Department of Defense

Department of Defense Civilian Employee Workplace and Gender Relations Report for Fiscal Year 2018

Biennial Report to Congress

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LIST OF ACRONYMS

APF	appropriated fund
CFR	Code of Federal Regulations
DEOCS	Defense Organizational Climate Survey
DEOMI	Defense Equal Opportunity Management Institute
DEORG	Defense Equal Opportunity Reform Group
DoD	Department of Defense
DoDD	DoD Directive
DoDI	DoD Instruction
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
EO	Executive Order
FY	Fiscal Year
MCIO	Military Criminal Investigative Organization
NAF	non-appropriated fund
OCONUS	outside the continental United States
ODASD(CPP)	Office of Deputy Assistant Secretary of Defense for Civilian Personnel Policy
ODEI	Office for Diversity, Equity, and Inclusion
SAPR	Sexual Assault Prevention and Response
U.S.C.	United States Code
WGRC	DoD Civilian Employee Workplace and Gender Relations Survey

I. EXECUTIVE SUMMARY

Introduction

The Department of Defense (DoD) administers a biennial survey and analyzes the trends in DoD civilian employee workplace gender relations. *The 2018 DoD Civilian Employee Workplace and Gender Relations Survey* (*2018 WGRC*) and DoD Civilian Employee Workplace and Gender Relations Report for Fiscal Year (FY) 2018 are the foundation of the statutory report required by section 481a of title 10, United States Code (U.S.C.). The *2018 WGRC* assessed DoD civilian employees' experiences and perceptions regarding sexual harassment, gender discrimination, and sexual assault allegedly committed by someone from work.[1] Participation in the survey was voluntary and confidential[2] for civilian employees.

This report provides the Department's analysis of the *2018 WGRC* results and available data related to reports of sexual harassment, gender discrimination, and work-related sexual assault from FY 2018. Taken together, the survey results and reporting data provide a means to assess the effectiveness of DoD Equal Employment Opportunity (EEO) programs to improve the gender relations climate of the DoD civilian workforce.

The *2018 WGRC* was administered October 12, 2018 through December 18, 2018. The *2018 WGRC* is the first WGRC to be conducted with both appropriated fund (APF) and non-appropriated fund (NAF) civilian employees.[3] The population of interest consisted of DoD civilian employees (non-political appointees) who were 18 years of age or

Reporting Requirement

- Congress requires the Department assess the DoD civilian employee population to identify gender issues, including sexual harassment, sex discrimination, and work-related sexual assault, as well as the climate in the DoD for forming professional relationships between male and female civilian employees of the DoD.

What We Learned

- Civilians have overall favorable perceptions of their work climate. Civilians report feeling safe at their primary duty location and that leadership promotes a climate of dignity and respect. Additionally, the rates of these behaviors are stable from the FY 2016 survey.

Continued on following page

[1] "Someone from work" was defined as any person(s) with whom civilian employees came into contact as part of their DoD civilian job duties regardless of the context surrounding or where the alleged offense(s) occurred.
[2] For additional information regarding the confidential nature of the survey and how it differs from being an anonymous survey, please see Appendix A, specifically pages 4 and 23.
[3] The inaugural *2016 WGRC* only surveyed APF civilian employees, as is standard practice with population-based surveys of DoD civilians, including the Federal Employee Viewpoint Surveys and U.S. Merit Systems Protection Board Surveys. To fully cover the DoD civilian employee population, the 2018 WGRC was expanded to include non-appropriated civilian employees as well. Because these employees are hard to reach, they were surveyed via the Web and paper to maximize their response rates.

older, in a pay status, U.S. citizens, and who were not active duty military members. Single-stage, non-proportional stratified random sampling procedures[4] were used to select civilian employees though a census of eligible civilian employees. The overall sample consisted of 359,195 civilian employees (APF = 251,924 and NAF = 107,271). Completed surveys were received from 79,289 eligible respondents (APF = 64,920 and NAF = 14,369) and the overall weighted response rate for eligible sample members was 27.3 percent (APF = 29.1 percent and NAF = 14.8 percent). All of the survey results provided in this report were developed via an industry standard statistical weighting process used by similar government agencies to represent the DoD civilian population (not just survey respondents), including accounting for the demographic composition of the DoD civilian employee population and minimizing nonresponse bias.

With the complex weighting procedures in mind, all results (e.g., rates and percentages) are estimates which generalize the results of the survey sample to the total population of civilian employees.[5] For the purposes of this report, we highlight the overall DoD civilian employee results by gender though breakouts for each employee type, APF and NAF, in Appendix B. All results are also based on metrics and definitions used in the survey, which may not align with legal definitions.[6] Finally, the survey sought data on actions by "someone from work." Although covered by the survey, actions occurring outside the workplace are generally outside DoD's

- Data indicate that some civilians feel their leadership do not create an environment that encourages reporting. Furthermore, those civilians who do report these behaviors to leadership or their Equal Employment Opportunity (EEO) office were not always satisfied with the reporting processes.

Way Forward

- The Department will review and enhance policies on civilian harassment.
- The Department intends to bolster current training and education to address what harassment is, how to report, and what resources are available, as well as conduct refresher trainings and ensure training is provided at all levels of professional development.
- The Department will require leaders take immediate and appropriate corrective action for confirmed harassment, including recording the substantiated harassment in the offender's personnel file.

[4] In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender, employee type, and Component in one group (e.g., all Female APF Army civilian employees in one group, all Male APF Army civilian employees in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there are enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

[5] This report uses the phrase "civilian employees," "civilian women," and "civilian men" in the presentation of results from the *2018 WGRC*, to refer to the weighted results of responses provided by respondents to the survey. Details on the complex weighting procedures used in the *2018 WGRC* are provided in Appendix A.

[6] For a comprehensive explanation of the Office of People Analytics' methodology for the *2018 WGRC*, metrics used, and appropriate interpretations of results, please see Appendix A.

purview. However, this data does allow the Department to better serve the broader needs of the civilian force.

The survey results informed policy and do not constitute actual knowledge of experiences of sexual misconduct or harassment or other specific instances of wrong-doing in the Department. Allegations of sexual harassment, gender discrimination, and work-related sexual assault must be reported and investigated through established channels before allegations may be substantiated.

The *2016 WGRC* results provided a baseline for future assessments. The results from the *2018 WGRC* are the first to enable the Department to trend responses to examine the effectiveness of reporting processes for DoD civilian employees who experience unwanted gender-related behaviors in the workplace. These trends can also reveal cultural perceptions about gender relations in the DoD civilian workplace. Results indicate the past year estimated rates of sexual harassment, gender discrimination, and work-related sexual assault remain unchanged. While the findings on climate found areas of progress, they also highlighted areas where the Department can take actions to improve the DoD civilian workplace environment.[7]

2018 WGRC Top Line Results

Per section 481a of title 10, U.S.C., DoD is congressionally required to field biennial WGRCs every other fiscal year "to solicit information on gender issues, including issues relating to gender-based assault, harassment, and discrimination, and the climate in the Department for forming professional relationships between male and female civilian employees of the Department."

- Overall, an estimated 5.9[8] percent of DoD civilian employees (an estimated 9.4 percent of women and 3.7 percent of men) experienced *sexual harassment* in the 12 months prior to the survey.
- Overall, an estimated 4.4 percent of DoD civilian employees (an estimated 8.3 percent of women and 2.1 percent of men) experienced *gender discrimination* in the 12 months prior to the survey.
- Overall, an estimated 0.3 percent of civilian employees (an estimated 0.6 percent of women and 0.2 percent of men) experienced *work-related*[9] *sexual assault* in the 12 months prior to the survey. The work-related sexual assault behaviors were then categorized hierarchically to create penetrative, non-penetrative, and attempted penetrative sexual assault rates.
    - An estimated 0.2 percent of civilian women and less than 0.1 percent of civilian men experienced work-related *penetrative* sexual assault in the 12 months prior to the survey.

[7] The *2016 WGRC* was administered only to APF civilian employees, thus trend results only capture changes in experiences for APF civilian employees.
[8] As a reminder, all of the survey results provided in this report should be interpreted as estimates of the total population of civilian employees.
[9] "Work-related" means the alleged offender was "someone from work." Please see Appendix A for a description of the *2018 WGRC* work-related sexual assault metric.

- An estimated 0.4 percent of civilian women and 0.1 percent of civilian men experienced work-related *non-penetrative* sexual assault in the 12 months prior to the survey.
- An estimated less than 0.1 percent of civilian women and civilian men experienced work-related *attempted penetrative* sexual assault in the 12 months prior to the survey.

Sexual harassment, gender discrimination, and work-related sexual assault are not always one-time events. To reduce burden, civilian employees who indicated experiencing sexual harassment, gender discrimination, and/or work-related sexual assault in the 12 months prior to the survey were asked to describe the one situation of sexual harassment, gender discrimination, or work-related sexual assault that had the greatest effect on them ("one situation").[10] Civilian employees were also asked if they reported the one situation of sexual harassment, gender discrimination, and work-related sexual assault with the greatest effect on them to leadership or an EEO representative. Results indicate:

- An estimated 35 percent of civilian women and 25 percent of civilian men who experienced *sexual harassment* reported it to *leadership*.
- An estimated 10 percent of civilian women and 5 percent of civilian men who experienced *sexual harassment* filed an *EEO complaint*.
- An estimated 41 percent of civilian women and 37 percent of civilian men who experienced *gender discrimination* reported it to *leadership*.
- An estimated 15 percent of civilian women and 13 percent of civilian men who experienced *gender discrimination* filed an *EEO complaint*.
- An estimated 36 percent of civilian women and 27 percent of civilian men who experienced *work-related sexual assault* reported it to *leadership*.
- An estimated 12 percent of civilian women and 14 percent of civilian men who experienced *work-related sexual assault* filed an *EEO complaint*.
- An estimated 9 percent of civilian women and 12 percent of civilian men who experienced *work-related sexual assault* filed a *police report*.

The *2018 WGRC* also assessed attitudes and opinions about training and climate related to sexual harassment, gender discrimination, and sexual assault. More than 75 percent of civilian employees indicated their leadership promotes a positive gender relations climate, 93 percent of civilian employees feel safe in their workplace from sexual harassment and sexual assault, and more than 75 percent of civilian employees endorsed a willingness to act to prevent sexual harassment.[11] In addition, the vast majority of civilian employees have received training on sexual harassment, gender discrimination, and/or sexual assault in the 12 months prior to the survey, with over 90 percent who received the training agreed it conveyed relevant information.

[10] Civilian employees who indicated experiencing both sexual harassment and gender discrimination were asked to identify the one situation that had the greatest effect on them and answer one set of questions. This means results presented for sexual harassment only represent employees who experienced a sexual harassment behavior and chose to discuss it in the one situation. Similarly, results presented for gender discrimination only represent employees who experienced a gender discrimination behavior and chose to discuss it in the one situation.

[11] For more detailed information, see Appendix B.

FY 2018 DoD Civilian Employee Sexual Harassment, Gender Discrimination, and Work-Related Sexual Assault Reports Top Line Results

In addition to reviewing the estimated rates generated by the survey, DoD reviewed the actual number of formal EEO complaints of sexual harassment or gender discrimination processed by the Department during FY 2018, as reported to the Equal Employment Opportunity Commission (EEOC) in the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462).

Although illustrative, it is important to note that the number of complaints resolved in FY 2018 is not a direct correlation to the number of complaints filed in FY 2018. The inability to determine which complaints were filed in a particular fiscal year is a data gap being examined by the Department.

FY 2018 Sexual Harassment Complaints

- There were 150 allegations of sexual harassment in formal EEO complaints: 124 were female complainants and 26 were male complainants.
- There were 3 findings that sexual harassment occurred, and 73 sexual harassment allegations were settled[12] without a finding.[13]

FY 2018 Gender Discrimination Complaints

- There were 1,799 allegations of gender discrimination in formal EEO complaints: 1,218 were female complainants and 581 were male complainants.
- There were 5 findings that gender discrimination occurred, and 821 gender discrimination allegations were settled without a finding.[14]

FY 2018 Work-Related Sexual Assault Reports

For this FY 2018 report, the Department received incomplete data related to reports of work-related sexual assault made by DoD civilian employees. Each Component varied in how they collect data and what data elements were collected. This limited DoD's ability to analyze and generalize reports of work-related sexual assault across the DoD in FY 2018.

[12] When a complaint is settled, it means the complainant and agency reached an agreement by using some form of alternative dispute resolution, often mediation. The only settlement data available were the number of gender discrimination or sexual harassment complaints that were settled.
[13] As a reminder, the number of complaints that received a finding or were settled in FY 2018 may have been filed prior to FY 2018.
[14] As a reminder, the number of complaints that received a finding or were settled in FY 2018 may have been filed prior to FY 2018.

