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Sexual Harassment and Gender Discrimination in the Active-Component Army

Variation in Most Serious Event Characteristics by
Gender and Installation Risk

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Published by the RAND Corporation, Santa Monica, Calif.

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Preface

This report documents research and analysis conducted as part of a project entitled *Timely Monitoring of Sexual Harassment and Gender Discrimination Within the U.S. Army*, sponsored by the Office of the Deputy Chief of Staff, G-1, U.S. Army. The purpose of the project was to develop and execute a survey infrastructure to ensure ongoing, timely access to data for monitoring and responding to experiences with sexual harassment and gender discrimination by specific subgroups within the U.S. Army, and to provide additional analysis of secondary data to understand the circumstances surrounding sexual assault and sexual harassment.

This research was conducted within RAND Arroyo Center's Personnel, Training, and Health Program. RAND Arroyo Center, part of the RAND Corporation, is a federally funded research and development center (FFRDC) sponsored by the United States Army.

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Summary

In February 2021, U.S. Secretary of Defense Lloyd Austin ordered the services to take immediate action to address sexual harassment and sexual assault in the military, including a focus on “high-risk” military installations (Secretary of Defense, 2021). To guide the effort to reduce sexual harassment in the military, the RAND Arroyo Center was asked to create a profile of sexual harassment and gender discrimination events in the active-component Army, with a focus on high-risk installations.

In this report, we present an exploratory analysis of the circumstances surrounding soldiers’ experiences of sexual harassment and gender discrimination across the entire active-component Army, at high-risk and non–high-risk Army installations, and at each high-risk Army installation.¹ We used information from the 2018 Workplace and Gender Relations Survey of Active Duty Members (WGRA) to produce a profile of the circumstances surrounding women’s and men’s most serious experiences of sexual harassment or gender discrimination over the year prior to survey administration. In these profiles, we report the percentage of women and men who experienced each type of sexual harassment or gender discrimination behavior, (alleged) perpetrator characteristics (e.g., number of individuals involved, gender, pay grade, and relationship to the respondent), and time and place in which the sexual harassment or gender discrimination experience occurred, along with 95-percent confidence intervals that reflect the amount of uncertainty in the estimates. We also note which of the circumstances surrounding sexual harassment and gender discrimination seem to differ between high-risk and non–high-risk installations or across high-risk installations.

Women’s Experiences of Sexual Harassment and Gender Discrimination

The most common behaviors that occurred during women’s most serious experiences of sexual harassment or gender discrimination were the following:

- being ignored, mistreated, or insulted on the basis of gender
- sexist comments about a woman’s ability to do the respondent’s job
- repeated attempts to establish an unwanted romantic or sexual relationship
- repeated sexual jokes and discussions about sex
- sexual comments about the respondent’s appearance or body.

¹ We define a *high-risk installation* as an installation at which the prevalence of sexual harassment is higher than the prevalence of sexual harassment across the entire active-component Army, excluding the Pentagon and service academies.

The two most prevalent types of behaviors—(1) being mistreated in some form because of gender and (2) sexist comments about a woman’s ability to do her job—are gender discrimination. Women indicated experiencing an average of 3.2 types of behaviors during their most serious experience, suggesting that these behaviors commonly co-occur. Women at high-risk installations were statistically significantly more likely than women at non–high-risk installations to be ignored, mistreated, or insulted based on gender, but the difference was too small to be of practical importance. We found no evidence of differences across high-risk installations.

The typical perpetrator of women’s most serious experiences of sexual harassment or gender discrimination is a male enlisted member of the military, with slightly more than half of women indicating multiple perpetrators for the same event. Perpetrators most often are military peers of the respondent, the respondent’s direct supervisor, or a member of the respondent’s chain of command. Perpetrators less frequently are higher-ranked but outside the respondent’s chain of command or lower-ranked. Women at high-risk installations are statistically significantly more likely than those at non–high-risk installations to be sexually harassed by members of the military, their direct supervisor or someone else in their chain of command, and lower-ranked individuals, but these differences likely are too small to be of practical importance. There are statistically significant differences across high-risk installations in the share of women who indicated that at least one perpetrator was an officer, and these differences appear to be driven by a low percentage of women assigned to Fort Stewart who indicated that at least one perpetrator was an officer.

The typical sexual harassment or gender discrimination experience was more than a one-time event. Sexual harassment most often occurs at a military installation² and during a required military activity (especially at work during duty hours). Women at high-risk installations were statistically significantly more likely to indicate that their most serious experience of sexual harassment or gender discrimination took place while deployed or during temporary duty travel/temporary additional duty (TDY/TAD). We believe that this is because high-risk installations happen to be more likely than non–high-risk installations to deploy soldiers or assign TDY/TAD rather than because there is a higher prevalence of sexual harassment or gender discrimination that is conditional on deployment or TDY/TAD assignment. Similarly, we found evidence of statistically significant differences across high-risk installations in the percentage of women indicating that their most serious experience occurred during deployment, which we believe is driven by differences across high-risk installations in the probability of deployment. We also found evidence of statistically significant differences across high-risk installations in the percentage of women indicating that their most serious experience occurred during a required military activity. These differences seem to be driven by a lower prevalence of such incidents at Fort Stewart.

² The original survey item also includes “on a ship,” which is not relevant to soldiers.

We conclude that, with a few important exceptions, women's experiences of sexual harassment and gender discrimination look broadly the same at high-risk installations and non-high-risk installations, and they do not appear to differ across high-risk installations.

Men's Experiences of Sexual Harassment and Gender Discrimination

The most common behaviors that occurred during men's most serious experiences of sexual harassment or gender discrimination were the following:

- insults related to their masculinity, sexual orientation, or gender expression
- repeated sexual jokes
- repeated talk about sex.

Men experienced an average of 2.3 types of behaviors during their most serious experiences, suggesting that these behaviors commonly co-occur. There were no statistically significant differences in the types of behavior that men experience at high-risk versus non-high-risk installations. There appear to be differences across high-risk installations in the probability that men will encounter repeated sexual jokes that are either persistent or severely offensive, but the high degree of uncertainty in the estimates makes the differences difficult to interpret.

Although men are more likely than women to be sexually harassed by women or a mixed-gender group, the typical perpetrator in men's most serious experiences of sexual harassment or gender discrimination is still a male enlisted member of the military (or a group of male enlisted members of the military). Given the most common behaviors that men experience, this harassment is not likely to take the form of men attempting to initiate romantic or sexual relationships; instead, it is likely to be men repeatedly engaging in jokes or discussions about sex that offend other men who are present. It is most common for perpetrators to be military peers of the respondent, followed by the respondent's direct supervisor or another member of the respondent's chain of command, lower-ranked personnel, and higher-ranked personnel outside the chain of command. Men at high-risk installations were more likely than men at non-high-risk installations to indicate that at least one perpetrator of their most serious experiences of sexual harassment or gender discrimination was a member of the military, and especially an enlisted member of the military, but the differences are too small to be of practical importance. We found no differences across high-risk installations in the characteristics of perpetrators.

Men's experiences tend to be persistent experiences that occur at a military installation during required military activities (especially at work during duty hours). Men at high-risk installations were statistically significantly more likely than men at non-high-risk installations to indicate that their most serious experience of sexual harassment or gender discrimination took place while deployed or during TDY/TAD. We believe that this is because high-risk installations happen to be more likely than non-high-risk installations to deploy soldiers or assign TDY/TAD rather than because there is a higher prevalence of sexual harassment or gender discrimination that is conditional on deployment or TDY/TAD assignment. Men at high-risk installations were

statistically significantly less likely than men at non–high-risk installations to indicate that their most serious experience occurred during basic, officer, or technical training, which we believe is because such training happens to disproportionately take place at non–high-risk installations. We found evidence of statistically significant differences across high-risk installations in the percentage of men indicating that their most serious experience occurred during deployment, which we believe is driven by differences across high-risk installations in the probability of deployment.

