39	NR	25	NR

Margins of error range from ±5% to ±17%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Your only connection to the person(s) who did this is your employment with the DoD	73	71	70	NR	76	NR	NR	NR	80	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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Reported the one situation to leadership	32	29	26	NR	39	NR	NR	NR	NR	NR

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The person you told took no action	43	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your coworkers treated you worse, avoided you, or blamed you for the event	43	NR	NR	NR	NR	NR	NR	NR	NR	NR
You were encouraged to drop the issue	41	NR	NR	NR	NR	NR	NR	NR	NR	NR
You were discouraged from filing/further pursuing an EEO complaint or contacting law enforcement	32	NR	NR	NR	NR	NR	NR	NR	NR	NR
An investigation, survey, or other assessment of the workplace was conducted	29	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person(s) who did this took action against you for discussing with leadership	28	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your leadership punished you for bringing it up	27	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	19	NR	NR	NR	NR	NR	NR	NR	NR	NR
Your work station or duties were changed to help you avoid the person(s)	17	NR	NR	NR	NR	NR	NR	NR	NR	NR
The rules on assault were explained to everyone in the workplace	16	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some official career action was taken against the person(s)	13	NR	NR	NR	NR	NR	NR	NR	NR	NR
The person you told contacted law enforcement	6	NR	NR	NR	NR	NR	NR	NR	NR	NR
Legal action was taken against the person(s)	6	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some other action	12	NR	NR	NR	NR	NR	NR	NR	NR	NR
Not sure	14	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±14%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
How you were treated by leadership handling the situation	Satisfied	19	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	17	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	64	NR	NR	NR	NR	NR	NR	NR	NR	NR
How well you have been kept informed by leadership about their response to the situation	Satisfied	18	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	16	2	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	66	NR	NR	NR	NR	NR	NR	NR	NR	NR
The current status of the situation	Satisfied	17	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	18	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	65	NR	NR	NR	NR	NR	NR	NR	NR	NR
The amount of time it took to address the situation	Satisfied	15	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	15	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	69	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	15	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	31	2	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	54	NR	NR	NR	NR	NR	NR	NR	NR	NR
The action taken by leadership handling the situation	Satisfied	15	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	21	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	65	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about the complaint process and timeliness	Satisfied	14	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	30	2	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	56	NR	NR	NR	NR	NR	NR	NR	NR	NR
The availability of information about how to file an EEO complaint	Satisfied	8	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	31	2	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	61	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±8% to ±14%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not want more people to know	79	NR	83	NR	NR	NR	NR	NR	NR	NR
You wanted to forget about it and move on	74	NR	78	NR	85	NR	NR	NR	NR	NR
You felt ashamed or embarrassed	67	NR	62	NR	NR	NR	NR	NR	NR	NR
You did not want people to think less of you	59	NR	55	NR	NR	NR	NR	NR	NR	NR
You did not think anything would be done	56	NR	63	NR	NR	NR	NR	NR	NR	NR
You thought other people would blame you	54	NR	56	NR	NR	NR	NR	NR	NR	NR
You did not want to hurt the person’s career or family	54	NR	50	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from your coworkers or peers	48	NR	42	NR	NR	NR	NR	NR	NR	NR
You did not trust that the process would be fair	45	NR	37	NR	NR	NR	NR	NR	NR	NR
You thought it might hurt your career	43	NR	53	NR	NR	NR	NR	NR	NR	NR
You did not think you would be believed	41	NR	40	NR	NR	NR	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	41	NR	41	NR	NR	NR	NR	NR	NR	NR
You did not think your report to leadership would be kept private	40	NR	46	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from leadership	37	NR	36	NR	NR	NR	NR	NR	NR	NR
You felt partially to blame	36	NR	42	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	31	NR	38	NR	NR	NR	NR	NR	NR	NR
You took other actions to handle the situation	30	NR	37	NR	NR	NR	NR	NR	NR	NR