Assessment of Progress

Subsequent to the *2016 WGRC,* the Office for Diversity, Equity, and Inclusion (ODEI) revised some of the survey questions to elicit more specific information about the nature of offenses, complaints processes, and climate. For example, this 2018 report separates sexual harassment and gender discrimination in its analysis because the behaviors and circumstances surrounding them can be different. In addition, the *2018 WGRC* refined the question about EEO reporting to attempt to identify only those who filed a formal complaint. Finally, additional climate data were requested concerning DoD civilian employees' perceptions of the work environment regarding sexual harassment, gender discrimination, and sexual assault. However, there are still gaps in data collection of sexual harassment or gender discrimination outside the formal EEO complaint process and on work-related sexual assault, which do not allow a full comparison of the survey results to the annual report of discriminatory complaints. The Department will continue to collaborate with DoD Components to refine its data collection processes and policies to enhance data collection and analytical capabilities.

II. INTRODUCTION

Background

DoD is firmly committed to promoting an environment of dignity and respect among all Service members and civilian employees. Discrimination against persons or groups based on race, color, religion, sex, national origin, disability, age, genetic information, retaliation, or reprisal is strictly prohibited by the Department, in accordance with Title VII of the Civil Rights Act of 1964, as amended.

Section 481 of title 10, U.S.C., requires DoD to conduct a survey to assess the gender relations climate in the Armed Forces. The National Defense Authorization Act for FY 2015 amended title 10, U.S.C., to add section 481a which required the Department to also conduct a biennial survey of DoD civilian employees on gender relations, including issues related to gender discrimination, sexual harassment, and gender-based assault, as well as the climate in the Department for forming professional relationships between male and female employees beginning in FY 2016. The Secretary is required to submit to Congress a report containing the results of the survey.

Section 481a of title 10, U.S.C., also requires that the following information be collected biennially from a survey of DoD civilian employees:

- Indicators of positive and negative trends for professional and personal relationships between male and female civilian employees of the Department.
- The specific types of assault on civilian employees of the Department by other personnel of the Department (including contractor personnel)[15] that occurred, and the number of times each respondent was assaulted during the preceding fiscal year.
- The effectiveness of Department policies designed to improve professional relationships between male and female civilian employees of the Department.
- The effectiveness of current processes for complaints on and investigations into gender-based assault, harassment, and discrimination involving civilian employees of the Department.
- Any other issues relating to assault, harassment, or discrimination involving civilian employees of the Department that the Secretary considers appropriate.

The survey instrument used military workplace and gender relations survey metrics that were adapted for the DoD civilian employee population. It included metrics concerning sexual harassment, gender discrimination, and work-related sexual assault, as well as broad gender relations climate, policy effectiveness, and reporting procedures. The *2018 WGRC* was conducted October 12, 2018 through December 18, 2018. Participation in the survey by the survey sample population was voluntary and confidential. Furthermore, the *2018 WGRC*

[15] *Report on the Feasibility of Conducting Recurring WGRC Surveys of Military Dependents and Contractors of the DoD*, September 2015, explained the onerous complications involved with conducting surveys on military dependents and contractors. Accordingly, the *2018 WGRC* Survey was not conducted with these populations.

included the NAF civilian employee population for the first time. Accordingly, any trend results provided in this report are in relation to APF civilian employees only.

The survey asks respondents who indicated experiencing behaviors of sexual harassment, gender discrimination, and/or work-related sexual assault if they reported those behaviors to leadership or EEO officials. The Department also collects data annually on the number of sexual harassment and gender discrimination formal complaints addressed through the EEO process. This report also includes data on these EEO complaints tracked by the Department.

Oversight of Equal Employment Opportunity of DoD Civilian Employees

ODEI, under the authority of the Executive Director of the Office of Force Resiliency and the Under Secretary of Defense for Personnel and Readiness, has broad responsibility for the DoD EEO program. This responsibility includes oversight for policy development, standardization of training and education, data collection, and analysis of unlawful discrimination complaint data. Examining the gender relations climate and experiences of the DoD civilian employee population assists in identifying and analyzing trends.

ODEI Mission Statement

ODEI's mission is to direct and oversee policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion as readiness imperatives.

DoD Civilian EEO Complaint Process

Civilian employees who believe they have experienced sexual harassment or gender discrimination have multiple avenues to pursue relief, including filing an EEO complaint under the authority of Part 1614 of title 29, Code of Federal Regulations (CFR), and as outlined by EEOC Management Directive 110. When an individual first reports a concern to his or her Component's EEO office, the individual enters the *pre-complaint* phase and is referred to as the *aggrieved*. The pre-complaint phase is an informal phase that allows the EEO professionals to aid the aggrieved in resolving the concern early. This can be done through mediation between the aggrieved and responding management official, or by simply assisting the aggrieved to identify options to address his or her concern.

If the issue is not resolved during the informal pre-complaint phase, the individual has the option to pursue a formal complaint process. If the individual elects to file a formal EEO complaint, he or she becomes the *complainant*, and the accepted claims undergo an investigation to develop a complete factual record which will be used by a trier of fact to determine whether the allegations are substantiated. The Defense Human Resources Activity Investigations and Resolutions Directorate conducts EEO investigations for DoD.

Although the Components track the basis[16] and issue[17] of pre-complaints, this information is not reported on the EEOC 462, which is the primary source of complaint data for this report. Once a complaint becomes *formal*, specific elements of the complaint are officially tracked. Accordingly, the complaint data for gender-based complaints provided herein are for allegations made in EEO formal complaints only and shall be referred to as "complaints" for simplicity.

An EEO complainant must identify the basis and issue when bringing forward a complaint of discrimination. A complainant may allege multiple bases and issues in one complaint. The current report focuses on FY 2018 EEO complaints involving alleged gender discrimination or sexual harassment.[18]

The EEOC Form 462 tracks data by fiscal year. However, complaint activity can extend past the fiscal year boundaries due to several variables including, but not limited to, when the complaint was filed or if it moved into the investigation or adjudication stages. Accordingly, the number of findings or settlements do not correspond directly to the number of complaints filed. In other words, the number of findings or settlements could relate to a complaint that was filed in a previous fiscal year. Therefore, in reviewing this report, it should be noted that complaints closed due to settlements, findings, or other reasons may or may not have been filed during that fiscal year.

This report includes the data concerning sexual harassment and gender discrimination EEO complaints from 22 DoD Components. For FY 2018, the following DoD Components submitted an EEOC Form 462:

[16] The basis of a complaint is the reason the complainant believes he or she was discriminated against based on a protected class (e.g., race, sex, disability) relating to a term, condition, or benefit of employment.
[17] The issue is the specific complaint(s) of *how* the complainant was discriminated against or treated differently from other employees because of his or her basis. For example, a complainant may allege she was denied a promotion because of her gender. The denial of the promotion is the issue and her gender is the basis.
[18] Under Title VII and Part 1614 of title 29, CFR, sexual harassment is a type of gender discrimination. Specifically, gender is the basis and sexual harassment is the issue. A complainant alleges he or she experienced discrimination due to gender when he or she was sexually harassed. To provide a more accurate comparison to the *2018 WGRC*, however, the EEOC Form 462 data were separated into: 1) sexual harassment complaints; and 2) other gender discrimination complaints.

Table 1.1. List of DoD Components Providing FY 2018 EEO Complaint Data

Military Departments	Department of the Army (Army)
	Department of the Navy (Navy)
	Department of the Air Force (Air Force)
Defense Agencies/DoD Field Activities	Army and Air Force Exchange Service
	Defense Commissary Agency
	Defense Contract Audit Agency
	Defense Contract Management Agency
	Defense Education Activity
	Defense Finance and Accounting Service
	Defense Human Resources Activity
	Defense Information Systems Agency
	Defense Logistics Agency
	Defense Media Activity
	Defense Security Service
	Defense Threat Reduction Agency
	Missile Defense Agency
	National Geospatial-Intelligence Agency
	National Security Agency
	Office of the Inspector General
	Uniformed Services University of the Health Sciences
	Washington Headquarters Services
Other DoD Organizations	National Guard Bureau

Supporting Laws and Policies

Several Federal laws and regulations apply to the topics of gender discrimination and sexual harassment:

- Title VII of the Civil Rights Act of 1964, as amended
- Chapter 23 of Title 5, U.S.C.
- Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act"), Public Law 107-174
- Executive Order (EO) 11478, "Equal Employment Opportunity in the Federal Government," August 8, 1969, as amended
- EO 13087, "Further Amendment to Executive Order 11478, Equal Employment Opportunity in the Federal Government," May 28, 1998
- EO 13672, "Further Amendments to Executive Order 11478, Equal Employment Opportunity in the Federal Government, and Executive Order 11246, Equal Employment Opportunity," July 21, 2014
- Section 724 of Title 5, CFR, Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002
- Section 1604 of Title 29, CFR, Guidelines on Discrimination Because of Sex
- Section 1614 of Title 29, CFR, Federal Sector Equal Employment Opportunity

In addition to the legal framework, DoD implemented internal policies to further provide guidance, procedures, and enforcement of these laws:

- Department of Defense Directive (DoDD) 1020.02E, "Diversity Management and Equal Opportunity in the DoD," June 8, 2015
- DoDD 1440.1, "DoD Civilian Equal Employment Opportunity (EEO) Program," May 21, 1987, certified current November 21, 2003
- Department of Defense Instruction (DoDI) 1400.25, Volume 410, "DoD Civilian Personnel Management system: Training, Education, and Professional Development," September 25, 2013
- DoDI 1400.25, Volume 771, "DoD Civilian Personnel Management System: Administrative Grievance System," December 26, 2013, Incorporating Change 1, June 13, 2018
- DoDI 1400.25, Volume 1614, "DoD Civilian Personnel Management System: Investigation of Equal Employment Opportunity (EEO) Complaints," November 5, 2015
- DoDI 1438.06, "DoD Workplace Violence Prevention and Response Policy," January 16, 2014
- DoDI 5505.18, "Investigation of Adult Sexual Assault in the Department of Defense," March 22, 2017
- DoDI 5525.07, "Implementation of the Memorandum of Understanding (MOU) Between the Departments of Justice (DoJ) and Defense Relating to the Investigation and Prosecution of Certain Crimes," June 18, 2007
- DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," March 28, 2013, Incorporating Change 3, May 24, 2017

III. TOP LINE RESULTS

2018 WGRC Results for Sexual Harassment

2018 WGRC Estimate of Sexual Harassment in the 12 Months Prior to the Survey

Based on weighted statistics, which generalize the results of the survey sample to the larger DoD civilian population, the *2018 WGRC Sexual Harassment Rate* is an estimate of the percent of DoD civilian employees who experienced inappropriate gender-related workplace behaviors committed by someone from work[19] in the 12 months prior to the survey, such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that they believe created a hostile work environment or impacted their career (e.g., sexually hostile work environment and/or sexual *quid pro quo*). Overall, 5.9 percent of DoD civilian employees (9.4 percent of women and 3.7 percent of men) indicated they experienced sexual harassment in the 12 months prior to the survey.[20]

In 2018, APF civilian employees indicated statistically similar rates of sexual harassment (5.5 percent of overall APF employees, 9.2 percent of APF women, and 3.6 percent of APF men) as in 2016 (5.4 percent of overall APF employees, 8.9 percent of APF women, and 3.7 percent of APF men).[21]

2018 WGRC Sexual Harassment One Situation Details

Sexual harassment is not always a one-time event. Civilian employees who indicated they experienced sexual harassment in the 12 months prior to the survey were asked to describe the one situation of sexual harassment that had the greatest effect on them ("one situation").[22] Of the 5.9 percent of DoD civilian employees who indicated they experienced sexual harassment in the 12 months prior to the survey:

- An estimated 79 percent of civilian women and 76 percent of civilian men experienced the behavior(s) more than one time.[23]
- An estimated 96 percent of civilian women and 95 percent civilian men experienced the one situation of sexual harassment in a DoD context.[24]

[19] At least one alleged offender was someone from work, regardless of the context surrounding or where the behavior occurred.
[20] For more detailed information, see Table 1 in Appendix B.
[21] For more detailed information for APF trends, see Table 1 in Appendix C.
[22] Civilian employees may have indicated they experienced more than one situation of sexual harassment and/or gender discrimination in the 12 months prior to the survey. To reduce burden, civilian employees who indicated they experienced sexual harassment and/or gender discrimination in the 12 months prior to the survey were asked to think about the "one situation" with the greatest effect on them. They then elected whether they wished to discuss an experience of sexual harassment or gender discrimination in the one situation. Thus, results are indicative of those who indicated experiencing sexual harassment in the 12 months prior to the survey and who elected to discuss at least one experience of sexual harassment in the one situation.
[23] For more detailed information, see Table 2 in Appendix B.
[24] "DoD context" includes any location or situation associated with DoD (e.g., at a military installation, while performing their job duties, and while on temporary duty or assignment). Unwanted behaviors that occurred while

- Over half of civilian employees (an estimated 50 percent women and 56 percent men) indicated that more than one alleged offender was involved in the one situation. The majority (an estimated 92 percent of women and 83 percent of men) indicated at least one alleged offender was a man. Over a third of civilian men (an estimated 37 percent) indicated at least one alleged offender was a woman, while only 26 percent of civilian women indicated the same.[25]
- In connection with organizational affiliation, the majority of civilian employees (an estimated 91 percent of women and 92 percent of men) indicated at least one alleged offender was from within their organization. The majority (an estimated 86 percent of women and 88 percent of men) identified another DoD civilian employee as the alleged offender, with an estimated 45 percent of civilian women and 44 percent of civilian men indicating the alleged offender was part of their leadership.[26]

2018 WGRC Reporting Sexual Harassment to Leadership

The *2018 WGRC* also assessed reports to leadership about the one situation of sexual harassment. The *2018 WGRC* allowed civilian employees who reported the one situation to leadership to indicate if they did so with an expectation of the leader taking action or if for guidance only. To isolate data more accurately and gauge leadership response, the following are of DoD civilians who reported to leadership with an expectation that some action would be taken. Of the estimated 5.9 percent of DoD civilian employees who experienced sexual harassment in the 12 months prior to the survey, an estimated 35 percent of civilian women and 25 percent of civilian men reported the one situation to leadership.[27]

Civilian employees who indicated they reported the one situation of sexual harassment to leadership were asked to identify all the applicable actions that resulted from their report. The most frequently endorsed actions[28] are listed in Table 1.2.