We conclude that, with a few important exceptions, men’s experiences of sexual harassment and gender discrimination look broadly the same at high-risk installations and non–high-risk installations, and they do not appear to differ across high-risk installations.

Comparing Women’s and Men’s Experiences with Sexual Harassment and Gender Discrimination

Men’s and women’s experiences of sexual harassment and gender discrimination in the active-component Army are very different. Women are much more likely than men to experience gender discrimination, repeated attempts to establish an unwanted romantic or sexual relationship, and sexual comments about their appearance, whereas men are more likely than women to be told that they do not act like a man is supposed to act. Women are more likely than men to indicate that the perpetrator in their most serious experience of sexual harassment or gender discrimination was a military member, especially their direct supervisor or another member of their chain of command. Women also experience more types of behaviors, on average, than men do. Women’s experiences also are more likely than men’s to be persistent and to cut across all times and places. What women’s and men’s experiences have in common is that they frequently take place at work during the workday and involve exposure to offensive or persistent discussion of and jokes about sex.

Conclusions and Policy Implications

From our analyses of the differences between high-risk and non–high-risk installations and of the differences across high-risk installations, we conclude that soldiers’ experiences of sexual harassment and gender discrimination largely do not vary with the sexual harassment risk of the installation to which they are assigned, with a few important exceptions. In other words, the differences between high-risk and non–high-risk installations, and across high-risk installations, are, in most cases, attributable to *prevalence* rather than experience or circumstance.

Our profile of all experiences across the active-component Army can be used to tailor sexual harassment– and gender discrimination–prevention training materials so that they address the most common sexual harassment and gender discrimination behaviors and scenarios that soldiers might encounter. These behaviors and scenarios include being ignored,

mistreated, or insulted on the basis of gender; sexist comments about a woman's ability to do the respondent's job; persistent and offensive discussions and jokes about sex in the workplace; repeated attempts to establish an unwanted romantic or sexual relationship; and insults related to men's masculinity, sexual orientation, or gender expression. Prior RAND Corporation research suggests that lowering the prevalence of sexual harassment in the military could have downstream benefits for the Army, such as preventing future sexual assaults and improving retention of personnel (Morrall et al., 2021; Schell, Cefalu, et al., 2021).

Our results on the similarity of the circumstances surrounding soldiers' experiences of sexual harassment and gender discrimination across installations suggest that the content of training materials need not be tailored to installations. However, high-risk installations differ from non-high-risk installations in ways other than the narrow set of characteristics examined in this report; our results do not imply that a one-size-fits-all approach is appropriate for all facets of the Army's approach to sexual harassment and gender discrimination prevention. Previous RAND Arroyo Center research provides more details about the differences between high-risk and non-high-risk installations (Matthews et al., 2021).

Limitations

Our results should be interpreted with certain caveats in mind. First, sexual harassment and gender discrimination in the 2018 WGRA are defined using respondent answers to a series of questions about their experiences at work. Although the WGRA questions were designed to capture an experience of sexual harassment or gender discrimination that matches the definition used by Military Equal Opportunity (MEO) policy, there likely are individuals who are coded as having experienced sexual harassment over the year prior to survey administration whose allegations would not have been classified as a violation of MEO policy by an official investigation. Second, our profile of sexual harassment and gender discrimination is not a profile of *all* experiences of sexual harassment and gender discrimination that occurred in the active-component Army. Instead, it is a profile of a subset of experiences that respondents consider to be the most serious experiences they had over the year prior to survey administration.

Acknowledgments

The research team would like to thank our study action officer, Jenna Newman, Army Resilience Directorate, for her support and guidance throughout the study. We also want to thank our RAND colleagues, Jeannette Haynie, Grace Hindmarch, and Lisa Wagner, for their input, insights, and project management skills. We are grateful to Heather Krull, Maria Lytell, and Michal Hansen for their guidance throughout the project and their review of this report. Finally, we thank our peer reviewers, Kristie Gore at RAND and Chris Kilmartin, professor emeritus at The University of Mary Washington, for their helpful and constructive comments about an earlier draft of this report.

Abbreviations

CI	confidence interval
DMDC	Defense Manpower Data Center
DoD	U.S. Department of Defense
DoDD	Department of Defense Directive
MEO	Military Equal Opportunity
MOS	military occupational specialty
N/A	not applicable
TDY/TAD	temporary duty travel/temporary additional duty
UCMJ	Uniform Code of Military Justice
WGRA	Workplace and Gender Relations Survey of Active Duty Members
WO	warrant officer

1. Introduction

In 2014, researchers from the RAND Corporation’s National Defense Research Institute estimated that 23 percent of women and 8 percent of men in the U.S. Army had experienced some form of sexual harassment in the prior year. That same year, 15 percent of women and 2 percent of men were categorized as having experienced gender discrimination, and, in total, more than 32 percent of women and 9 percent of men were categorized as having experienced some form of Military Equal Opportunity (MEO) policy violation (Morral, Gore, and Schell, 2015).

Sexual harassment, in particular, is associated with numerous negative health and career outcomes, including depression, anxiety, and posttraumatic stress disorder; worsened physical health; and lower job satisfaction and commitment to the workplace, both inside and outside the military (Houle et al., 2011; Murdoch et al., 2010; Willness, Steel, and Lee, 2007). In fiscal year 2014, sexual harassment led 8,000 service members to separate from the military earlier than they otherwise would have (Morral et al., 2021), potentially creating a long-term readiness problem across the U.S. Department of Defense (DoD). A permissive climate for sexual harassment also has been linked to a higher incidence of sexual assaults in the military, and risk factors for sexual assault and sexual harassment are highly correlated, suggesting that sexual harassment and sexual assault should be treated as a series of interlocking behaviors rather than as separate problems (Schell, Cefalu, et al., 2021; Schell, Morral, et al., 2021). Prior research also suggests that men’s and women’s experiences of sexual harassment and gender discrimination—and of sexual assault—differ substantially, so much so that they might require different prevention approaches (e.g., U.S. Government Accountability Office, 2015).

Although prior RAND work has examined rates of, risk factors for, and consequences of sexual harassment in the U.S. military, there is limited available information about what sexual harassment and gender discrimination in the Army actually look like: what types of sexual harassment and gender discrimination behaviors are most common, who is involved, and when and where situations typically occur. Furthermore, recent events, especially the investigation of the murder of Vanessa Guillén at Fort Hood (Army News Service, 2020), have sparked interest in whether sexual harassment looks different at different installations, especially at installations with high rates of sexual harassment. Therefore, in February 2021, U.S. Secretary of Defense Lloyd Austin ordered the services to take immediate action to address sexual harassment and sexual assault in the military, including a focus on “high-risk” military installations (Secretary of Defense, 2021).

To guide the effort to reduce sexual harassment in the Army, especially at high-risk installations, the Army asked RAND Arroyo Center to create a profile of sexual harassment and gender discrimination events at high-risk Army installations. This report describes the most common types of sexual harassment and gender discrimination that occur, characteristics of

(alleged) perpetrators, most common times and places in which sexual harassment and gender discrimination occur, and differences between installations where soldiers face a high risk of sexual harassment and other Army installations. We also compare the experiences of male and female victims of sexual harassment. We conducted these analyses using data from the 2018 Workplace and Gender Relations Survey of Active Duty Members (WGRA), a large-scale survey that collects information on incidents of sexual harassment and assault in the armed services (Breslin et al., 2019).

The context of sexual harassment and gender discrimination, and differences in context across installations, are important for understanding potential sources of and solutions to sexual harassment and gender discrimination in the Army. For instance, although the Army has recently updated its process for investigating sexual harassment complaints to include an outside investigator, the investigation process is not entirely removed from an individual's chain of command (Garrett, undated). Individuals who are sexually harassed by someone in their chain of command might therefore be less willing to submit a report out of concern about potential retaliation. It is therefore important to understand how often sexual harassment (or gender discrimination) is committed by those in an individual's chain of command and to identify other factors that might inform the development of policy to eliminate sexual harassment and gender discrimination in the Army.