Table 39. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You thought you might get in trouble for something you did	29	NR	27	NR	NR	NR	NR	NR	NR	NR
You thought it might hurt your performance appraisal	27	NR	30	NR	19	NR	NR	NR	NR	NR
You were concerned for your physical safety	15	14	NR	NR	NR	NR	NR	NR	NR	NR
You did not know you could report the event to leadership	12	NR	NR	<1	4	<1	NR	NR	NR	<1
You did not know with whom to report the event	9	NR	NR	<1	2	<1	NR	NR	NR	<1
Some other reason	14	1	NR	2	NR	NR	NR	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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Filed complaint about the one situation with an EEO representative	14	15	20	NR	9	NR	NR	NR	5	NR

Margins of error range from ±6% to ±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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
An investigation, survey, or other assessment of the workplace was conducted	NR	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	NR
The person you told took no action	NR	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	NR
You were encouraged to drop the issue	NR	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	NR
Your coworkers treated you worse, avoided you, or blamed you for the event	NR	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	NR
Your leadership punished you for bringing it up	NR	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	NR
The rules on assault were explained to everyone in the workplace	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some official career action was taken against the person(s)	NR	NR	<1	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	<1	NR	NR	NR	NR	NR	NR	NR
Some other action	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Not sure	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error do not exceed ±9%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
The availability of information about how to file an EEO complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about the complain process and timeliness	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	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	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±8% to ±14%

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not want more people to know	63	NR	69	NR	NR	NR	NR	NR	NR	NR
You wanted to forget about it and move on	58	NR	67	NR	NR	NR	NR	NR	NR	NR
You felt ashamed or embarrassed	51	NR	49	NR	NR	NR	NR	NR	NR	NR
You did not want people to think less of you	50	NR	49	NR	NR	NR	NR	NR	NR	NR
You did not want to hurt the person’s career or family	46	NR	46	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from your coworkers or peers	42	NR	37	NR	NR	NR	NR	NR	NR	NR
You did not think anything would be done	40	NR	48	NR	34	NR	NR	NR	NR	NR
You did not trust that the process would be fair	40	NR	31	NR	34	NR	NR	NR	NR	NR
You thought other people would blame you	38	NR	39	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from leadership	37	NR	38	NR	24	NR	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	37	NR	36	NR	NR	NR	NR	NR	NR	NR
You thought it might hurt your career	36	NR	47	NR	36	NR	NR	NR	NR	NR
You did not think you would be believed	36	NR	30	NR	28	NR	NR	NR	NR	NR
You did not think your report would be kept private	32	NR	42	NR	25	NR	NR	NR	NR	NR
You thought it was not serious enough to report	32	NR	45	NR	21	NR	NR	NR	NR	NR
You took other actions to handle the situation	29	NR	42	NR	21	NR	NR	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	29	NR	29	NR	16	NR	NR	NR	NR	NR

Table 43. (continued)

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You felt partially to blame	25	NR	34	NR	23	NR	NR	NR	NR	NR
You thought it might hurt your performance appraisal	22	20	29	NR	18	NR	NR	NR	18	NR
You did not know you could file a complaint about the event with EEO	22	NR	10	<1	NR	<1	NR	NR	NR	<1
You did not know how to file an EEO complaint	18	3	10	NR	NR	NR	15	NR	NR	NR
You thought you might get in trouble for something you did	17	NR	17	NR	18	NR	20	NR	NR	NR
You were concerned for your physical safety	15	19	6	NR	NR	NR	NR	NR	NR	NR
Some other reason	12	NR	11	NR	15	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±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 a Police Report About the Work-Related One Situation of Sexual Assault

	Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Filed a police report to a local civilian and/or military law enforcement	8	12	5	NR	8	NR	10	NR	14	NR
Filed with local military law enforcement or criminal investigative organization	6	12	5	NR	4	NR	10	NR	6	NR
Filed with local civilian law enforcement agency	4	11	NR	NR	4	NR	NR	NR	9	NR