DoD civilian employees were off duty in a situation unrelated to work were not considered "DoD context." For more detailed information, see Table 3 in Appendix B.

[25] For more detailed information, see Tables 4 and 5 in Appendix B.

[26] For more detailed information, see Table 6 in Appendix B.

[27] For more detailed information, see Table 7 in Appendix B.

[28] For more detailed information, see Table 8 in Appendix B.

Table 1.2. Actions Resulting from Reporting the One Situation to Leadership for Civilians Who Experienced Sexual Harassment

Most Frequently Endorsed Actions	Civilian Women	Civilian Men
Someone talked to the alleged offender to ask them to change their behavior	44 percent	40 percent
The person who was told took no action[29]	41 percent	43 percent
Coworkers treated them worse, avoided them, or blamed them for the problem	27 percent	29 percent
The rules on harassment were explained to everyone in the workplace	22 percent	29 percent
They were encouraged to drop the issue	26 percent	24 percent

Civilian employees were also asked to rate aspects of their report to leadership. Overall, low levels of satisfaction with various aspects of the reporting process were observed for civilian employees who indicated they reported the one situation of sexual harassment to leadership. Specifically, eight aspects of the reporting process were assessed including:

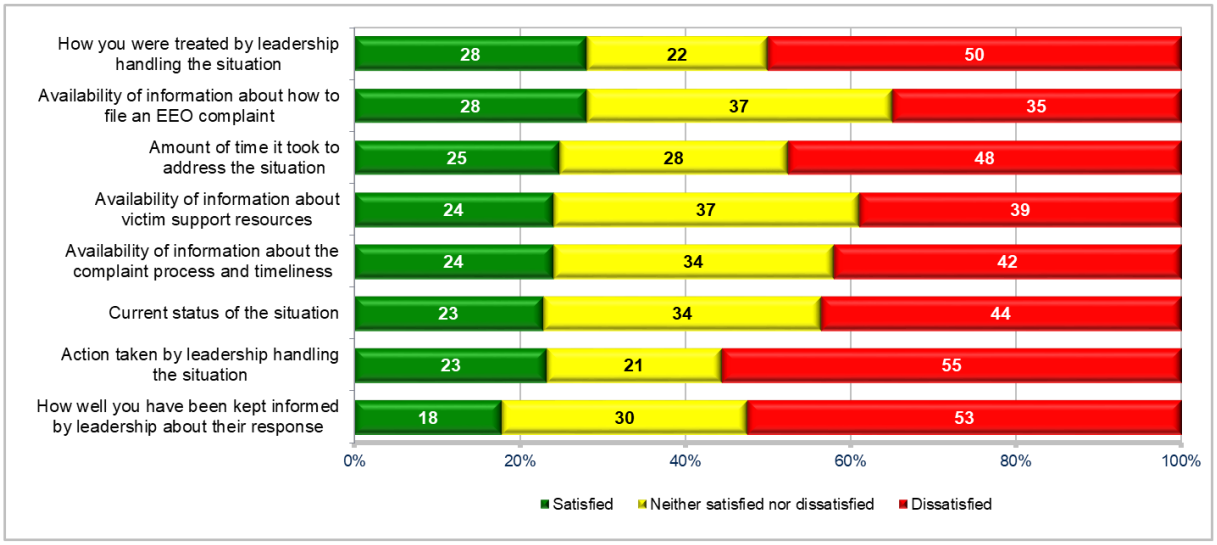
- *The availability of information about how to file an EEO complaint.*
- *The availability of information about the complaint process and timeliness.*
- *The availability of information about victim support services.*
- *How they were treated by the EEO representative handling the situation.*
- *The action taken by the EEO representative handling the situation.*
- *The current status of the situation.*
- *The amount of time it took to address the situation.*
- *How well they were kept informed on the status of the discussion/complaint.*

Figure 1 and Figure 2 show the level of satisfaction with various aspects of their report to leadership about the one situation of sexual harassment experienced in the 12 months prior to the survey for civilian women and men, respectively.[30]

[29] Qualitative analyses revealed the most common explanations as to why they suspected the person they told took no action were that they did not directly observe the person told taking action, they had specific knowledge that the person they told took no action, or were unable to determine whether action was taken due to the privacy of personnel actions.

[30] For more detailed information, see Table 9 in Appendix B.

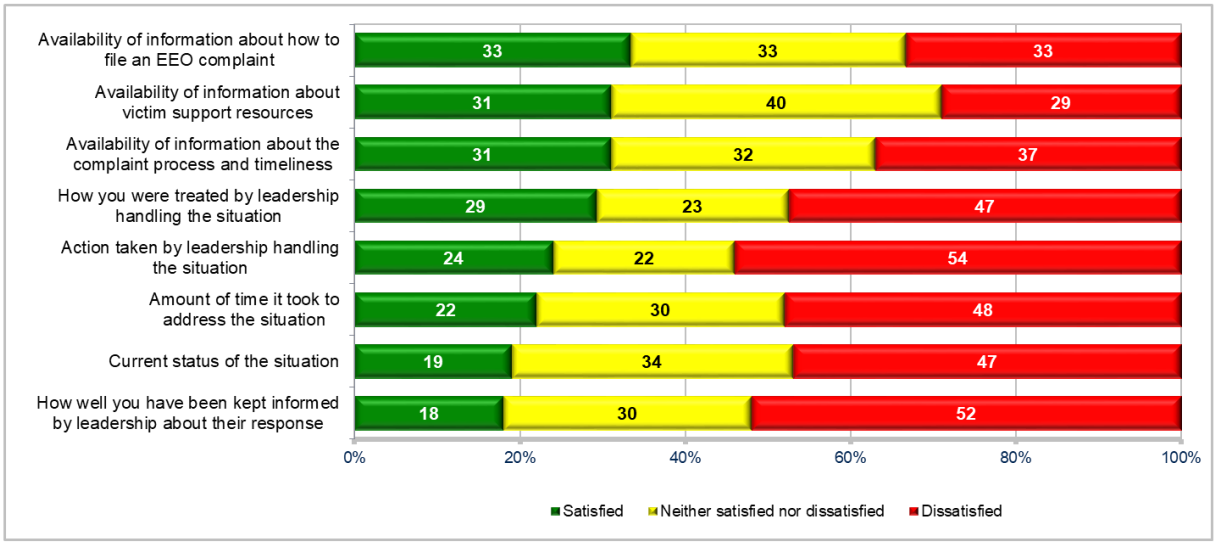
Figure 1: Satisfaction with Aspects of Reporting the One Situation of Sexual Harassment to Leadership for Civilian Women Who Experienced Sexual Harassment and Reported it to Leadership



Margins of error range from ±4% to ±5%

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

Figure 2: Satisfaction with Aspects of Reporting the One Situation of Sexual Harassment to Leadership for Civilian Men Who Experienced Sexual Harassment and Reported it to Leadership



Margins of error range from ±7% to ±8%

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

Civilian employees who indicated they experienced sexual harassment in the 12 months prior to the survey, but did not indicate reporting the one situation to leadership were asked to identify all the applicable reasons why they chose not to report. The top three reasons[31] indicated by civilian employees for not reporting the one situation of sexual harassment to leadership are listed in Table 1.3.

Table 1.3: Reasons for Not Reporting the One Situation to Leadership for Civilians Who Experienced Sexual Harassment

Top Three Reasons for Not Reporting	Civilian Women	Civilian Men
They wanted to forget about it and move on	58 percent	55 percent
They did not think anything would be done	48 percent	48 percent
They thought they might be labeled as a troublemaker	48 percent	43 percent

2018 WGRC Filing a Complaint about Sexual Harassment with EEO Representatives

The *2018 WGRC* assessed whether the civilian employees filed an EEO complaint about the one situation of sexual harassment in the 12 months prior to the survey. Of the estimated 5.9 percent of DoD civilian employees who indicated they experienced sexual harassment in the 12 months prior to the survey, an estimated 10 percent of women and 5 percent of men indicated filing an EEO complaint about the one situation.[32]

Civilian employees who indicated filing an EEO complaint about the one situation of sexual harassment were then asked to identify all applicable actions that resulted from their complaint. The most frequently endorsed actions[33] are listed in Table 1.4.

Table 1.4: Endorsed Actions Resulting from Filing an EEO Complaint for the One Situation for Civilians Who Experienced Sexual Harassment

Most Frequently Endorsed Actions	Civilian Women	Civilian Men
An investigation, survey, or other assessment of the workplace was conducted	46 percent	41 percent
The person who was told took no action	40 percent	42 percent
They were discouraged from filing/further pursuing an EEO complaint	31 percent	36 percent
Their coworkers treated them worse, avoided them, or blamed them for the problem	29 percent	29 percent
Their leadership punished them for bringing it up	24 percent	38 percent

Civilian employees were also asked to rate aspects of filing their EEO complaint. Overall, low levels of satisfaction with various aspects of the complaint process were observed for civilian

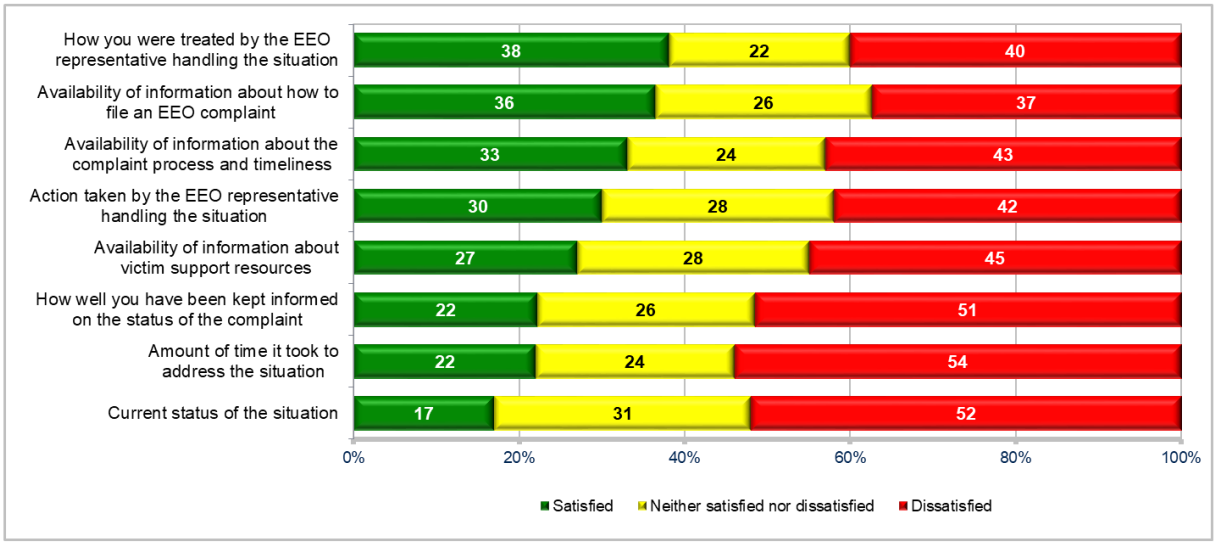
[31] For more detailed information, see Table 10 in Appendix B.
[32] For more detailed information, see Table 11 in Appendix B.
[33] For more detailed information, see Table 12 in Appendix B.

employees who indicated they filed an EEO complaint about the one situation of sexual harassment. Specifically, eight aspects of the complaint process were assessed including:

- *The availability of information about how to file an EEO complaint.*
- *The availability of information about the complaint process and timeliness.*
- *The availability of information about victim support services.*
- *How they were treated by the EEO representative handling the situation.*
- *The action taken by the EEO representative handling the situation.*
- *The current status of the situation.*
- *The amount of time it took to address the situation.*
- *How well they were kept informed on the status of the discussion/complaint.*

Figure 3 and Figure 4 show the level of satisfaction with various aspects of the EEO complaint filed about the one situation of sexual harassment experienced in the 12 months prior to the survey for civilian women and men, respectively.[34]

Figure 3: Satisfaction with Aspects of Filing an EEO Complaint for the One Situation of Sexual Harassment for Civilian Women Who Experienced Sexual Harassment and Filed an EEO Complaint

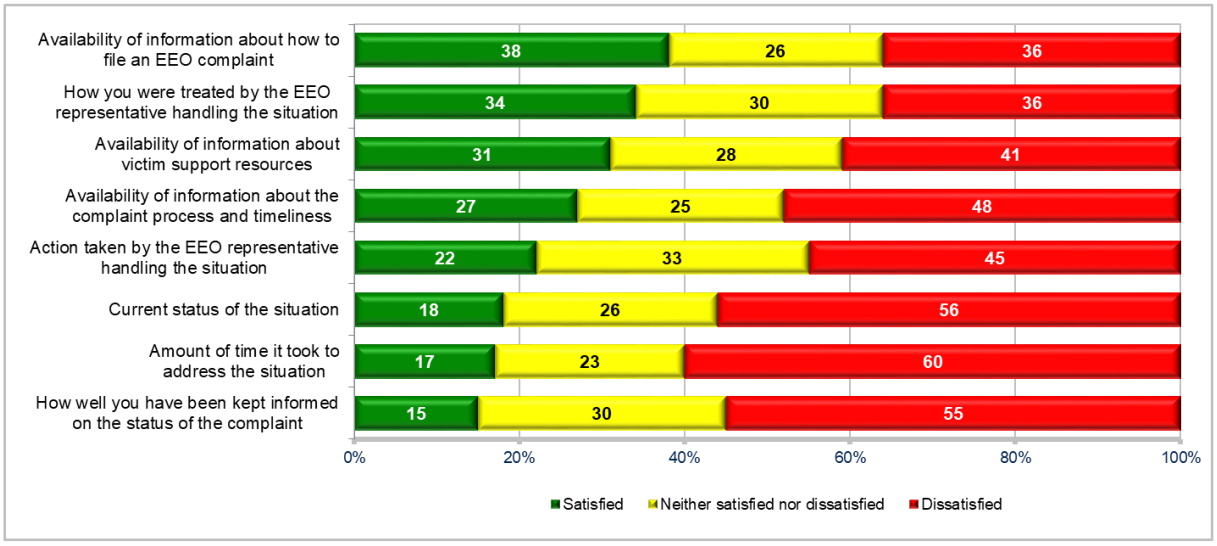


Margins of error range from ±6% to ±8%

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

[34] For more detailed information, see Table 13 in Appendix B.

Figure 4: Satisfaction with Aspects of Filing an EEO Complaint for the One Situation of Sexual Harassment for Civilian Men Who Experienced Sexual Harassment and Filed an EEO Complaint



Margins of error range from ±12% to ±16%

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

Civilian employees who indicated they experienced sexual harassment in the 12 months prior to the survey, but did not indicate filing an EEO complaint about the one situation were asked to identify all applicable reasons why they chose not to file. The top three reasons[35] identified by civilian employees for not filing an EEO complaint about the one situation of sexual harassment are listed in Table 1.5.

Table 1.5: Reasons for Not Filing an EEO Complaint for the One Situation for Civilians Who Experienced Sexual Harassment

The Top Three Reasons for Not Filing a Complaint	Civilian Women	Civilian Men
They thought it was not serious enough to file an EEO complaint	42 percent	46 percent
They wanted to forget about it and move on	44 percent	42 percent
They did not think anything would be done	42 percent	40 percent

[35] For more detailed information, see Table 14 in Appendix B.

2018 WGRC Results for Gender Discrimination

2018 WGRC Estimate of Gender Discrimination in the 12 Months Prior to the Survey

Based on weighted statistics which generalize the results of the survey sample to the larger DoD civilian population, the *2018 WGRC Gender Discrimination Rate* is an estimate of the percent of DoD civilian employees who experienced behaviors or comments directed at them by someone from work because of their gender that they believe resulted in harm to their career in the 12 months prior to the survey. Overall, an estimated 4.4 percent of DoD civilian employees (an estimated 8.3 percent of women and 2.1 percent of men) experienced gender discrimination in the 12 months prior to the survey.[36]

In 2018, APF civilian employees experienced similar rates of gender discrimination (an estimated 4.4 percent of overall APF employees, 9.2 percent of APF women, and 2.0 percent of APF men) to those experienced in 2016 (4.4 percent of overall APF employees, 8.8 percent of APF women, and 2.2 percent of APF men).[37]

2018 WGRC Gender Discrimination One Situation Details

Gender discrimination is not always a one-time event. Civilian employees who indicated they experienced gender discrimination in the 12 months prior to the survey were asked to describe the one situation of gender discrimination that had the greatest effect on them ("one situation").[38] Of the 4.4 percent of DoD civilian employees who experienced gender discrimination in the 12 months prior to the survey:

- An estimated 85 percent of civilian women and 81 percent of civilian men experienced the behaviors more than one time.[39]
- An estimated 99 percent of civilian women and 98 percent of civilian men experienced the one situation of gender discrimination in a DoD context.[40]
- Over half of civilian employees (an estimated 65 percent women and 62 percent men) indicated more than one alleged offender was involved in the one situation. The majority (an estimated 96 percent of women and 46 percent of men) indicated at least one alleged offender was a man. The majority of civilian men (an estimated 83 percent) indicated at

[36] For more detailed information, see Table 15 in Appendix B.
[37] For more detailed information for APF trends, see Table 15 in Appendix C.
[38] Civilian employees may have indicated they experienced more than one situation of sexual harassment and/or gender discrimination in the 12 months prior to the survey. To reduce burden, civilian employees who indicated they experienced sexual harassment and/or gender discrimination in the 12 months prior to the survey were asked to think about the "one situation" with the greatest effect on them. They then elected whether they wished to discuss an experience of gender discrimination in the one situation. Thus, results are indicative of those who indicated experiencing gender discrimination in the 12 months prior to the survey and who elected to discuss at least one experience of gender discrimination in the one situation.
[39] For more detailed information, see Table 16 in Appendix B.
[40] "DoD context" includes any location or situation associated with DoD (e.g., at a military installation, while performing their job duties, and while on temporary duty or assignment). Unwanted behaviors that occurred while DoD civilian employees were off duty in a situation unrelated to work were not considered "DoD context." For more detailed information, see Table 17 in Appendix B.

least one alleged offender was a woman, while only 25 percent of civilian women indicated the same.[41]

- Regarding organizational affiliation, the majority (an estimated 96 percent of women and 95 percent of men) indicated at least one alleged offender was from within their organization. The majority (an estimated 90 percent of women and men) identified another DoD civilian employee as the alleged offender, with an estimated 75 percent of civilian women and civilian men indicating the alleged offender was part of their leadership.[42]

2018 WGRC Reporting Gender Discrimination to Leadership

The *2018 WGRC* also assessed the reports about the one situation of gender discrimination to leadership. Of the estimated 4.4 percent of DoD civilian employees who experienced gender discrimination in the 12 months prior to the survey, an estimated 41 percent of women and 37 percent of men reported the one situation to leadership.[43]

Civilian employees who indicated they reported the one situation to leadership were asked to identify all the applicable actions that resulted from their report. The most frequently endorsed actions[44] are listed in Table 1.6.

Table 1.6: Actions Resulting from Reporting the One Situation to Leadership for Civilians Who Experienced Gender Discrimination

Most Frequently Endorsed Actions	Civilian Women	Civilian Men
The person who was told took no action[45]	48 percent	57 percent
Someone talked to the alleged offender to ask them to change their behavior	36 percent	22 percent
They were encouraged to drop the issue	31 percent	35 percent
Their leadership punished them for bringing it up	27 percent	33 percent
Coworkers treated you worse, avoided you, or blamed you for the problem	28 percent	27 percent

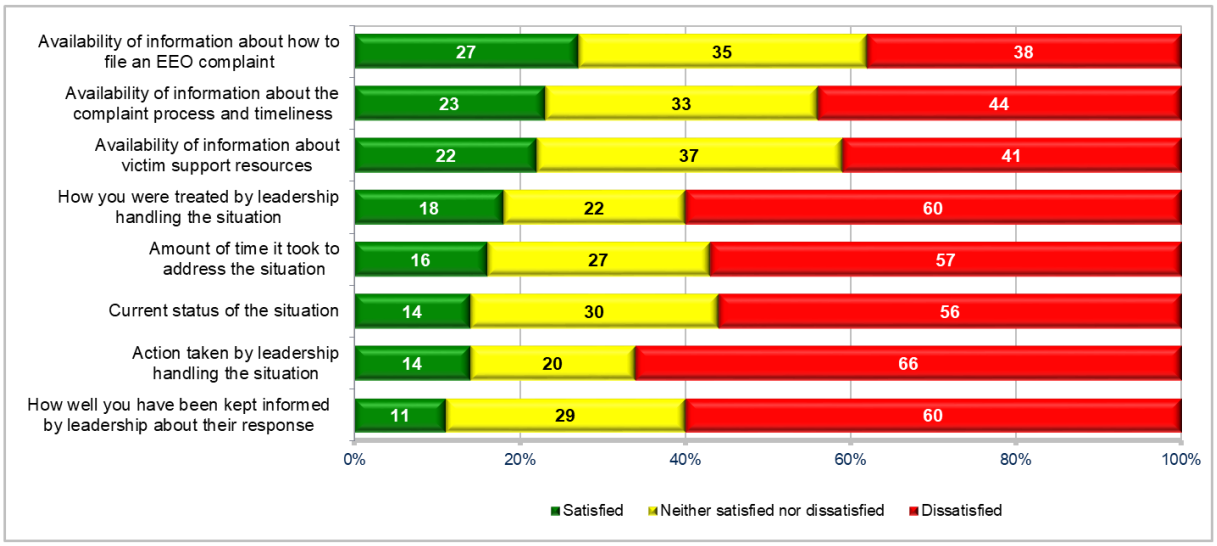
[41] For more detailed information, see Tables 18 and 19 in Appendix B.
[42] For more detailed information, see Table 20 in Appendix B.
[43] For more detailed information, see Table 21 in Appendix B.
[44] For more detailed information, see Table 22 in Appendix B.
[45] Qualitative analyses revealed the most common explanations as to why they suspected the person they told took no action were that they did not directly observe the person told taking action, they had specific knowledge that the person they told took no action, or were unable to determine whether action was taken due the privacy of personnel actions.

Civilian employees were also asked to rate aspects of the report to leadership. Overall, low levels of satisfaction with various aspects of the reporting process were observed for civilian employees who indicated they reported the one situation to leadership. Specifically, eight aspects of the reporting process were assessed including:

- *The availability of information about how to file an EEO complaint.*
- *The availability of information about the complaint process and timeliness.*
- *The availability of information about victim support services.*
- *How they were treated by the EEO representative handling the situation.*
- *The action taken by the EEO representative handling the situation.*
- *The current status of the situation.*
- *The amount of time it took to address the situation.*
- *How well they were kept informed on the status of the discussion/complaint.*

Figure 5 and Figure 6 show the level of satisfaction with various aspects of the report to leadership about the one situation of gender discrimination experienced in the 12 months prior to the survey for civilian women and men, respectively.[46]

Figure 5: Satisfaction with Aspects of Reporting the One Situation of Gender Discrimination to Leadership for Civilian Women Who Experienced Gender Discrimination and Reported it to Leadership

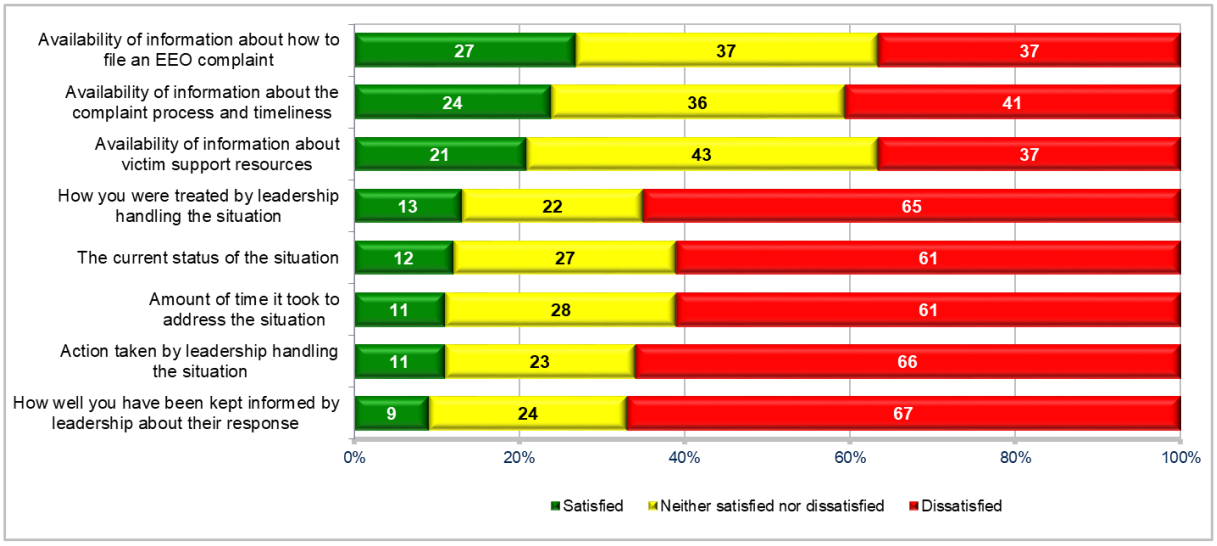


Margins of error range from ±3% to ±4%

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

[46] For more detailed information, see Table 23 in Appendix B.