Organization of This Report

The remaining chapters are organized as follows. Chapter 2 describes our analytic approach for creating profiles of sexual harassment and gender discrimination in the Army. Chapters 3 through 5 present the results of our analyses: Chapter 3 describes women's sexual harassment experiences in the Army, Chapter 4 describes men's sexual harassment experiences in the Army, and Chapter 5 compares women's and men's experiences. In Chapter 6, we conclude and discuss the policy implications of our analyses.

2. Analytic Approach

In this chapter, we first describe the definitions of sexual harassment and gender discrimination under the Uniform Code of Military Justice (UCMJ). We then describe the data and analytic approach we took to produce profiles of sexual harassment and gender discrimination in the Army. The data for this analysis were drawn from the 2018 WGRA and from DoD personnel data from the Defense Manpower Data Center (DMDC). Finally, we discuss how we define a high-risk installation and how the statistical methods used to create our profiles affect interpretation of the results.

Definitions of *Sexual Harassment* and *Gender Discrimination*

Both sexual harassment and gender discrimination are prohibited under the UCMJ and MEO policy. The definition of *sexual harassment* in the U.S. military that was in place during the design and administration of the 2018 WGRA, as given in Department of Defense Directive (DoDD) 1350.2, is

a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

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

This definition emphasizes that workplace conduct, to be actionable as “abusive work environment” harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive. (“Workplace” is an expansive term for Military members and may include conduct on or off duty, 24 hours a day.) (DoDD 1350.2, 2015, p. 18).³

Incidents of sexual harassment typically are divided into two categories: a sexual *quid pro quo*, which corresponds to parts 1 and 2 of the above definition, and a sexually hostile work environment, which corresponds to part 3. A sexual *quid pro quo*, as defined in this report, typically refers to cases in which an individual inappropriately uses their power within the military to coerce someone into sexual behavior in exchange for a workplace benefit or to avoid

³ The 2017 National Defense Authorization Act removed *working* from the third part of this definition.

a negative outcome in the workplace. Within the military, sexual *quid pro quo* is considered a very serious form of sexual harassment. A *sexually hostile work environment*, as defined in this report, typically refers to workplaces where a service member encounters unwanted sexual advances, discussion, and conduct, which creates an intimidating or offensive work environment or interferes with their work performance. To meet the definition, behaviors must persist after the perpetrator has been asked to stop or the behavior must be severe enough to offend most reasonable service members.

Gender discrimination is included in DoDD 1350.2 under the definition of *unlawful discrimination*, as discrimination based on sex that is “not otherwise authorized by law or regulation” (DoDD 1350.2, 2015, p. 18). In this report, we refer to *gender discrimination* to describe comments, insults, or other behavior directed at a service member because of their gender. To be considered gender discrimination, these incidents must negatively affect or limit the service member’s career.

Data Sources

Workplace and Gender Relations Survey of Active-Duty Personnel

The WGRA provides information about the prevalence and characteristics of incidents of sexual assault, sexual harassment, and gender discrimination experienced by active-duty personnel in each of the armed services (Breslin et al., 2019). In this report, we focus on experiences of sexual harassment and gender discrimination only in the active component of the U.S. Army.

Sexual harassment and gender discrimination are determined by a series of 13 questions in the 2018 WGRA about respondents’ experiences with upsetting or offensive behavior in the workplace. These questions are designed to capture a series of experiences that likely would meet the legal definitions of sexual harassment or gender discrimination described in the previous section. Specifically, respondents were asked whether they experienced behaviors that are prohibited by MEO policy in their military workplace within the 12 months prior to the survey date.⁴ For instance, respondents were asked,

Since [date one year prior to survey administration], did someone from work repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

Respondents who self-reported experiencing this behavior or who answered other behavioral questions were asked follow-up questions to determine whether each behavior met the legal criteria for sexual harassment or gender discrimination. For instance, respondents who indicated that they had experienced repeated sexual jokes were asked,

⁴ WGRA data were collected between August 24 and November 5, 2018. Sexual harassment and gender discrimination experiences reported in the survey therefore took place between August 24, 2017, and November 5, 2018 (Office of People Analytics, 2019).

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

Do you think this was ever severe enough that most Service members would have been offended by these jokes if they had heard them?

For the first question to be coded as a form of sexual harassment, the answer to either the second or third question had to be “yes.” Questions were grouped into bins covering sexual harassment and gender discrimination. Responses were used to compute measures of sexual harassment and gender discrimination (Breslin et al., 2019). The measures of sexual harassment and gender discrimination reflect respondents’ experiences of behaviors that potentially violate MEO policy rather than reports of MEO violations that have been substantiated by an official investigation.⁵

Individuals who indicated experiencing an MEO violation were asked follow-up questions about the characteristics and context of the “worst or most serious” situation of sexual harassment or gender discrimination they experienced in the year prior to the survey date (Breslin et al., 2019). The follow-up questions included which sexual harassment or gender discrimination behaviors the respondent experienced,⁶ perpetrator characteristics (e.g., gender, number of perpetrators, pay grade, and rank relative to the respondent), and the time and place in which the situation occurred.

We drew from the 28,387 personnel in the active-component Army who responded to the 2018 WGRA.⁷ We used analytic weights provided by DoD’s Office of People Analytics to reduce the risk of bias from the survey sampling design and nonresponse.⁸ We created the profile of sexual harassment and gender discrimination from the set of follow-up questions about respondents’ most serious sexual harassment or gender discrimination experiences.⁹ We limited our analytic sample to the 2,482 individuals (1,582 women and 900 men) with nonzero weights,

⁵ Therefore, all incidents of sexual harassment and gender discrimination described in this report do not imply legal definitions and should be thought of as alleged incidents of sexual harassment and gender discrimination. Similarly, references to offenders or perpetrators of such incidents should be thought of as alleged offenders or alleged perpetrators.

⁶ Respondents were able to designate only behaviors that they indicated having experienced within the year prior to the survey date and that met the legal criteria for sexual harassment or gender discrimination as part of the worst situation of sexual harassment or gender discrimination that they encountered during the prior year.

⁷ Although the title of the survey includes “active-duty members” of the Army, the survey does not include members of the Guard and Reserve who are on active duty; instead, it comprises members of the Army’s active component.

⁸ Detailed information about the WGRA methodology is available in reports produced by the Office of People Analytics (Breslin et al., 2019; Office of People Analytics, 2019).

⁹ This is the only experience of sexual harassment or gender discrimination for individuals who experienced sexual harassment or gender discrimination once.

who experienced sexual harassment in the 12 months prior to their survey date, and who took the online version of the WGRA.¹⁰

Administrative Personnel Data

The administrative personnel data used in this report include demographics and command structure information from the DMDC Active Duty Master File from the 12-month period preceding the WGRA's completion date. We used these data to link all active-component soldiers to the locations to which they were assigned during the one-year period prior to survey participation.

Defining High-Risk Installations

We associated individuals with the installation to which they were assigned for the majority of their time in the 12 months prior to the survey date. If the individual spent equal months in multiple installations, we assigned the individual to their most recent installation prior to the survey date. We excluded personnel who were assigned to the Pentagon or military academies from all analyses because these personnel face very different types of sexual harassment risk than personnel assigned to other installations. The Pentagon is the installation with the lowest prevalence of sexual harassment in the Army (Morrall et al., 2018; Matthews et al., 2021). The 2018 WGRA sample does not include cadets and midshipmen at the service academies, so estimates from the 2018 WGRA would provide information about only other personnel stationed there.¹¹

On average, during the year prior to the 2018 WGRA, 24 percent of Army women and 6 percent of Army men (excluding those assigned to the Pentagon and military academies) experienced sexual harassment. We define a *high-risk installation* as one at which the rate of sexual harassment indicated in the 2018 WGRA is higher than the average rates.¹² *Non-high-risk installations* are those at which the rates of sexual harassment indicated in the 2018 WGRA are at or below these average rates. We define *high risk* separately for men and women because the prevalence, experience, and context of sexual harassment differ substantially by gender. In total, we identified 15 high-risk installations for women and 12 high-risk installations for men. Overall, 30 percent of women at high-risk installations experienced sexual harassment in the year prior to the survey period, and 8 percent of men at high-risk installations experienced sexual harassment in the year prior to the survey period.