Margins of error range from ±4% to ±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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You did not want more people to know	62	NR	61	NR	68	NR	NR	NR	NR	NR
You wanted to forget about it and move on	58	NR	60	NR	NR	NR	NR	NR	NR	NR
You thought it was not serious enough to report	51	30	56	NR	NR	NR	NR	NR	NR	NR
You felt ashamed or embarrassed	49	NR	43	NR	60	NR	NR	NR	NR	NR
You did not think anything would be done	47	NR	46	NR	NR	6	NR	NR	NR	NR
You did not trust that the process would be fair	43	34	40	NR	NR	NR	NR	NR	NR	NR
You thought it might hurt your career	41	31	43	NR	NR	NR	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	39	NR	40	NR	NR	NR	NR	NR	NR	NR
You did not think your report would be kept private	39	NR	45	NR	35	NR	NR	NR	NR	NR
You did not want to hurt the person's career or family	39	NR	39	NR	NR	NR	NR	NR	NR	NR
You did not want people to think less of you	36	NR	42	NR	NR	NR	NR	NR	NR	NR
You did not think you would be believed	34	34	28	NR	NR	NR	NR	NR	NR	NR
You thought other people would blame you	32	NR	32	NR	NR	NR	NR	NR	NR	NR
You were worried about potential negative consequences from the person(s) who did it	32	30	31	NR	30	NR	NR	NR	NR	NR
You took other actions to handle the situation	30	NR	37	NR	18	NR	NR	NR	NR	NR
You felt partially to blame	28	NR	29	NR	NR	NR	NR	NR	NR	NR
You thought you might get in trouble for something you did	14	17	18	NR	15	NR	NR	NR	NR	NR
You did not know how to report the event	11	9	5	NR	15	NR	NR	NR	NR	NR
You were concerned for your physical safety	11	14	7	NR	17	NR	NR	NR	14	NR
Some other reason	8	10	6	NR	2	NR	NR	NR	NR	NR

Margins of error range from ±5% 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Information on how to file a complaint of sexual harassment	Satisfied	2018	77↓	85↓	82↓	88↓	76↓	83↓	79↓	86↓	68↓	79↓
		2016	83	89	87	91	83	88	85	90	73	82
	Neither	2018	18↑	13↑	15↑	11↑	19↑	15↑	16↑	13↑	25↑	18↑
		2016	14	10	10	8	14	10	12	9	21	15
	Dissatisfied	2018	5↑	2↑	3	2	5↑	2↑	5↑	2	7	4↑
		2016	4	1	3	1	3	1	3	1	6	3
Information on how to file a complaint of gender discrimination	Satisfied	2018	73↓	83↓	78↓	86↓	71↓	80↓	74↓	84↓	66↓	78↓
		2016	79	87	83	89	79	86	80	88	71	81
	Neither	2018	20↑	15↑	17↑	12↑	21↑	17↑	19↑	14↑	25↑	18↑
		2016	15	11	12	9	16	11	14	10	21	16
	Dissatisfied	2018	7↑	3↑	5	2	8↑	3↑	7↑	2	9↑	4
		2016	6	2	5	2	5	2	6	2	8	3
Information on how to report a sexual assault	Satisfied	2018	78↓	86↓	83↓	89↓	77↓	84↓	81↓	87↓	69↓	80↓
		2016	83	89	87	91	84	89	87	91	73	82
	Neither	2018	17↑	13↑	14↑	10↑	19↑	14↑	15↑	12↑	24↑	17↑
		2016	13	9	10	8	13	10	11	8	21	15
	Dissatisfied	2018	4↑	2↑	3	1	4↑	2↑	4↑	1	7	4↑
		2016	3	1	3	1	3	1	2	1	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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Knowledge on how to contact your organization's EEO representative	2018	84↓	88↓	89	93	82↓	85↓	81↓	87↓	78↓	85	
	2016	86	90	90	93	85	89	84	89	81	87	

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

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

↑ Higher Than 2016 ↓ Lower Than 2016		Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Received training on sexual harassment and/or gender discrimination in past 12 months	2018	91	95↓	95	96	96	97	93↓	96↓	78	87
	2016	92	96	95	97	96	97	94	97	77	86