Figure 6: Satisfaction with Aspects of Reporting the One Situation of Gender Discrimination to Leadership for Civilian Men Who Experienced Gender Discrimination and Reported it to Leadership



Margins of error range from ±5% to ±8%

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

Civilian employees who indicated they experienced gender discrimination in the 12 months prior to the survey, but did not indicate reporting the one situation to leadership were asked to identify all the applicable reasons why they chose not to report. The top three reasons[47] indicated by civilian employees for not reporting the one situation of gender discrimination to leadership are listed in Table 1.7.

Table 1.7: Reasons for Not Filing an EEO Complaint for the One Situation for Civilians Who Experienced Gender Discrimination

The Top Three Reasons for Not Filing a Complaint	Civilian Women	Civilian Men
They did not think anything would be done	72 percent	73 percent
They thought they might be labeled as a troublemaker	63 percent	57 percent
They thought it might hurt their career	59 percent	64 percent

2018 WGRC Filing a Complaint about Gender Discrimination to EEO Representatives

The *2018 WGRC* assessed whether the civilian employee filed an EEO complaint about the one situation of gender discrimination in the 12 months prior to the survey. Of the estimated 4.4 percent of DoD civilian employees who indicated they experienced gender discrimination in the

[47] For more detailed information, see Table 24 in Appendix B.

12 months prior to the survey, an estimated 15 percent of women and 13 percent of men filed an EEO complaint.[48]

Civilian employees who indicated filing an EEO complaint were then asked to identify all applicable actions that resulted from their complaint. The most frequently endorsed actions[49] are listed in Table 1.18.

Table 8: Actions Resulting from Filing an EEO Complaint for the One Situation for Civilians Who Experienced Gender Discrimination

Most Frequently Endorsed Actions	Civilian Women	Civilian Men
The person who was told took no action[50]	44 percent	45 percent
An investigation, survey, or other assessment of the workplace was conducted	37 percent	40 percent
They were discouraged from filing/further pursuing an EEO complaint	31 percent	22 percent
Their leadership punished them for bringing it up	24 percent	37 percent
Their coworkers treated them worse, avoided them, or blamed them for the problem	27 percent	25 percent

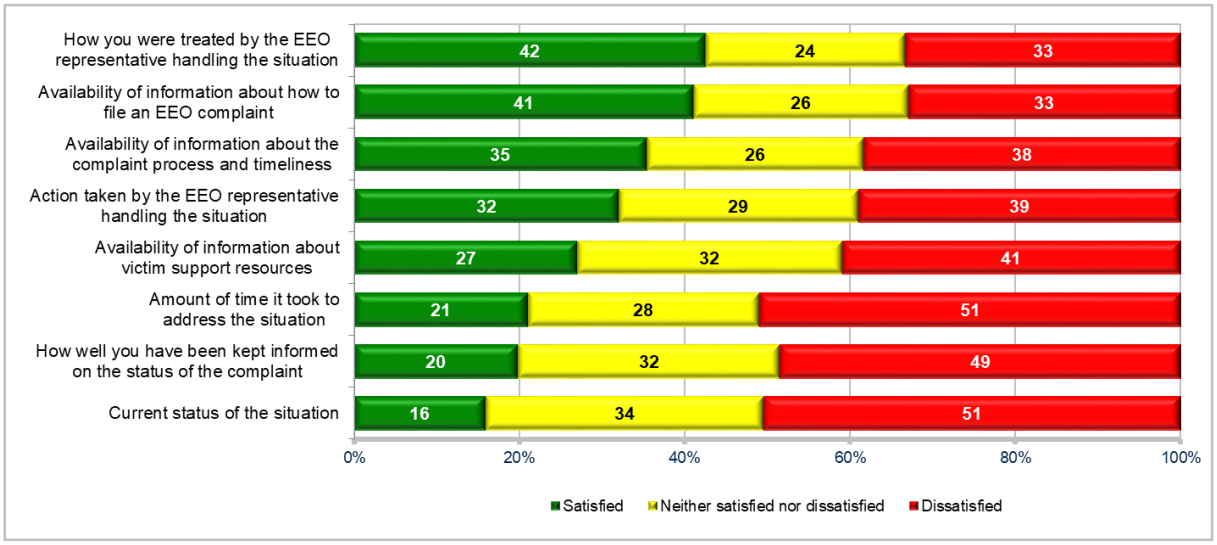
Civilian employees were also asked to rate aspects of filing an EEO complaint. Overall, low levels of satisfaction with various aspects of filing an EEO complaint were observed for civilian employees who indicated they filed an EEO complaint. Specifically, eight aspects of filing an EEO complaint were assessed including:

- *The availability of information about how to file an EEO complaint.*
- *The availability of information about the complaint process and timeliness.*
- *The availability of information about victim support services.*
- *How they were treated by the EEO representative handling the situation.*
- *The action taken by the EEO representative handling the situation.*
- *The current status of the situation.*
- *The amount of time it took to address the situation.*
- *How well they were kept informed on the status of the discussion/complaint.*

Figure 7 and Figure 8 show the level of satisfaction with various aspects of filing an EEO complaint about the one situation of gender discrimination experienced in the 12 months prior to the survey for civilian women and men, respectively.[51]

[48] For more detailed information, see Table 25 in Appendix B.
[49] For more detailed information, see Table 26 in Appendix B.
[50] Qualitative analyses revealed the most common explanations as to why they suspected the person they told took no action were that they did not directly observe the person told taking action, they had specific knowledge that the person they told took no action, or were unable to determine whether action was taken due the privacy of personnel actions.
[51] For more detailed information, see Table 27 in Appendix B.

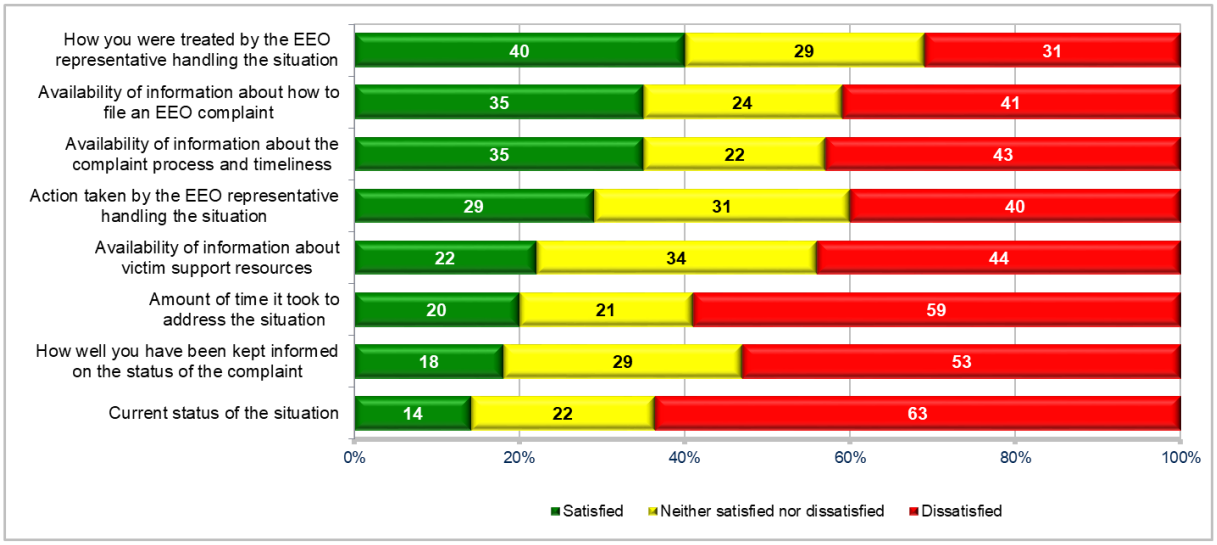
Figure 7: Satisfaction with Aspects of Filing an EEO Complaint for the One Situation of Gender Discrimination for Civilian Women Who Experienced Gender Discrimination and Filed an EEO Complaint



Margins of error range from ±4% to ±6%

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

Figure 8: Satisfaction with Aspects of Filing an EEO Complaint for the One Situation of Gender Discrimination for Civilian Men Who Experienced Gender Discrimination and Filed an EEO Complaint



Margins of error range from ±9% to ±13%

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

Civilian employees who indicated they experienced gender discrimination in the 12 months prior to the survey, but did not indicate filing an EEO complaint were asked to identify all applicable reasons why they chose not to disclose. The top four reasons[52] identified by civilian employees for not filing an EEO complaint of gender discrimination are listed in Table 1.9.

Table 1.9: Reasons for Not Filing an EEO Complaint for Civilians Who Experienced Gender Discrimination

Top Four Reasons for Not Filing a Complaint	Civilian Women	Civilian Men
They did not think anything would be done	59 percent	60 percent
They did not trust that the process would be fair	46 percent	53 percent
They thought they might be labeled as a troublemaker	49 percent	47 percent
They thought it might hurt their career	47 percent	49 percent

2018 WGRC Results for Work-Related Sexual Assault

2018 WGRC Estimates of Work-Related Sexual Assault in the 12 Months Prior to the Survey

Based on weighted statistics which generalize the results of the survey sample to the larger DoD civilian population, the *2018 WGRC* Work-Related Sexual Assault Rate is an estimate of the percent of DoD employees who indicated they experienced unwanted sexual behaviors (e.g., penetrative, non-penetrative, and attempted sexual assault) that were allegedly perpetrated by someone from work (any person with whom civilian employees came into contact as part of their DoD civilian job duties regardless of the context surrounding or where the alleged offense occurred), done with a specific intent (e.g., to abuse or humiliate, or gratify sexual desires), and without consent in the 12 months prior to the survey. Overall, an estimated 0.3 percent of DoD civilian employees (an estimated 0.6 percent of women and 0.2 percent of men) experienced work-related sexual assault in the 12 months prior to the survey.[53]

In 2018, APF civilian employees experienced similar rates of work-related sexual assault (an estimated 0.3 percent of overall APF employees, 0.6 percent of APF women, and 0.2 percent of APF men) as in 2016 (an estimated 0.3 percent of overall APF employees, 0.5 percent of APF women, and 0.1 percent of APF men).[54]

The work-related sexual assault behaviors were further categorized hierarchically to create estimated FY 2018 penetrative, non-penetrative, and attempted penetrative sexual assault rates. In the 12 months prior to the survey:

- An estimated 0.2 percent of civilian women and less than 0.1 percent of civilian men experienced work-related *penetrative* sexual assault. The rate was higher for APF civilian women in 2018 than in 2016 (an estimated 0.1 percent).

[52] For more detailed information, see Table 28 in Appendix B.
[53] For more detailed information, see Table 29 in Appendix B.
[54] For more detailed information for APF trends, see Table 29 in Appendix C.

- An estimated 0.4 percent of civilian women and 0.1 percent of civilian men experienced work-related *non-penetrative* sexual assault in 2018. This rate was unchanged for APF civilian employees from 2016.
- An estimated less than 0.1 percent of civilian women and civilian men experienced work-related *attempted sexual assault* in 2018. This rate was unchanged for APF civilian employees from 2016.