¹⁰ Individuals who took the paper survey did not answer follow-up questions on their most serious sexual harassment or gender discrimination experiences.

¹¹ Cadets and midshipmen at the service academies are surveyed separately by the Office of People Analytics (Davis et al., 2019).

¹² Prior RAND work developed multiple definitions of the risk of sexual harassment and sexual assault at Army installations (Matthews et al., 2021). The definition we use corresponds to *total risk* from that work.

In Table 2.1, we list the installations that we identified as high- and non-high risk for men and women. To protect respondents' privacy, we grouped installations at which fewer than 30 individuals experienced sexual harassment. For women, these installations include Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and a set of small foreign installations. For men, these installations include Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and a set of small foreign installations.

Table 2.1. Installations with Above-Average Rates of Sexual Harassment for Men and Women

High-Risk Installations for Women	High-Risk Installations for Men
Fort Bliss	Fort Bliss
Fort Bragg	Fort Bragg
Fort Campbell	Fort Campbell
Fort Carson	Fort Carson
Fort Drum	Fort Drum
Fort Hood	Fort Hood
Fort Huachuca	Fort Jonathan Wainwright
Fort Irwin	Fort Lewis
Fort Lewis	Fort Myer
Fort Polk	Fort Polk
Fort Riley	Fort Riley
Fort Sill	Small foreign installations
Fort Stewart	
Schofield Barracks	
Small foreign installations	

NOTE: A *high-risk installation* is one at which the rate of sexual harassment indicated in the 2018 WGRA is higher than the average rate experienced by women and men at all installations except the Pentagon and military academies. *Non-high-risk installations* are those at which the sexual harassment rate indicated in the 2018 WGRA falls at or below the overall Army average rate at all installations except the Pentagon and military academies.

Approach to Developing Profiles of Sexual Harassment and Gender Discrimination

We developed profiles of sexual harassment and gender discrimination for men and women in the active-component Army using the follow-up questions from the 2018 WGRA about the most serious sexual harassment or gender discrimination events experienced by men and women who indicated having experienced sexual harassment. Our profiles are meant to illuminate the context of the worst situations of sexual harassment and gender discrimination experienced by respondents: specifically, what types of sexual harassment and gender discrimination events occur, who the typical offenders are, and where and when sexual harassment events occur. We produced these profiles for the active component as a whole, for high-risk and non-high-risk

installations as groups, and separately for each high-risk installation with at least 30 respondents who experienced sexual harassment and who took the online version of the 2018 WGRA. Our analysis is not a profile of *all* sexual harassment and gender discrimination events in the active-component Army; instead, we provide profiles of the respondents’ most serious sexual harassment or gender discrimination experiences over the prior year. It is possible that a profile of all sexual harassment and gender discrimination events would be different.

We produce figures displaying the estimated percentages of women and men who self-reported experiencing each type of sexual harassment or gender discrimination behavior, each characteristic of the persons involved, and each time and place that the sexual harassment or gender discrimination situation occurred. Each item is reported separately by gender for the entire active-component Army, for high-risk versus non–high-risk installations, and separately for each high-risk installation or group of installations. Corresponding tabular results are provided in Appendix B of this report. In Table 2.2, we provide a list of the survey measures we used to create the profiles of sexual harassment and gender discrimination.

Table 2.2. Survey Measures Used to Create Profiles of Sexual Harassment and Gender Discrimination

Category	Survey Measure
Type of event	<p>Which of the following experiences happened during the upsetting situation you chose as the worst or most serious? (Mark “yes” or “no” for each item.)</p> <ul style="list-style-type: none"> • repeatedly told sexual jokes • repeatedly suggested that you do not act like a [man/woman] is supposed to act • repeatedly made sexual gestures or body movements • displayed, showed you, or sent you sexually explicit materials, such as pictures or videos • repeatedly told you about their sexual activities • repeatedly asked you questions about your sex life or sexual interests • made repeated sexual comments about your appearance or body • took or shared sexually suggestive pictures or videos of you • made repeated attempts to establish an unwanted romantic or sexual relationship with you • touched you in a sexual way • touched you in a way other than sexually which made you uncomfortable, angry, or upset • made you feel like you would get some workplace benefit in exchange for doing something sexual • made you feel like you would get punished or treated unfairly if you refused to do something sexual • said that [men/women] are not as good as [women/men] at your job, or that [men/women] should be prevented from having your job • mistreated, ignored, or insulted you because you are a [man/woman]
Characteristics of person(s) involved (i.e., alleged perpetrators)	<p>How many people were involved in this upsetting situation? (Answer choices: one person; more than one person)</p> <p>Was/were the person(s) involved: (Answer choices: all men; all women; a mix of men and women)</p> <p>Was/were the person(s) who acted this way a military member? (Answer choices: yes, they all were; yes, some were, but not all; no, none were military; not sure)</p> <p>At the time of the event, what pay grade was/were the military member(s) who did this to you? (Mark all that apply.)</p>

Category	Survey Measure
	At the time of the upsetting situation, was/were any of the person(s) . . . (Mark all that apply: your immediate supervisor; someone else in your chain of command; some other higher-ranking military member not listed above; military peer(s) of about the same rank as you; subordinate(s) or someone you manage as part of your military duties; DoD/government civilian(s) working for the military; contractor(s) working for the military; not sure)
Where and when event took place	Thinking about this situation, for about how long did this upsetting situation continue? (Answer choices: it happened one time; about one week; about one month; a few months; a year or more) Thinking about this upsetting behavior, did it ever occur . . . (Mark all that apply: at a military installation/ship; while you were on temporary duty travel/temporary additional duty (TDY/TAD), at sea, or during field exercises/alerts; while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay; during an overseas port visit while deployed; while transitioning between operational theaters; while you were in a Delayed Entry Program; while you were in recruit training or basic training; while you were in any other type of military combat training; while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course; while you were completing Military Occupational Specialty (MOS) school, technical training, advanced individual training, or professional military education; while at an official military function (either on or off base); while you were at a location off base; online on social media or via other electronic communications) Which of the following best describes the situation when this upsetting situation occurred? (Mark all that apply: you were out with friends or at a party that was not an official military function; you were on a date; you were at work during duty hours; you were on approved leave; you were in your or someone else's home or quarters; none of the above; do not recall)

NOTE: Because ships, ports, and sea duty are not relevant to the Army, they are excluded from survey item descriptions in the rest of this report.

We report 95-percent confidence intervals (CIs) for each estimated percentage using Clopper-Pearson exact CIs. The confidence intervals reflect the uncertainty in the estimates, and the results should be interpreted with this uncertainty in mind. We suppress any estimate for which the difference between the estimate and either boundary of the confidence interval is greater than 15 percentage points because the level of uncertainty is too high to provide a useful interpretation of the estimate. We still report the confidence interval in these cases to communicate the range of estimates that are consistent with the data. These cases are displayed in figures as confidence intervals only. In tabular results, we replace these estimates with “N/A” for “not applicable.”