Margins of error range from ±1% to ±2%
 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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Provided a good understanding of actions considered sexual harassment and gender discrimination	Agree	2018	93↓	94↓	93↓	94↓	93↓	94↓	91↓	93↓	92	93↓
		2016	94	95	95	95	95	96	93	95	93	95
	Neither	2018	6↑	5↑	6↑	5↑	6↑	5↑	6↑	6↑	7↑	6↑
		2016	5	4	4	4	4	4	5	4	6	4
	Disagree	2018	1	1	1	1	1	1	2↑	1	1	1
		2016	1	1	1	1	1	1	2	1	1	1
Taught how to intervene when you witness a situation involving a coworker (bystander intervention)	Agree	2018	90↓	91↓	91↓	92↓	90↓	91↓	92↓	93↓	83	87↓
		2016	92	93	93	94	93	93	93	94	84	89
	Neither	2018	8↑	7↑	7↑	7↑	8↑	8↑	6	6	13	10↑
		2016	7	5	5	5	6	6	5	5	12	9
	Disagree	2018	2	1	2	1	2↑	1	2	1	4	2
		2016	2	1	1	1	1	1	2	1	4	2
Explained DoD role in handling sexual harassment and gender discrimination complaints	Agree	2018	90↓	93↓	92↓	93↓	90↓	93↓	89↓	92↓	88	91↓
		2016	92	94	93	95	93	95	91	94	89	93
	Neither	2018	8↑	6↑	7↑	6↑	8↑	6↑	8↑	6↑	10	8↑
		2016	6	5	5	4	6	4	7	5	9	6
	Disagree	2018	2	1	1	1	2	1	3↑	1	2	1
		2016	2	1	2	1	1	1	2	1	2	1
Explained options available for complaints if sexual harassment or gender discrimination occurs	Agree	2018	91↓	93↓	92↓	94↓	90↓	93↓	89↓	93↓	89	91↓
		2016	92	95	93	95	93	95	92	94	89	93
	Neither	2018	7↑	6↑	6↑	5↑	8↑	6↑	7↑	6↑	9	8↑
		2016	6	4	5	4	6	4	6	5	9	6
	Disagree	2018	2↑	1	1	1	2↑	1	3↑	1	2	1
		2016	2	1	2	1	1	1	2	1	2	1
Identified the points of contact for complaints of sexual harassment or gender discrimination	Agree	2018	90↓	92↓	92↓	94↓	88↓	91↓	89↓	93↓	87↓	90↓
		2016	92	94	93	95	92	94	92	94	89	93
	Neither	2018	8↑	7↑	7↑	5↑	10↑	7↑	8↑	7↑	11↑	8↑
		2016	6	5	5	4	7	5	6	5	9	6
	Disagree	2018	2	1	1	1	2↑	1	3↑	1↓	2	2
		2016	2	1	2	1	2	1	2	1	2	1

Table 49. (continued)

			Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Explained how sexual harassment/gender discrimination is a mission readiness problem	Agree	2018	89↓	92↓	92↓	93↓	88↓	92↓	88↓	92↓	84	90↓
		2016	91	94	93	95	91	94	91	94	86	92
	Neither	2018	9↑	7↑	7↑	6↑	9↑	6↑	8↑	7↑	13↑	9↑
		2016	7	5	5	4	7	5	6	5	11	7
	Disagree	2018	2	1	1	1	2	1	3↑	1	3	2
		2016	2	1	2	1	2	1	2	1	3	1
Explained that, in addition to women, men can experience sexual harassment	Agree	2018	93↓	93↓	94↓	93↓	94↓	93↓	93↓	92↓	91↓	91↓
		2016	95	94	96	95	96	95	96	94	93	93
	Neither	2018	6↑	6↑	5↑	5↑	5↑	5↑	6↑	6↑	8↑	7↑
		2016	4	4	3	4	4	4	3	4	6	5
	Disagree	2018	1↑	2	1	1	1↑	2	2↑	2	1	1
		2016	1	1	1	1	1	2	1	2	1	1
Takes into consideration the unique needs and experiences of DoD civilian employees	Agree	2018	80	86	83	87	79	85	78	85	78	85
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2018	15	11	12	10	16	12	15	11	18	12
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2018	5	3	5	3	5	3	8	4	4	2
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Received training on sexual assault in the past 12 months	2018	88	94↓	94	95↓	95	96↓	93↓	96↓	66	81↑	
	2016	89	94	95	96	95	97	95	97	64	77	