2018 WGRC Work-Related Sexual Assault One Situation Details

Civilian employees who indicated they experienced work-related sexual assault in the 12 months prior to the survey were asked to describe the one situation of work-related sexual assault that had the greatest effect on them ("one situation").[55] Of the estimated 0.3 percent of DoD civilian employees who indicated experiencing work-related sexual assault in the 12 months prior to the survey:

- An estimated 71 percent of civilian women and 69 percent of civilian men identified an incident of non-penetrative sexual assault (unwanted sexual touching) as the one situation.[56]
- The majority indicated the one situation occurred at their primary duty location (an estimated 71 percent of civilian women and 88 percent of civilian men) and while they were performing their DoD civilian job duties (an estimated 64 percent of civilian women and 77 percent of civilian men).[57]
- Over half (an estimated 65 percent women and 61 percent men) indicated only one alleged offender was involved in the one situation. Additionally, the vast majority of civilian women (an estimated 95 percent) identified at least one alleged offender as a man, whereas more than two-thirds (an estimated 68 percent) of civilian men indicated the same. Nearly half of civilian men (an estimated 46 percent) identified at least one alleged offender as a women, whereas only an estimated 9 percent of civilian women indicated the same.[58]
- Regarding organizational affiliation, the majority (an estimated 83 percent of women and 93 percent of men) indicated at least one alleged offender was from within their organization. The majority (an estimated 72 percent of women and 84 percent of men) identified another DoD civilian employee as an alleged offender, with an estimated 29 percent of civilian women and 33 percent of civilian men alleging the offending person involved was part of their leadership.[59]

[55] Civilian employees may have indicated they experienced more than one situation of work-related sexual assault in the 12 months prior to the survey. To reduce burden, civilian employees who indicated they experienced work-related sexual assault in the 12 months prior to the survey were asked to think about the "one situation" with the greatest effect on them. They then elected whether they wished to discuss an experience of work-related sexual assault in the one situation. Thus, results are indicative of those who indicated experiencing work-related sexual assault in the 12 months prior to the survey AND who elected to discuss at least one experience of work-related sexual assault in the one situation.
[56] For more detailed information, see Table 30 in Appendix B.
[57] For more detailed information, see Table 31 in Appendix B.
[58] For more detailed information, see Tables 32 and 33 in Appendix B.
[59] For more detailed information, see Table 34 in Appendix B.

- The majority (an estimated 68 percent of civilian women and 73 percent of civilian men) identified that their only connection to the alleged offender is their employment with DoD.[60]

2018 WGRC Reporting Work-Related Sexual Assault to Leadership[61]

The *2018 WGRC* assessed reports[62] about the one situation of work-related sexual assault to leadership. Of the estimated 0.3 percent of DoD civilian employees who experienced work-related sexual assault in the 12 months prior to the survey, an estimated 36 percent of civilian women and 27 percent of civilian men reported the one situation of work-related sexual assault to leadership.[63]

Civilian employees who indicated they reported the one situation of work-related sexual assault to leadership were then asked to identify all the applicable actions that resulted from that report. There were no reportable data for civilian men, and most of the estimates for civilian women were also too low to be reportable.[64] However, for the total DoD civilian employee population, the top two most frequently endorsed actions[65] are listed in Table 1.10.

Table 1.10: Actions Resulting from Filing a Report to Leadership for the One Situation for Civilians Who Experienced Work-Related Sexual Assault

Two Most Frequently Endorsed Actions	All Civilian Employees
They were encouraged to drop the issue	37 percent
Their coworkers treated them worse, avoided them, or blamed them for the problem	37 percent

Civilian employees were also asked to rate aspects of the report to leadership. Overall, low levels of satisfaction with various aspects of the report process were observed for civilian employees who indicated they reported the one situation to leadership. Specifically, eight aspects were assessed including:

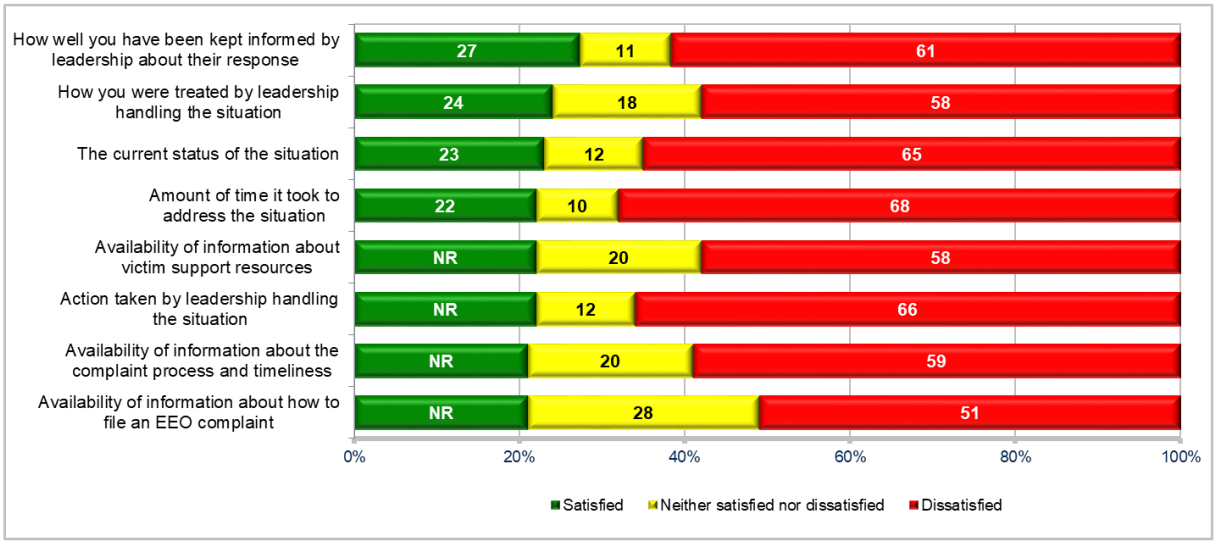
- *The availability of information about how to file an EEO complaint.*
- *The availability of information about the complaint process and timeliness.*
- *The availability of information about victim support services.*

[60] For more detailed information, see Table 35 in Appendix B.
[61] While there are multiple avenues for DoD civilian employees to pursue allegations of work-related sexual assault, this FY 2018 report focused on the data of those who reported the one situation of work-related sexual assault to leaders and EEO representatives in order to make comparisons with results from those who reported the one situation of sexual harassment and gender discrimination to leadership and EEO representatives.
[62] This information is based on self-reported experiences of a sexual assault as measured on the *2018 WGRC*. Only an investigation can determine whether a sexual assault actually occurred.
[63] For more detailed information, see Table 36 in Appendix B.
[64] Data are "not reportable" due to low reliability caused by unstable estimates. For a more detailed explanation regarding results that are "not reportable," see Appendix A.
[65] Results are reported herein for DoD civilian employees overall as results for women and men were "not reportable" separately. For more detailed information, see Table 37 in Appendix B.

- *How they were treated by the EEO representative handling the situation.*
- *The action taken by the EEO representative handling the situation.*
- *The current status of the situation.*
- *The amount of time it took to address the situation.*
- *How well they were kept informed on the status of the discussion/complaint.*

Figure 9 shows the level of satisfaction with various aspects of the report to leadership about the one situation of work-related sexual assault experienced in the 12 months prior to the survey for the total DoD civilian employee population, respectively.[66]

Figure 9: Satisfaction with Aspects of Reporting the One Situation of Work-Related Sexual Assault for Civilian Employees Who Experienced Work-Related Sexual Assault and Reported to Leadership



Margins of error range from ±8% to ±18%

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

Civilian employees who indicated they experienced work-related sexual assault in the 12 months prior to the survey, but indicated not reporting the one situation of work-related sexual assault to leadership were asked to identify all applicable reasons why they chose not to report. The top three reasons[67] identified by civilian employees who indicated not reporting the work-related one situation to leadership are listed in Table 1.11.

[66] Results are reported herein for DoD civilian employees overall as results for women and men were "not reportable" separately. For more detailed information, see Table 38 in Appendix B.
[67] For more detailed information, see Table 39 in Appendix B.

Table 1.11: Reasons for Not Reporting the One Situation to Leadership for Civilians Who Experienced Work-Related Sexual Assault

Top Three Reasons for Not Filing a Complaint	Civilian Women	Civilian Men
They did not want more people to know	75 percent	Non-Reportable
They wanted to forget about it and move on	72 percent	80 percent
They felt ashamed or embarrassed	63 percent	73 percent

2018 WGRC Filing a Complaint about Work-Related Sexual Assault with EEO Representatives

The *2018 WGRC* assessed whether the individual filed an EEO complaint about the one situation of work-related sexual assault.[68] Of the estimated 0.3 percent of DoD civilian employees who experienced work-related sexual assault in the 12 months prior to the survey, an estimated 12 percent of women and 14 percent of men filed an EEO complaint.[69]

Civilian employees who indicated they filed an EEO complaint about the one situation of work-related sexual assault were then asked to identify all applicable actions that resulted from that disclosure and their satisfaction with the resulting action. However, data were not reportable in this area, and thus are not highlighted in this report.[70]

Civilian employees who indicated they experienced work-related sexual assault in the 12 months prior to the survey, but did not indicate filing an EEO complaint were asked to identify all applicable reasons why they chose not to file. There were no reportable data for civilian men.[71] The top two reasons[72] civilian women did not file an EEO complaint for the one situation of work-related sexual assault are listed in Table 1.12.

Table 1.12: Reasons for Not Filing an EEO Complaint for the One Situation for Civilians Who Experienced Work-Related Sexual Assault

Top Two Reasons for Not Filing a Complaint	Civilian Women
They did not want more people to know	59 percent
They wanted to forget about it and move on	59 percent

[68] This information is based on self-reported experiences of sexual assault as measured on the *2018 WGRC*. Only an investigation can determine whether a sexual assault actually occurred.
[69] For more detailed information, see Table 40 in Appendix B.
[70] Data are "not reportable" due to low reliability caused by unstable estimates. For a more detailed explanation regarding results that are "not reportable," see Appendix A. For more detailed information, see Tables 41 and 42 in Appendix A.
[71] Data are "not reportable" due to low reliability caused by unstable estimates. For a more detailed explanation regarding results that are "not reportable," see Appendix A.
[72] For more detailed information, see Table 43 in Appendix B.

2018 WGRC Reporting Work-related Sexual Assault to Law Enforcement

Of the estimated 0.3 percent of DoD civilian employees who indicated they experienced work-related sexual assault in the 12 months prior to the survey, an estimated 9 percent of women and 12 percent of men filed a police report about the one situation of work-related sexual assault to law enforcement.[73]

The top reasons[74] identified by civilian women for not filing a police report are listed in Table 1.13.

Table 1.13: Reasons for Not Filing a Police Report for the One Situation for Civilian Women Who Experienced Work-Related Sexual Assault

Top Reasons for Not Filing a Police Report	Civilian Women
They did not want more people to know	60 percent
They wanted to forget about it and move on	57 percent

The top reasons[75] identified by civilian men for not filing a police report are listed in Table 1.14.

Table 1.14: Reasons for Not Filing a Police Report for the One Situation for Civilian Men Who Experienced Work-Related Sexual Assault

Top Reasons for Not Filing a Police Report	Civilian Men
They did not want people to think less of them	38 percent
They did not think anything would be done	35 percent
They thought it might hurt their career	35 percent

2018 WGRC Gender Relations and Training Findings

2018 WGRC Results on EEO Policy and Training

Civilian employees were asked on the *2018 WGRC* to indicate their perceptions of EEO policies and training received. The majority indicated they were satisfied with the availability of information on filing a complaint or otherwise reporting unwanted gender-related behaviors. However, lower levels of satisfaction with the availability of information and knowledge of their organization's EEO representative were observed in 2018 when compared to 2016 for APF civilian employees. Specifically:

- An estimated 77 percent of civilian women and 85 percent of civilian men indicated they were satisfied with the availability of information on filing a complaint or otherwise reporting sexual harassment. APF civilian employees (an estimated 77 percent of APF women and 85 percent of APF men) were less likely to endorse satisfaction with the

[73] For more detailed information, see Table 44 in Appendix B.
[74] For more detailed information, see Table 45 in Appendix B.
[75] For more detailed information, see Table 45 in Appendix B.

availability of information on filing a complaint/reporting sexual harassment in 2018 than in 2016 (an estimated 83 percent of APF women and 89 percent of APF men).[76]

- An estimated 74 percent of civilian women and 83 percent of civilian men indicated they were satisfied with the availability of information on filing a complaint or otherwise reporting gender discrimination. APF civilian employees (an estimated 73 percent of APF women and 83 percent of APF men) were less likely to endorse satisfaction with the availability of information on filing a complaint/reporting gender discrimination in 2018 than in 2016 (an estimated 79 percent of APF women and 87 percent of APF men).[77]
- An estimated 78 percent of civilian women and 85 percent of civilian men indicated they were satisfied with the availability of information on filing a complaint or otherwise reporting sexual assault. APF civilian employees (an estimated 78 percent of women and 86 percent of men) were less likely to endorse satisfaction with the availability of information on filing a complaint/reporting sexual assault in 2018 than in 2016 (an estimated 83 percent of APF women and 89 percent of APF men).[78]
- An estimated 82 percent of civilian women and 88 percent of civilian men indicated they knew how to contact the EEO representative for their organization. APF civilian employees (an estimated 84 percent of APF women and 88 percent of APF men) were less likely to indicate knowledge of how to contact the EEO representative for their organization in 2018 than in 2016 (an estimated 86 percent of APF women and 90 percent of APF men).[79]

Per section 202 of Public Law 107-174, each Federal agency shall provide employees training regarding the rights and remedies applicable in connection with reporting unlawful discrimination and whistleblowing. Furthermore, DoD Manual 1400.25, Volume 410, requires DoD Components to provide training programs to teach employees at all levels how to identify and prevent sexual harassment. The training content includes information on defining prohibited gender-related behaviors and how to report discriminatory behaviors in the workplace that could constitute EEO offenses. The majority of civilian employees (an estimated 90 percent of women and 95 percent of men) indicated they received DoD-sponsored training on sexual harassment or gender discrimination in the 12 months prior to the survey.[80] The percentage of APF civilian employees who indicated they received training on sexual harassment in the past 12 months in 2018 was largely unchanged from 2016, though slightly lower perceptions about the relevancy of training received were observed for both APF women and men.[81]

[76] For more detailed information, see Table 46 in Appendix B. For more detailed information for APF trends, see Table 46 in Appendix C.
[77] For more detailed information, see Table 46 in Appendix B. For more detailed information for APF trends, see Table 46 in Appendix C.
[78] For more detailed information, see Table 46 in Appendix B. For more detailed information for APF trends, see Table 46 in Appendix C.
[79] For more detailed information, see Table 47 in Appendix B. For more detailed information for APF trends, see Table 47 in Appendix C.
[80] For more detailed information, see Table 48 in Appendix B. For more detailed information for APF trends, see Table 48 in Appendix C.
[81] For more detailed information, see Table 49 in Appendix B. For more detailed information for APF trends, see Table 49 in Appendix C.