The results presented in this report are exploratory and are meant to describe the observed profiles of sexual harassment and gender discrimination. Given the large set of results presented, we used *p*-values from Rao-Scott chi-squared tests to indicate potential sources of differences between high-risk and non-high-risk installations, differences between men’s and women’s experiences, or differences across high-risk installations. No adjustments for multiple hypothesis testing were used because the goal of using the *p*-values was to highlight potential sources of differences, and we interpret the results with this in mind.¹³

We used a *p*-value cutoff of 0.05 as the criterion for flagging potential differences of interest. If the *p*-value for a given statistical test was less than or equal to 0.05, we interpreted that as a

¹³ See Appendix A for a more detailed explanation of hypothesis testing.

statistically significant difference in the frequency of a characteristic of the most serious sexual harassment or gender discrimination experience between groups. According to the comparison we make, this will mean one of the following:

- a particular behavior, perpetrator characteristic, time, or place of the respondents' most serious experience is statistically significantly more or less common at high-risk installations than at non-high-risk installations
- a particular behavior, perpetrator characteristic, time, or place of the respondents' most serious experience is statistically significantly more or less common than expected at least one high-risk installation
- a particular behavior, perpetrator characteristic, time, or place of the respondents' most serious experience is statistically significantly more or less common for women than for men.

It is important to keep in mind that a p -value greater than 0.05 does not mean that no differences exist; it means that there is not enough evidence to verify the existence of differences. Similarly, although a p -value of less than or equal to 0.05 indicates that there are statistically significant differences across installations or gender in the most serious sexual harassment or gender discrimination experiences, the differences might not be large enough to be of practical importance for policymaking.

Other approaches for estimating and identifying differences across installations, such as small area estimation techniques, were considered. However, we chose our approach because it meets the goals of this report without unnecessary complexity and provides simple-to-interpret results. We ultimately found that there are few differences in the profiles of sexual harassment and gender discrimination in the active-component Army, and it is unlikely that alternative estimation strategies would change these results.

3. Women’s Experiences of Sexual Harassment and Gender Discrimination in the Army

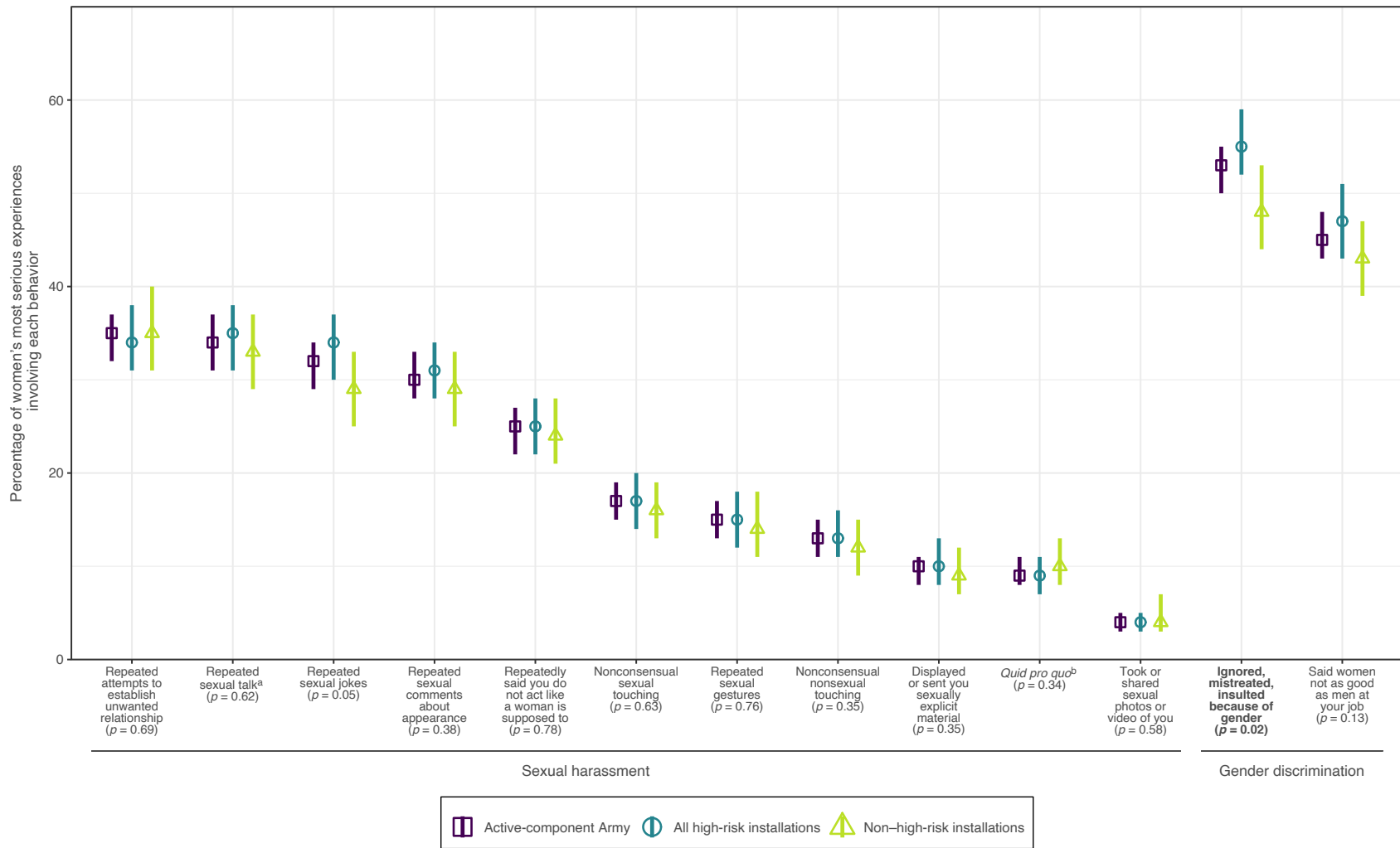
In this chapter, we describe women’s experiences of sexual harassment and gender discrimination in the active-component Army. We examine the types of sexual harassment and gender discrimination behaviors that are most common, the most common characteristics of (alleged) perpetrators, and where and when sexual harassment and gender discrimination most often occur. We first describe these items for the entire active component and compare the set of 15 high-risk installations for women with all non–high-risk Army installations. We then provide a description of sexual harassment and gender discrimination for women at high-risk installations. All results are based on questions regarding respondents’ (self-determined) most serious experience of sexual harassment or gender discrimination over the year prior to survey administration, and they therefore reflect a subset of events rather than all incidents of sexual harassment or gender discrimination experienced by women in the active-component Army.

Event Profiles and Differences Between High- and Non–High-Risk Installations

Types of Sexual Harassment and Gender Discrimination Behaviors

The 2018 WGRA provides information about the types of behavior that occurred during respondents’ most serious experience of sexual harassment or gender discrimination. Figure 3.1 shows the percentages of women in the entire active-component Army and at high-risk and non–high-risk installations who experienced each sexual harassment and gender discrimination behavior during their most serious experience of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. *P*-values for differences between high-risk and non–high-risk installations are reported in parentheses next to the label for each behavior; labels are bolded for behaviors for which the *p*-value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.1.

Figure 3.1. Behaviors Experienced During Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 in Chapter 2 lists the set of 15 high-risk installations for women. Estimates are weighted for the survey sampling design and nonresponse.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

The two most common behaviors women experienced are both gender discrimination: Fifty-three percent of women indicated that their most serious experience involved being ignored, mistreated, or insulted because of their gender, and 45 percent indicated being told that women are not as good at their job as men are. Also common, but less so than gender discrimination, were repeated attempts to establish an unwanted romantic or sexual relationship (35 percent), repeated sexual talk (including being repeatedly told about others' sexual activities and repeatedly asked questions about their own sex life or sexual interests; 34 percent), repeated sexual jokes (32 percent), repeated sexual comments about the respondent's appearance (30 percent), and repeated suggestions that the respondent did not act like a woman is supposed to act (25 percent). Smaller shares of women experienced more-serious behaviors, including nonconsensual touching in a sexual manner (17 percent); repeated sexual gestures (15 percent); nonconsensual touching in a manner that was not sexual but that made the respondent feel uncomfortable, angry, or upset (13 percent); displaying or sending the respondent sexually explicit material, such as photos or videos (10 percent); *quid pro quo* (9 percent); and taking or sharing sexually explicit photos or videos of the respondent (4 percent). On average, women experienced 3.2 of these types of behaviors during their most serious experience of sexual harassment or gender discrimination.