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

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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Provided a good understanding of what actions are considered sexual assault	Agree	2018	95↓	95↓	96↓	95↓	96↓	96↓	94↓	94↓	94	95↓
		2016	96	96	97	97	97	97	96	96	94	96
	Neither	2018	4↑	4↑	4↑	4↑	4↑	4↑	5↑	5↑	6	5↑
		2016	3	3	3	3	3	3	3	4	5	4
	Disagree	2018	1	1	<1	<1	<1	<1	1	1	1	<1
		2016	1	1	<1	<1	<1	<1	1	1	1	<1
Explained the resources available to victims	Agree	2018	94↓	94↓	95↓	95↓	94↓	94↓	94↓	94↓	91	93↓
		2016	95	96	96	96	95	96	95	96	92	95
	Neither	2018	5↑	5↑	5↑	5↑	6↑	5↑	5↑	5↑	8	7↑
		2016	4	4	4	3	4	3	4	4	7	5
	Disagree	2018	1	1	1	1	1	1	1	1	1↓	1
		2016	1	1	1	<1	1	1	1	1	2	1
Explained the reporting options available within the DoD community if a sexual assault occurs	Agree	2018	93↓	94↓	94↓	95↓	93↓	94↓	94↓	94↓	91	93↓
		2016	95	96	96	96	95	96	95	95	91	95
	Neither	2018	6↑	5↑	5↑	5↑	6↑	5↑	5↑	5↑	8	7↑
		2016	4	4	4	3	4	3	4	4	7	5
	Disagree	2018	1	1	1	<1	1	1	1	1	1↓	1
		2016	1	1	1	1	1	1	1	1	2	1
Explained the reporting options available to DoD civilian employees assaulted by someone from work	Agree	2018	92	94	93	94	92	94	90	93	91	92
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2018	6	5	5	5	6	5	7	6	8	7
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2018	2	1	2	1	2	1	4	1	1	1
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Explained how sexual assault can affect all members of the DoD community, including civilians	Agree	2018	92↓	94↓	94↓	94↓	92↓	94↓	91↓	94↓	91	92↓
		2016	95	96	96	96	95	96	94	95	92	95
	Neither	2018	6↑	5↑	5↑	5↑	6↑	5↑	6↑	6↑	8↑	7↑
		2016	4	3	3	3	4	3	4	4	6	5
	Disagree	2018	2↑	1	1	1	2↑	1	3↑	1	1	1
		2016	1	1	1	1	1	1	2	1	2	1
Takes into consideration the unique needs and experiences of DoD civilian employees.	Agree	2018	83	87	85	89	82	87	80	86	84	88
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2018	12	10	10	8	14	11	13	11	14	11
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2018	5	3	4	3	4	2	7	3	3	2
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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 to Encourage Someone Who Experiences Sexual Harassment or Sexual Assault to Come Forward

			Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Would tell a supervisor about sexual harassment if it happened to you	Likely	2018	85	89	86	89	84	88	83	89 ↑	87	89
		2016	84	88	85	89	84	87	83	88	86	88
	Neither	2018	8	7	8	6	9	8	8	7	7	7
		2016	8	7	8	7	9	8	9	7	8	7
	Unlikely	2018	7	4	6	4	7	5	9	4	6	4
		2016	7	4	7	4	7	5	8	5	6	4
Would report a sexual assault if it happened to you	Likely	2018	91	92	91	93	91	92	90	92	92	92
		2016	92	92	92	93	91	92	90	91	93	92
	Neither	2018	5	5	5 ↑	5	5	5	6	5	5	5
		2016	5	5	5	5	5	5	6	5	5	5
	Unlikely	2018	4	3	3	3	3	3	5	3	3	3
		2016	3	3	3	3	3	2	4	3	3	2