Of civilian employees who received training in the past 12 months on sexual harassment and/or gender discrimination, the majority indicated the training conveyed relevant information in Table 1.15.[82]

Table 1.15: Civilian Perceptions on Sexual Harassment and / or Gender Discrimination Training

Sexual Harassment and/or Gender Discrimination – Training Perceptions	Civilian Women	Civilian Men
Provided a good understanding of what actions are considered sexual harassment and gender discrimination	93 percent	94 percent
Taught how to intervene as a witness to potential sexual harassment or gender discrimination	89 percent	91 percent
Explained the role of DoD in handling sexual harassment and gender discrimination complaints	90 percent	93 percent
Explained options available for complaints of sexual harassment or gender discrimination occurs	91 percent	93 percent
Identified points of contact for complaints of sexual harassment or gender discrimination	89 percent	92 percent
Explained how sexual harassment and gender discrimination are mission readiness problems	89 percent	92 percent
Explained that, in addition to women, men also experience sexual harassment and sexual assault	93 percent	93 percent
Took into consideration the unique needs and experiences of DoD civilian employees	81 percent	86 percent

The majority (an estimated 88 percent of civilian women and 93 percent of civilian men) indicated they received DoD-sponsored training on sexual assault in the 12 months prior to the survey.[83] The percentage of APF civilian employees who indicated they received training on sexual assault in the past 12 months in 2018 was largely unchanged from 2016, with minimal significant differences in perceptions about the relevancy of training received for both APF women and men.[84]

Of civilian employees who received training in the past 12 months on sexual assault, the majority indicated the training conveyed relevant information as listed in Table 1.16.[85]

[82] For more detailed information, see Table 49 in Appendix B. For more detailed information for APF trends, see Table 49 in Appendix C.
[83] For more detailed information, see Table 50 in Appendix B. For more detailed information for APF trends, see Table 50 in Appendix C.
[84] For more detailed information, see Table 51 in Appendix B. For more detailed information for APF trends, see Table 51 in Appendix C.
[85] For more detailed information, see Table 51 in Appendix B. For more detailed information for APF trends, see Table 51 in Appendix C.

Table 1.16: Civilian Perceptions on Sexual Assault Training

Sexual Assault – Training Perceptions	Civilian Women	Civilian Men
Provided a good understanding of what actions are considered sexual assault	95 percent	95 percent
Explained the resources available to victims	93 percent	94 percent
Explained the reporting options available within the DoD community if a sexual assault occurs	93 percent	94 percent
Explained the reporting options available to DoD civilian employees assaulted by someone from work	92 percent	94 percent
Explained how sexual assault can affect all members of the DoD community, including civilians	92 percent	94 percent
Takes into consideration the unique needs and experiences of DoD civilian employees	84 percent	88 percent

2018 WGRC Results on Gender Relations Reporting Climate

The majority of civilian employees indicated they would be *likely to come forward* themselves if they experienced unwanted gender-related behaviors, as listed in the Table 1.17.[86]

Table 1.17: Civilian Perceptions on Coming Forward if They Experienced Unwanted Gender-Related Behaviors

Would You Come Forward Yourself?	Civilian Women	Civilian Men
Telling a supervisor about sexual harassment if it happened to them	85 percent	89 percent
Reporting a sexual assault if it happened to them	91 percent	92 percent

Additionally, the majority of civilian employees indicated[87] they would be *likely to encourage others to come forward* if they learned their coworker experienced unwanted gender-related behaviors, as listed in Table 1.18.

[86] For more detailed information, see Table 52 in Appendix B.
[87] For more detailed information, see Table 53 in Appendix B.

Table 1.18: Civilian Perceptions on Encouraging Others to Come Forward if They Experienced Unwanted Gender-Related Behaviors

Would You Encourage Others to Come Forward?	Civilian Women	Civilian Men
Encourage someone who has experienced sexual harassment to tell a supervisor	93 percent	95 percent
Encourage someone who has experienced a sexual assault to seek counseling	95 percent	95 percent
Encourage someone who has experienced sexual assault to report it	95 percent	96 percent

Minimal changes were observed in estimates of the likelihood APF civilian employees would come forward if they experienced unwanted gender-related behaviors themselves or encourage others who experienced such behaviors to come forward in 2018 when compared to 2016.[88]

Moreover, the majority of civilian employees, regardless of gender, indicated they would be *likely to use some resource if they were sexually assaulted* (98 percent of women and 96 percent of men).[89] APF civilian employee's likelihood to use some resource if they were sexually assaulted was unchanged in 2018 from 2016.[90]

2018 WGRC Results on Gender Relations Climate

The majority of civilian employees hold positive views regarding the gender relations climate in their workplace by endorsing largely favorable views of their leadership, high levels of perceived safety from unwanted gender-related behaviors in the workplace, low tolerance for sexual harassment, and high willingness to intervene when they witness unwanted gender-related behaviors occurring.

Regarding leadership, the majority of civilian employees (between an estimated 76 and 85 percent of women, and 84 and 92 percent of men) find their work leadership demonstrates a variety of positive gender relations behaviors in the workplace.[91] APF civilian employees' perceptions of leadership were unchanged in 2018 from 2016.[92]

The *2018 WGRC* also asked civilian employees to indicate their perceptions of safety from sexual harassment and assault in the DoD work environment. The majority indicated they *feel safe from being sexually harassed at their primary duty station* (an estimated 91 percent of civilian women and 96 percent of civilian men) and they *feel safe from being sexually harassed while on work travel/temporary assignment* (an estimated 88 percent of women and 96 percent of men). Similarly, DoD civilian employees indicated they *feel safe from being sexually assaulted at their primary duty location* (an estimated 94 percent of women and 97 percent of men) and

[88] For more detailed information for AF trends, see Tables 52 and 53 in Appendix C.
[89] For more detailed information, see Table 54 in Appendix B.
[90] For more detailed information for APF trends, see Table 54 in Appendix C.
[91] For more detailed information, see Table 55 in Appendix B.
[92] For more detailed information for AF trends, see Table 55 in Appendix C.

feel safe from being sexually assaulted while on work travel/temporary assignments (an estimated 89 percent of women and 97 percent of men). APF civilian employees' perceptions of safety in the DoD work environment were unchanged in 2018 from 2016.[93]

To better understand the climate for sexual harassment in the DoD civilian workplace, an additional measure that assesses the psychological climate for sexual harassment[94] was added to the *2018 WGRC*. Over three-fourths of civilian employees indicated sexual harassment is not generally tolerated in their workplace, revealing a workplace climate that is largely unfavorable to instances of sexual harassment. Some of the key findings from this measure[95] for DoD civilians are listed in Table 1.19.

Table 1.19: Civilian Perceptions on Workplace Climate Environment and Tolerance of Sexual Harassment

Weighted Measure Findings	Civilian Women	Civilian Men
Disagree – that a sexual harassment complaint would not be taken seriously	71 percent	79 percent
Agree – that sexual harassment is not tolerated	78 percent	84 percent
Disagree – would be afraid to make a sexual harassment complaint	70 percent	80 percent
Agree – that actions are being taken to prevent sexual harassment	70 percent	80 percent

Finally, when asked about their willingness to act to prevent sexual harassment, over two-thirds of DoD civilian employees indicated they would do so, to a large extent. APF civilian employees, however, endorsed lower levels of willingness to intervene in 2018 than in 2016. Specifically, over two-thirds of civilian employees are likely to: [96]

- Point out to someone when you think they "crossed the line" with gender-related comments or jokes (an estimated 68 percent of civilian women and 75 percent of civilian men). APF civilian employees (an estimated 67 percent of women and 75 percent of men) were less likely to indicate willingness to a large extent to point out to someone when they think they "crossed the line" in 2018 than in 2016 (an estimated 75 percent of APF women and 82 percent of APF men).
- Encourage others to point out when they think someone "crossed the line" with gender-related comments (an estimated 69 percent of civilian women and 74 percent of civilian men). APF civilian employees (an estimated 68 percent of women and 74 percent of men) were less likely to indicate willingness to a large extent to encourage others to point

[93] For more detailed information, see Table 56 in Appendix B. For more detailed information for APF trends, see Table 56 in Appendix C.
[94] From Estrada, A. X., Olson, K. J., Harbe, C. R., & Berggren, A. W. (2011). Evaluating a brief scale measuring psychological climate for sexual harassment. *Military Psychology*, *23*, 410-432.
[95] For more detailed information, see Table 57 in Appendix B.
[96] For more detailed information, see Table 58 in Appendix B. For more detailed information for APF trends, see Table 58 in Appendix C.

out to someone when they think they "crossed the line" in 2018 than in 2016 (an estimated 75 percent of APF women and 81 percent of APF men).

- Seek leadership help to confront DoD civilian employees who continue to engage in sexual harassment (an estimated 71 percent of civilian women and 77 percent of civilian men). APF civilian employees (an estimated 70 percent of women and 77 percent of men) were less likely to indicate willingness to a large extent to seek help to confront DoD civilian employees who continue to engage in sexual harassment in 2018 than in 2016 (an estimated 77 percent of APF women and 83 percent of APF men).

FY 2018 DoD EEO Complaints of Sexual Harassment and Gender Discrimination

In FY 2018, the Department examined EEOC 462 complaint data submitted by the DoD Components, which covered October 1, 2017 through September 30, 2018. Sexual harassment and gender discrimination are forms of sex discrimination that may be resolved through the EEO complaint process. Sexual harassment is a type of sex discrimination based on gender that involves sexual behaviors and/or comments directed at an employee that changes the conditions of employment or creates a hostile work environment. Gender discrimination pertains to personnel decisions made unfairly on the basis of gender.

In FY 2018, DoD processed a total of 3,170 new formal EEO complaints with 11,387 formal allegations. The number of complaints increased from FY 2016 (2,807),[97] but comparisons to FY 2016 are not possible because Air Force did not submit complaint data for FY 2016.[98]

A complainant may allege multiple bases for each allegation in a single complaint. Of those 11,387 allegations, there were 150 sexual harassment allegations and 1,799 gender discrimination allegations. Thus, a total of 1,949 out of the 11,387 EEO allegations (17.1 percent) tracked by DoD Components were analyzed for this report.

Sexual Harassment

There were 150 allegations of sexual harassment filed in formal EEO complaints in FY 2018: 26 were made by male complainants and 124 were made by female complainants. In addition, as Table 2.1 demonstrates, in FY 2018 there were three findings of sexual harassment and 73 settlements of sexual harassment allegations.[99]

[97] The FY 2016 report did not distinguish between complaints and allegations. For a more accurate reporting, this FY 2018 report focuses on the number of allegations instead of number of complaints.
[98] The Department of the Air Force lacked an automated EEO complaint tracking and reporting tool from February to December 2016, which resulted in an inability to provide accurate FY 2016 data. Air Force has since implemented a tracking system and provided FY 2018 EEO complaint data.
[99] As a reminder, the number of complaints that received a finding or were settled in FY 2018 may have been filed prior to FY 2018.