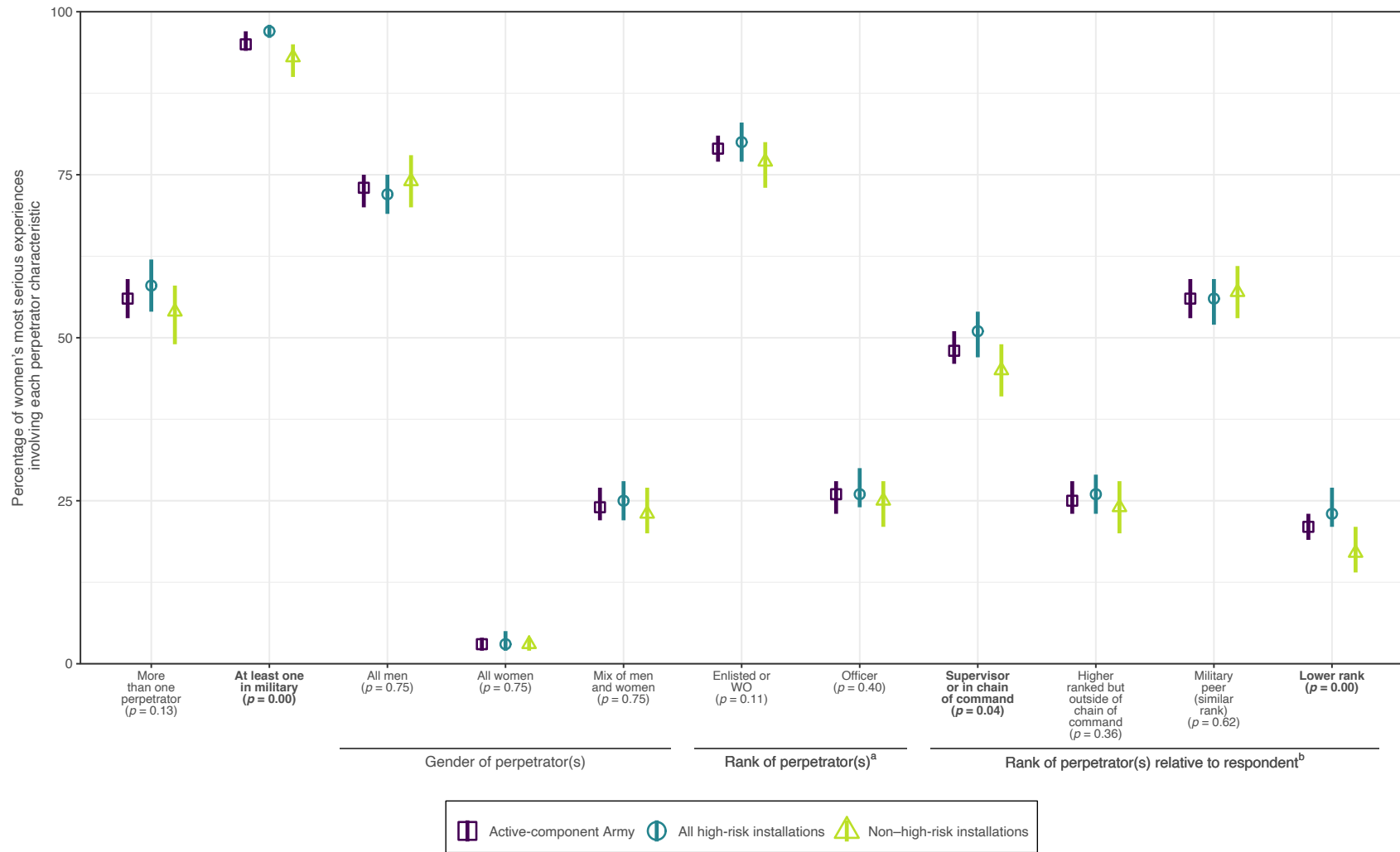
There is only one statistically significant difference between high-risk and non-high-risk installations in the types of behaviors that women experienced during their most serious experience of sexual harassment or gender discrimination. Specifically, women at high-risk installations faced statistically significantly higher rates of being ignored, mistreated, or insulted because of their gender (55 percent at high-risk installations versus 47 percent at non-high-risk installations, $p = 0.02$). However, this difference might not be large enough to be of practical importance. We found no other evidence that the behaviors that occurred during women's most serious experience of sexual harassment or gender discrimination differ between high-risk and non-high-risk installations. We also found no statistically significant differences in the number of behaviors that occurred.

Characteristics of Perpetrators

The 2018 WGRA provides information about the number, gender, pay grade, and rank (relative to the respondent) of perpetrators of respondents' most serious experiences of sexual harassment or gender discrimination. Figure 3.2 shows the percentages of women in the entire active-component Army and at high-risk and non-high-risk installations who indicated each characteristic of the perpetrator(s) of their most serious experience of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between high-risk and non-high-risk installations are reported in parentheses next to the label for each perpetrator characteristic; labels are bolded for characteristics for which the p -value is less than or equal to 0.05, which is our criterion for a

statistically significant difference. Corresponding tabular results are reported in Appendix Table B.2.

Figure 3.2. Characteristics of Perpetrators of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors’ calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of 15 high-risk installations for women. Estimates are weighted for the survey sampling design and nonresponse. WO = warrant officer.

^a Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this figure.

Sexual harassment and gender discrimination of female soldiers is most often committed by male enlisted members of the military, many of whom are of a similar rank to or of a higher rank than the respondent. Slightly more than half of women (56 percent) indicated multiple perpetrators of their most serious experience of sexual harassment or gender discrimination. Most (73 percent) indicated all male perpetrators, with a sizeable minority having a mix of male and female perpetrators (24 percent); and a very small number (3 percent) indicated all female perpetrators. Almost all women (95 percent) indicated that at least one perpetrator was in the military. Most women indicated that at least one perpetrator was enlisted (79 percent), but a sizeable minority indicated that at least one perpetrator was an officer (26 percent). Slightly more than half of women (56 percent) indicated that at least one perpetrator was a military peer, 25 percent indicated that at least one perpetrator was higher-ranked but outside their chain of command, and 21 percent indicated that at least one perpetrator was lower-ranked. Perhaps more worryingly, nearly half of women (48 percent) indicated that at least one of the perpetrators was either their supervisor or someone in their chain of command.