Margins of error do not exceed ±1%
Percent of all civilian employees

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

			Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
You would encourage someone who has experienced sexual harassment to tell a supervisor	Likely	2018	93 ↓	95 ↓	93 ↓	94 ↓	92	94	92 ↓	95	93	95
		2016	93	95	94	95	93	95	93	95	93	95
	Neither	2018	5	4	5 ↑	4	5	4	5	4	4	3
		2016	4	4	4	3	5	4	4	3	5	4
	Unlikely	2018	3 ↑	2 ↑	3	2 ↑	3 ↑	2	3 ↑	2	3 ↑	2 ↑
		2016	2	1	2	1	2	1	2	1	2	1
You would encourage someone who has experienced sexual assault to seek counseling	Likely	2018	96 ↓	95 ↓	96 ↓	95 ↓	95 ↓	94	97	96 ↓	95	94
		2016	97	96	97	96	96	95	97	97	96	94
	Neither	2018	3 ↑	4	3 ↑	3	4	5	2	3	4	5
		2016	3	4	2	3	3	4	2	3	3	5
	Unlikely	2018	1 ↑	1 ↑	1	1 ↑	1 ↑	1	1 ↑	1	1	2 ↑
		2016	1	1	1	1	1	1	1	1	1	1
You would encourage someone who has experienced sexual assault to report it	Likely	2018	95 ↓	96 ↓	95 ↓	96 ↓	95 ↓	96 ↓	95 ↓	96	96	96
		2016	96	97	96	97	96	97	96	97	96	96
	Neither	2018	3 ↑	3 ↑	4 ↑	3	3 ↑	3	3	3	3	3
		2016	3	2	3	2	3	2	3	2	3	3
	Unlikely	2018	1 ↑	1 ↑	1	1 ↑	1 ↑	1 ↑	2 ↑	1	1 ↑	1 ↑
		2016	1	1	1	1	1	1	1	1	1	1

Margins of error do not exceed ±1%
Percent of all civilian employees

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

		Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
↑ Higher Than 2016 ↓ Lower Than 2016											
Likely to use any resources if were to experience a sexual assault	2018	98	96	98	96	97	95	97	96	98	96
	2016	97	96	98	96	98	96	97	96	97	95
Likely to use DoD resources rather than civilian	2018	48↑	58	49↑	59↑	46	56↓	51	60	44↑	56↑
	2016	46	58	47	57	46	58	50	60	42	53
Likely to use civilian resources rather than DoD	2018	43	33	43	33	45	35↑	40	31	45	35
	2016	43	33	43	33	44	33	40	30	44	35
Likely to use some other resource	2018	7↓	5↓	6↓	4↓	7	5	6	5	9↓	6↓
	2016	8	6	7	6	8	5	7	5	12	7
Would not use any resource	2018	2	4	2	4	3	5	3	4	2	4
	2016	3	4	2	4	2	4	3	4	3	5