Table 2.1. DoD Sexual Harassment Complaints Filed, Received Findings, or Settled

# of Sexual Harassment Allegations		# of Sexual Harassment Findings		# of Sexual Harassment Issues Settled	
Male	**Female**	**Male**	**Female**	**Male**	**Female**
26	124	0	3	11	62

Gender Discrimination

There were 1,799 formal EEO allegations of gender discrimination filed in FY 2018: 581 were made by male complainants and 1,218 were made by female complainants. Table 2.2 shows that there were 5 findings of gender discrimination and 821 settlements of gender discrimination allegations in FY 2018.[100]

[100] Note that, due to the time involved in the EEO complaint process, it is possible that the findings or settlements are connected to complaints that were filed prior to FY 2018.

Table 2.2. DoD Gender Discrimination Complaints Filed, Received Findings, or Settled in FY 2018 by Issue

Issue	# of Gender Discrimination Allegations Filed		# of Gender Discrimination Findings		# of Gender Discrimination Allegations Settled	
	Male	Female	Male	Female	Male	Female
Appointment/Hire	41	45	0	0	11	27
Assignment of Duties	39	83	0	0	19	44
Awards	6	15	0	0	6	11
Conversion to Full-Time	1	0	0	0	0	0
Discipline – Demotion	8	2	0	0	0	0
Discipline – Reprimand	24	41	0	0	10	18
Discipline – Suspension	18	32	0	0	6	16
Discipline – Removal	12	20	0	0	4	6
Discipline – Other	17	25	0	0	6	29
Duty Hours	8	11	0	0	4	5
Evaluation/Appraisal	45	88	0	0	11	34
Examination/Test	0	5	0	0	0	1
Harassment – Non-Sexual	178	455	0	2	65	221
Medical Examination	0	2	0	0	0	1
Pay (Including Overtime)	9	19	0	1	5	16
Promotion/Non-Selection	63	107	0	0	22	43
Reassignment – Denied	8	10	0	0	3	6
Reassignment – Directed	9	30	0	0	3	11
Reasonable Accommodation	1	8	0	0	1	3
Reinstatement	0	1	0	0	0	0
Retirement	2	2	0	0	0	0
Sex-Stereotyping	0	8	0	0	2	8
Telework	4	11	0	0	2	4
Termination	30	43	0	0	14	23
Terms/Conditions of Employment	32	70	0	1	10	38
Time and Attendance	15	53	0	1	7	28
Training	11	31	0	0	2	12
Other	0	1	0	0	1	2
DISCRIMINATION TOTAL	**581**	**1,218**	**0**	**5**	**214**	**607**

In particular, there were more allegations of gender discrimination made by civilian women than civilian men in FY 2018. When reviewing each issue, only two have more male complainants than female: Conversion to Full-Time (1 male, 0 female) and Discipline – Demotion (8 male, 2 female). One issue was raised equally between civilian women and civilian men: Retirement (2 male, 2 female).

FY 2018 DoD Reports of Work-Related Sexual Assault

The DoD offers multiple venues for DoD civilian employees to report work-related sexual assault, such as the Office of the Inspector General, Military Criminal Investigative Organizations (MCIOs), and in some instances, to offices specifically designated to address SAPR. In addition, the Department has two policies addressing this topic:

- DoDI 5505.18, "Investigation of Adult Sexual Assault in the Department of Defense," March 22, 2017, assigns responsibilities and provides procedures for the investigation of adult sexual assault within the DoD. DoDI 5505.18 also requires all allegations of adult sexual assault be reported to the appropriate MCIO to initiate a criminal investigation.
- DoDI 5525.07, "Implementation of the Memorandum of Understanding (MOU) Between the Departments of Justice (DoJ) and Defense Relating to the Investigation and Prosecution of Certain Crimes," June 18, 2007, states that if there is a report of a crime being committed on a military installation by a person who is not subject to the Uniform Code of Military Justice, then the Department will provide notice of the matter to the appropriate Department of Justice investigative agency.

Subsequent to the FY 2016 report, the Department determined it needed to identify what work-related sexual assault reporting data existed. The Department learned that each DoD Component varied in how they collect data and what data elements were collected. Any data available were complicated by the inconsistencies in the manner which data were collected, and the lack of DoD access to information about cases were not under DoD jurisdiction nor pursued using official channels within the DoD. This limited DoD's ability to analyze and generalize reports of work-related sexual assault across the DoD in FY 2018. This is a gap that DoD will continue to examine and identify solutions to address.

IV. PREVENTION AND RESPONSE EFFORTS

Policy

The Department is guided by the principle that each individual has dignity and worth. The Department seeks to eradicate behaviors that undermine this principle. Promoting an environment free from personal, social, or institutional barriers that prevent DoD members from rising to the highest possible level of responsibility is fundamental to mission readiness.

Oversight Framework

The Department has multiple policies and offices providing oversight for the treatment of its civilian employee population. Specifically, ODEI has two policies within its purview that address these issues:

- DoDD 1020.02E, "Diversity Management and Equal Opportunity in the DoD," June 8, 2015, incorporating Change 2, effective June 1, 2018, establishes an accountability framework, based on Federal laws, regulations, and other applicable guidance, that evaluates DoD Components' efforts to identify and eliminate barriers and gaps that inhibit progress of the implementation of diversity and inclusion efforts.
- DoDD 1440.1, "DoD Civilian Equal Employment Opportunity (EEO) Program," May 21, 1987, certified current November 21, 2003, prohibits "discrimination based on race, color, religion, sex, national origin, age, mental or physical disability, or age." It also provides that DoD should "eliminate barriers and practices that impede equal employment opportunity for all employees… including sexual harassment in the workforce and at work sites..."

In addition, the Office of Deputy Assistant Secretary of Defense for Civilian Personnel Policy (ODASD(CPP)) has oversight for policy and procedures to address employee concerns outside the EEO complaint process:

- DoDI 1400.25, Volume 771, "DoD Civilian Personnel Management System: Administrative Grievance System," December 26, 2013, incorporating Change 1, effective June 13, 2018, which directs that employees are entitled to present concerns via the Administrative Grievance System, and have those concerns considered expeditiously, fairly, and impartially.
- DoDI 1438.06, "DoD Workplace Violence Prevention and Response Policy," January 16, 2014, expressly provides that DoD is to work with employees to maintain a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behaviors. Reports of incidents will be taken seriously and addressed appropriately.

In the area of sexual assault, in addition to DoDI 5505.18 and DoDI 5525.07 previously identified, DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," March 28, 2013, Incorporating Change 3, May 24, 2017, provides assistance for a

small exception of DoD civilian employees who are in a deployed environment. Specifically, DoD civilian employees, along with their family dependents 18 years of age or older, who are assigned or performing duties outside the continental United States (OCONUS) and eligible for treatment in the military healthcare system at military installations or facilities (OCONUS) are eligible for limited SAPR services.

Education and Training

The Department established the Defense Equal Opportunity Management Institute (DEOMI) in 1971 as the Defense Race Relations Institute, in response to civil disturbances occurring at military installations and aboard ships in the late 1960s and early 1970s. DEOMI has grown over the years and now offers Total Force Equal Opportunity and Equal Employment Opportunity occupational training for EEO practitioners in both resident and non-resident courses.

Additionally, DoD Components are required to establish a continuing EEO educational program for civilian and military personnel who supervise civilian employees, as well as provide training programs to teach employees at all levels how to identify and prevent sexual harassment. Furthermore, annual training is provided for supervisors and employees to foster workplace violence prevention and public safety awareness. This training provides instruction to refrain from making threats or engaging in workplace violence, promptly report all acts or threats of violence to the immediate supervisor and appropriate military or civilian authorities, and report all incidents involving a person on a DoD installation or at a DoD facility who is the subject of, witness to, or victim of threatening behavior or a violent act, to their immediate supervisor and appropriate military or civilian authorities.

Equal Opportunity Climate

Per policy, DoD civilian employees are entitled to equal opportunity in an environment free from unlawful discrimination based on race, color, sex, religion, national origin, disability, age, sexual orientation, or genetic information, without reprisal. The Department is committed to ensuring that all DoD civilian employees are afforded the right to participate in, and benefit from, programs and activities for which they are qualified.

The Defense Organizational Climate Survey (DEOCS) is a tool used by organizations to assess the shared perceptions of DoD civilian employees about the organization's formal or informal policies and practices. The DEOCS serves as a front-line prevention and response strategy for inappropriate gender-related workplace behaviors, as it provides critical information regarding the commands' human relations state.

V. ASSESSMENT OF PROGRESS

The purpose of this report is to summarize results from the *2018 WGRC*, which assessed DoD civilian employees' workplace gender relations climate. It is based on survey estimates and EEO complaint data on sexual harassment and gender discrimination reported by DoD Components on the EEOC Form 462 for FY 2018.

The *2018 WGRC* results are estimates representative of the entire DoD civilian employee population. The *2018 WGRC* surveyed NAF employees for the first time in order to assess trends over time. The results allowed the Department to identify areas of concern related to sexual harassment, gender discrimination, and work-related sexual assault, and review the effectiveness of existing policies and procedures. Results demonstrate an estimated 9.4 percent of women and 3.7 percent of men experienced sexual harassment in the 12 months prior to the survey, an estimated 8.3 percent of women and 2.1 percent of men indicated they experienced gender discrimination in the 12 months prior to the survey, and an estimated 0.6 percent of civilian women and 0.2 percent of civilian men indicated they experienced work-related sexual assault in the 12 months prior to the survey. For APF civilian employees, these rates are largely unchanged from 2016 results. The Department is maintaining steady state at this point and additional efforts are needed to decrease these rates over time.

The perception of the DoD gender relations climate is also largely favorable, though some decreases in favorable perceptions of the gender relations climate were observed for APF in 2018 than in 2016. These decreases indicate some changes occurred in the gender relations climate that DoD will investigate further and identify strategies to continue to improve over time.

An examination of the DoD Components' FY 2018 EEOC Form 462 complaint data of sexual harassment and gender discrimination allegations indicated 150 formal EEO sexual harassment allegations and 1,799 formal EEO gender discrimination allegations were filed in FY 2018. There were 3 findings of sexual harassment and 5 findings of gender discrimination. Furthermore, the Department settled 73 sexual harassment allegations and 821 gender discrimination allegations in FY 2018. Due to the time involved in the EEO complaint process, it is possible that the findings or settlements are connected to complaints that were filed prior to FY 2018.

Reporting unwanted gender-related behaviors continues to remain a challenge. Few civilian employees who experience unwanted gender-related behavior report them, and for those that do, few endorse favorable experiences or outcomes from their report. This occurs despite a high number of civilian employees endorsing having knowledge about available reporting processes and a willingness to report should they experience the behaviors. Thus, there is a gap between the perceptions of the reporting climate overall and the actual experiences of those who do report. DoD will continue to encourage reporting as well as review the systems and resources available to address the needs of employees who come forward.

The Department aims to achieve unity of effort and purpose across DoD in the execution of work-related sexual harassment, gender discrimination, and sexual assault prevention policies,

initiatives, and activities. The Department will continue to inform policies with insights from the *WGRC* and its prevention subject matter experts who have experience in developing evidence-based prevention methods. The Department will also continue to conduct surveys and track complaint data to evaluate the effectiveness of current policies and processes in addition to making recommendations for the future to ensure a climate of diversity and inclusion founded on dignity and respect.

VI. WAY FORWARD

Prevention and Response Efforts

The Department believes continual improvement and monitoring of prevention and response strategies are key to addressing existing and emerging inappropriate gender-related workplace behaviors. As a result, the Department will continue collaboration with integrated process teams to identify trends between DoD's prevention and response efforts and the effects of those efforts on reporting complaints of inappropriate gender-related workplace behaviors. The Department will also continue to examine civilian policies and programs to develop strategies to prevent and respond to gender-related harassment or discrimination.

In the FY 2016 report, the Department stated it established the Defense Equal Opportunity Reform Group (DEORG) and tasked it to identify gaps and provide recommendations to the Department's holistic approach to preventing and responding to unlawful discrimination and harassment. The DEORG consists of representatives from all DoD stakeholders, including the Military Departments, ODEI, and ODASD(CPP). This collaborative approach aids in navigating the myriad of complex gender relations issues and in developing strategies to resolve them.

The DEORG established two working groups, one to focus on these issues as they relate to DoD civilian employees, and the other focusing on Service members. Each working group proposed solutions to the DEORG which were then reviewed. The Department is currently refining these proposed solutions and preparing them for implementation.

Training and Education

Understanding that DoD Components have responsibility for unlawful discrimination and harassment prevention training, the Department continues to examine the efficacy of this training. Specifically, the Department will identify strategies to ensure appropriate and timely training is provided to DoD civilian employees at all levels of their professional development. Further, the Department will investigate opportunities to evaluate training currently being offered across the enterprise, assess how the training is received by the trainees, and review how it influences individual behaviors going forward.

Data Collection and Reporting

The Department is continually working to improve reporting processes for complainants. To better align with existing DoD policies and EEO principles, the Department continues to review complaint reporting processes, timelines, and levels of satisfaction to identify areas needing improvement. In addition, DoD is reviewing what additional data is available for analysis, and identifying the types of policy adjustments needed.