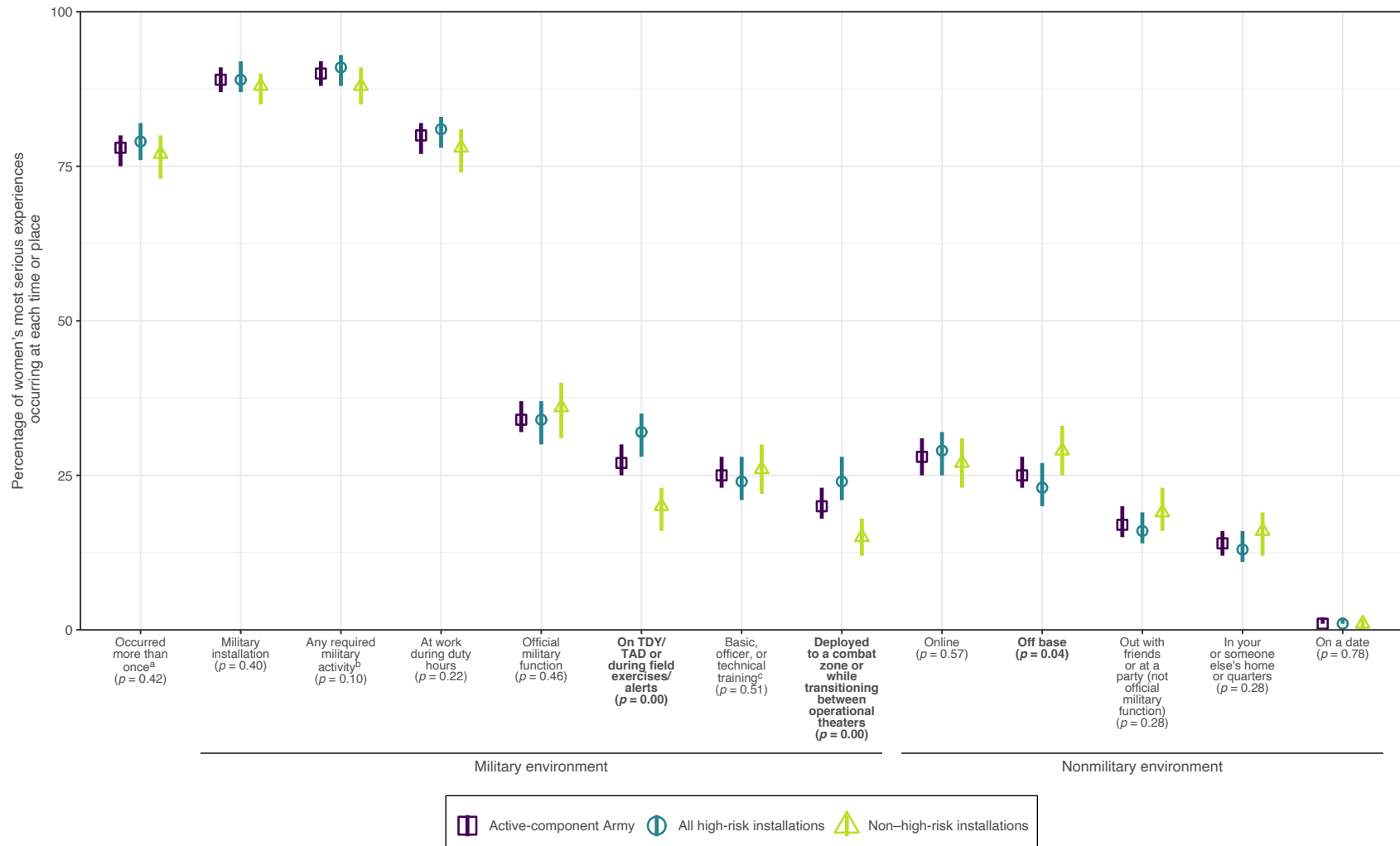
There are three cases in which a statistically significantly larger percentage of women indicated a perpetrator characteristic at high-risk installations than at non-high-risk installations. First, although the vast majority (95 percent) of sexual harassment and gender discrimination events at both high-risk and non-high-risk installations involve at least one member of the military, women at high-risk installations were more likely to indicate at least one military perpetrator than women at non-high-risk installations (97 percent versus 93 percent, $p = 0.001$). Second, larger percentages of women at high-risk installations indicated that at least one of the perpetrators was ranked lower than they were (23 percent versus 17 percent, $p = 0.004$). Finally, a larger percentage of women at high-risk installations indicated that at least one of the perpetrators was either their immediate supervisor or another member of their chain of command (51 percent versus 45 percent, $p = 0.041$). However, although these differences are all statistically significant, they are most likely not large enough to be of practical importance for policymakers. We found no evidence of other differences in the characteristics of perpetrators in women's most serious experiences of sexual harassment or gender discrimination.

Time and Place in Which Events Occurred

The 2018 WGRA provides information about the time and place of respondents' most serious experiences of sexual harassment or gender discrimination, including whether the experience occurred more than once and the location(s) and timing of the experiences. Figure 3.3 shows the percentages of women in the entire active-component Army and at high-risk and non-high-risk installations who indicated each time and place in which their most serious experiences of sexual harassment or gender discrimination occurred, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between high-risk and non-high-risk installations are reported in parentheses next to the label for each time and place; labels are bolded for times and places for which the p -value is less than or equal

to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.3.

Figure 3.3. Time and Place of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors’ calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of 15 high-risk installations for women. Estimates are weighted for the survey sampling design and nonresponse. Responses in this figure are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instruct respondents to select all that apply. Shares, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^b This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^c This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Sexual harassment and gender discrimination of female soldiers tends to be a more-than-one-time event that occurs in military environments, especially during required military activities. The majority (78 percent) of women's most serious experiences of sexual harassment or gender discrimination occurred more than once. It is more common for these events to occur in a military environment than in a nonmilitary environment. Most (89 percent) occurred at a military installation, and 90 percent occurred during a required military activity. Eighty percent of events that occurred at work during a required military activity occurred at work during duty hours; 34 percent during an official military function; 27 percent while on TDY/TAD or during field exercises or alerts; 25 percent during basic, officer, or technical training; and 20 percent while deployed to a combat zone or while transitioning between operational theaters.¹⁴ Smaller shares of incidents took place in a nonmilitary environment: Twenty-eight percent occurred online, 25 percent occurred off base, 17 percent occurred while out with friends or at a party that was not an official military function, 14 percent occurred in the respondent's or someone else's home or quarters, and 1 percent occurred while on a date.

Our findings are similar between high-risk and non-high-risk installations. However, statistically significantly larger percentages of women at high-risk installations indicated that their most serious experiences of sexual harassment or gender discrimination occurred while on TDY/TAD or during field exercises or alerts (32 percent versus 20 percent, $p < 0.0001$) or while deployed to a combat zone or while transitioning between operational theaters (24 percent versus 15 percent, $p < 0.0001$). We believe that these differences can be attributed to the difference in the probability of deployment and TDY/TAD assignments between high-risk and non-high-risk installations rather than to differences in the probability of sexual harassment or gender discrimination being *conditional* on deployment or assignment to TDY/TAD. That is, high-risk installations happen to be more likely to deploy soldiers than non-high-risk installations, independent of their high-risk status. In contrast, women at high-risk installations were less likely than women at non-high-risk installations to indicate that their most serious sexual harassment or gender discrimination experiences occurred off base (23 percent versus 29 percent, $p = 0.042$). We found no other evidence of differences between high-risk and non-high-risk installations in the time or place in which women's most serious experience of sexual harassment or gender discrimination occurred.