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

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

			Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
↑ Higher Than 2016 ↓ Lower Than 2016												
Makes it clear that sexual harassment/gender discrimination/sexual assault have no place in the DoD	Well	2018	85	92	87	92	84	92	87	94	81	89↑
		2016	85	92	87	92	84	92	89	94	79	88
	Neither	2018	11	6	9	6	12	6	9	5	14	8↓
		2016	11	6	9	6	12	6	8	5	15	9
	Poorly	2018	4	2	4	2	4	2	4↑	1	5	3
		2016	4	2	4	2	4	2	3	2	5	3
Promotes an organizational climate based on mutual respect and trust	Well	2018	82	89	82	89	81	88	84	91	81	88
		2016	82	89	82	89	81	89	85	90	81	87
	Neither	2018	10	7	10	7	11	7	9	6	11	7
		2016	11	7	10	7	11	7	9	6	12	8
	Poorly	2018	8	4	8	4	8	4	7	4	8	5
		2016	7	4	8	4	7	4	7	4	8	5
Leads by example by refraining from sexist comments and behaviors	Well	2018	86	91	87	90	85	90	88	92	86	91
		2016	86	91	86	90	85	90	89	92	85	90
	Neither	2018	9	6	9	7	10	7	8	5	10	7
		2016	9	7	9	7	10	7	8	6	10	7
	Poorly	2018	4	3	4↓	3	4	3	4	2	4	3
		2016	4	3	5	3	5	3	4	2	4	3
Catches and immediately corrects incidents of sexual harassment	Well	2018	75	84	77	85	74	83	77	86	73	84↑
		2016	75	84	76	85	73	83	78	86	72	82
	Neither	2018	19	12	18	12	20	14	17	10	21	13
		2016	19	12	17	12	20	14	16	11	22	14
	Poorly	2018	6	3	6↓	3	6	4	6	3	6	3↓
		2016	6	4	6	4	6	4	5	3	6	4
Creates environment where victims feel comfortable reporting	Well	2018	79	88	80	88	78	87	81	90	77	88↑
		2016	79	88	79	88	78	87	81	89	76	86
	Neither	2018	15	9	14	9	16	10	13	8	16	9
		2016	15	9	14	9	16	10	13	8	17	11
	Poorly	2018	6	3	6↓	3	7	3	6	2↓	6	3↓
		2016	6	3	7	3	6	3	6	3	7	4
Publicizes sexual harassment/gender discrimination/sexual assault resources	Well	2018	79	86	82	88	77	84↓	82	90	72	82
		2016	79	87	82	88	79	86	83	89	72	82
	Neither	2018	15	11	13	10	17	12↑	13	8	19	13
		2016	15	10	13	9	16	11	12	8	20	14
	Poorly	2018	6	3	5	3	6	3	5	2	8	4
		2016	6	3	5	3	6	3	5	2	8	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 APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Extent you feel safe from being sexually harassed at your primary duty station	Safe	2018	92	96▼	92	96▼	91	96	93	97	92	96
		2016	92	97	92	97	91	97	93	97	92	97
	Neither	2018	6▼	3	6	3	6▼	3	5	2	6	2
		2016	6	3	6	3	7	3	5	2	6	3
	Unsafe	2018	2	1▲	2	1▲	3	1	2	1	2	2▲
		2016	2	1	2	1	2	1	2	1	2	1
Extent you feel safe from being sexually assaulted at your primary duty location	Safe	2018	95	97▼	95	97▼	95	97▼	95	98	94	96▼
		2016	95	98	95	98	95	98	96	98	95	98
	Neither	2018	4	2▲	4	2	4	2	4	2	5	2
		2016	4	2	4	2	4	2	4	1	4	2
	Unsafe	2018	1▲	1▲	1▲	1▲	1▲	1▲	1	1	2▲	1▲
		2016	1	<1	1	<1	1	<1	1	<1	1	<1
Extent you feel safe from being sexually harassed while on work travel/temporary assignments	Safe	2018	88	96▼	88	96▼	87	96	88	97	89	96
		2016	87	97	87	97	87	96	88	97	88	97
	Neither	2018	10▼	3	10▼	3	11	3	10	3	9▼	3
		2016	11	3	11	3	11	3	10	3	11	3
	Unsafe	2018	2▲	1▲	2	1▲	3▲	1▲	2	1	2	1▲
		2016	2	<1	2	<1	2	<1	2	<1	2	<1
Extent you feel safe from being sexually assaulted while on work travel/temporary assignments	Safe	2018	89▲	97▼	89	97▼	89	97	90	97	90	96▼
		2016	88	97	88	97	88	97	89	98	88	97
	Neither	2018	9▼	3	9▼	3	9	2	9	2	9▼	3
		2016	10	2	10	2	10	3	9	2	10	2
	Unsafe	2018	2▲	1▲	2	1▲	2	1▲	2	1▲	2	1▲
		2016	2	<1	2	<1	2	<1	2	<1	1	<1

Margins of error do not exceed ±1%
Percent of all civilian employees

Table 57.
Psychological Climate for Sexual Harassment

		Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Sexual harassment is not tolerated	Agree	78	84	78	83	77	85	79	85	76	84
	Neither	15	9	14	9	15	8	13	8	17	10
	Disagree	8	7	8	8	7	7	7	7	7	7
Actions are being taken to prevent sexual harassment	Agree	70	80	73	80	69	80	74	83	63	76
	Neither	23	14	21	14	25	15	19	12	29	18
	Disagree	7	6	6	6	7	5	7	5	8	6
A sexual harassment complaint would be thoroughly investigated	Agree	67	74	68	75	67	74	68	75	65	73
	Neither	20	13	19	12	20	14	19	13	22	15
	Disagree	13	12	13	13	13	12	13	12	13	12
I would feel comfortable reporting a sexual harassment complaint	Agree	65	74	66	74	64	74	64	74	66	73
	Neither	19	14	18	14	20	14	19	14	18	15
	Disagree	16	12	16	12	17	12	17	12	16	12
Employees engaging in misconduct are held accountable for their actions	Agree	52	67	53	66	52	67	54	68	50	65
	Neither	35	24	33	23	37	24	34	23	36	25
	Disagree	13	10	14	10	12	9	13	9	14	10
Leaders engaging in misconduct are held accountable for their actions	Agree	49	62	49	62	49	62	51	63	48	60
	Neither	37	26	37	25	38	27	36	25	38	28
	Disagree	14	12	15	12	12	11	14	12	14	12
Penalties against individuals who sexually harass others at work are strongly enforced	Agree	48	62	50	63	47	61	49	64	47	60
	Neither	40	29	38	27	42	31	38	27	42	31
	Disagree	12	9	12	10	11	8	13	9	11	9
It would be very risky to file a sexual harassment complaint	Agree	15	8	15	8	15	9	16	8	16	10
	Neither	20	16	19	15	21	16	19	15	21	17
	Disagree	65	76	66	77	64	75	66	77	64	73
I would be afraid to make a sexual harassment complaint	Agree	14	7	13	6	14	6	15	7	13	8
	Neither	17	13	16	13	18	13	16	13	16	13
	Disagree	70	80	71	81	68	80	69	80	71	79
A sexual harassment complaint would not be taken seriously	Agree	12	10	13	10	11	10	12	10	13	11
	Neither	17	11	16	11	17	11	16	10	18	12
	Disagree	71	79	71	79	71	79	72	80	69	77
Individuals who sexually harass others get away with it	Agree	12	7	12	7	12	7	12	6	12	8
	Neither	32	22	32	21	33	22	31	21	35	23
	Disagree	56	71	56	72	55	70	57	73	54	69

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

Table 58.
Willingness to Act to Prevent Sexual Harassment

			Total APF		Army		Navy/ Marine Corps		Air Force		DoD Agencies/ Activities	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Point out to someone when you think they “crossed the line” with gender-related comments or jokes	Large extent	2018	67▼	75▼	69▼	77▼	64▼	72▼	69▼	75▼	67▼	73▼
		2016	75	82	77	84	73	81	77	83	72	80
	Moderate/Small extent	2018	29▲	23▲	27▲	20▲	33▲	25▲	28▲	22▲	30▲	24▲
		2016	17	13	16	12	19	14	16	12	19	14
	Not at all	2018	3▼	3▼	3▼	3▼	3▼	3▼	3▼	3▼	4▼	3▼
		2016	7	5	6	4	8	5	7	5	9	6
Encourage others point out when they think someone “crossed the line” with gender-related comments	Large extent	2018	68▼	74▼	70▼	76▼	65▼	71▼	69▼	75▼	67▼	73▼
		2016	75	81	77	83	73	78	77	82	72	78
	Moderate/Small extent	2018	29▲	23▲	27▲	21▲	32▲	26▲	28▲	22▲	29▲	24▲
		2016	18	14	16	12	19	15	16	13	19	15
	Not at all	2018	4▼	3▼	3▼	3▼	3▼	3▼	3▼	3▼	4▼	3▼
		2016	7	6	7	5	8	6	7	5	9	7
Seek leadership help to confront DoD civilian employees who continue to engage in sexual harassment	Large extent	2018	70▼	77▼	71▼	79▼	68▼	76▼	70▼	78▼	69▼	77▼
		2016	77	83	78	84	76	82	77	84	75	82
	Moderate/Small extent	2018	25▲	19▲	24▲	18▲	27▲	20▲	25▲	18▲	25▲	19▲
		2016	14	11	13	10	15	11	14	10	15	11
	Not at all	2018	5▼	4▼	5▼	4▼	5▼	4▼	5▼	4▼	6▼	4▼
		2016	9	6	9	6	10	6	9	6	10	7

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