Differences Across High-Risk Installations

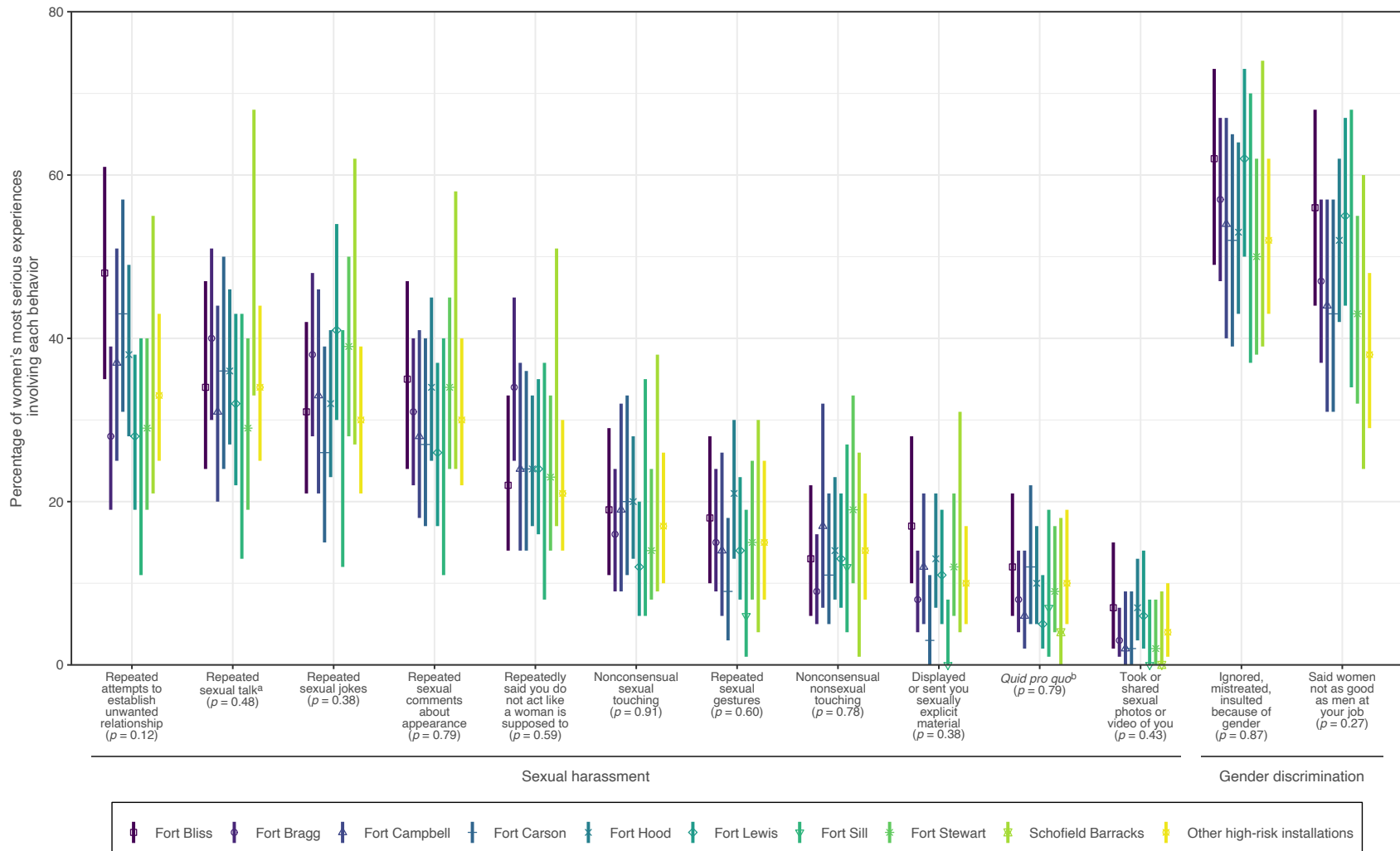
Types of Sexual Harassment and Gender Discrimination Behaviors

The 2018 WGRA provides information about the types of behavior that occurred during respondents' most serious experiences of sexual harassment or gender discrimination. Figure 3.4

¹⁴ Respondents to this survey question selected all options that applied. Percentages will not sum to 100 percent.

describes the types of behaviors exhibited during the most serious experience of sexual harassment and gender discrimination experienced by women at high-risk installations, along with 95-percent CIs, which represent the level of uncertainty in the estimates, at the installation level. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents' privacy. *P*-values from an omnibus Rao-Scott test for differences across all high-risk installations are reported in parentheses next to the label for each behavior; labels are bolded for behaviors for which the *p*-value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.4.

Figure 3.4. Behaviors Experienced During Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and a set of small foreign installations.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

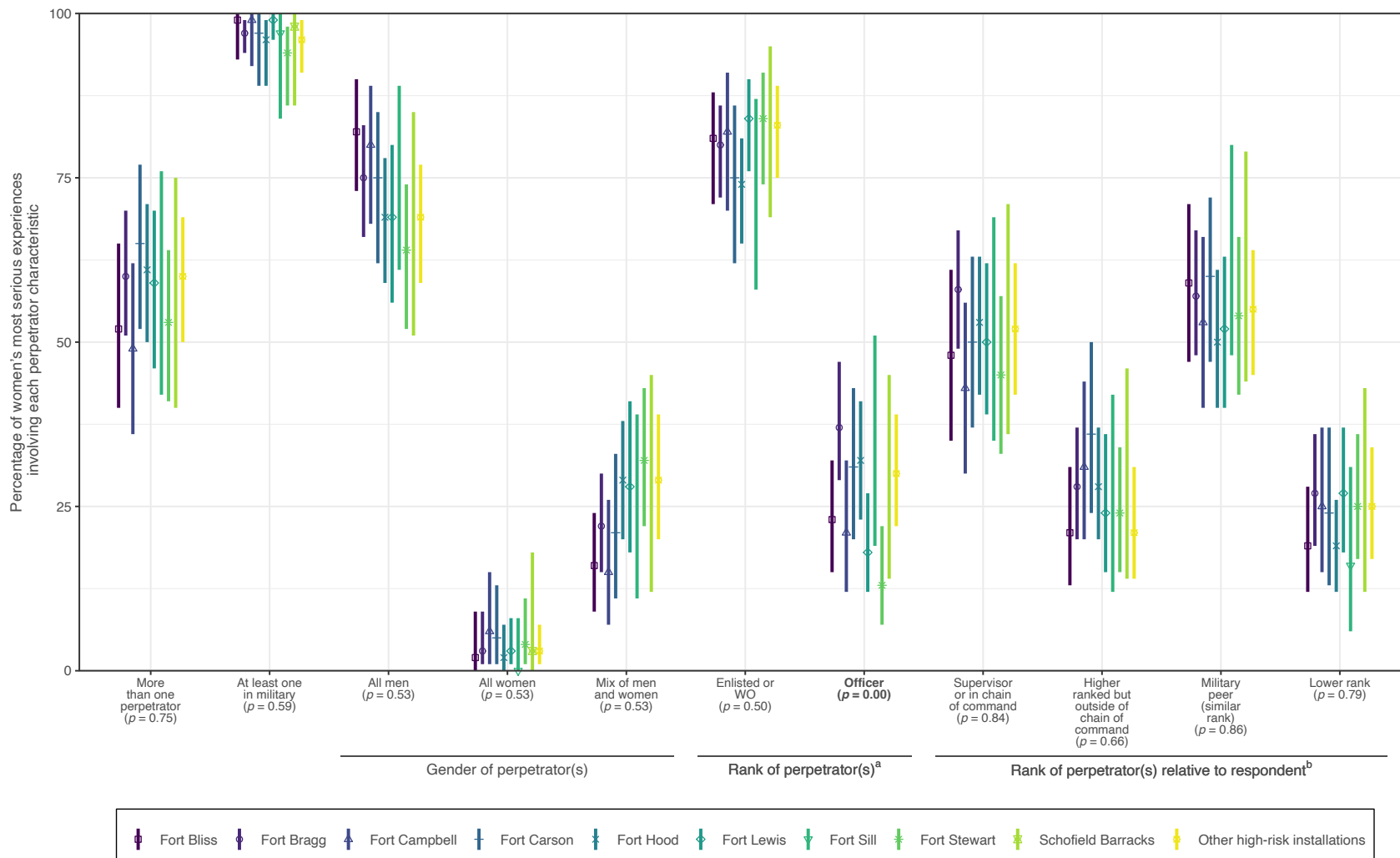
^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

We found no evidence that differences exist across high-risk installations in the types of behavior that women experienced during their most serious experiences of sexual harassment and gender discrimination. Although there is some variation in the estimated percentages of women experiencing each behavior at each high-risk installation, there are no cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. We also found no differences in the number of behaviors that occurred during women's most serious experiences. We conclude that the types of sexual harassment and gender discrimination behaviors that occurred during women's most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations.

Characteristics of Perpetrators

The 2018 WGRA provides information about the number, gender, pay grade, and rank (relative to the respondent) of perpetrators of respondents' most serious experiences of sexual harassment or gender discrimination. Figure 3.5 shows the characteristics of perpetrators of the most serious experiences of sexual harassment and gender discrimination experienced by women at high-risk installations, at the installation level. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents' privacy. P -values from an omnibus Rao-Scott test for differences across all high-risk installations are reported in parentheses next to the label for each characteristic; labels are bolded for characteristics for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.5.

Figure 3.5. Characteristics of Perpetrators in Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and a set of small foreign installations.

^a Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this figure.

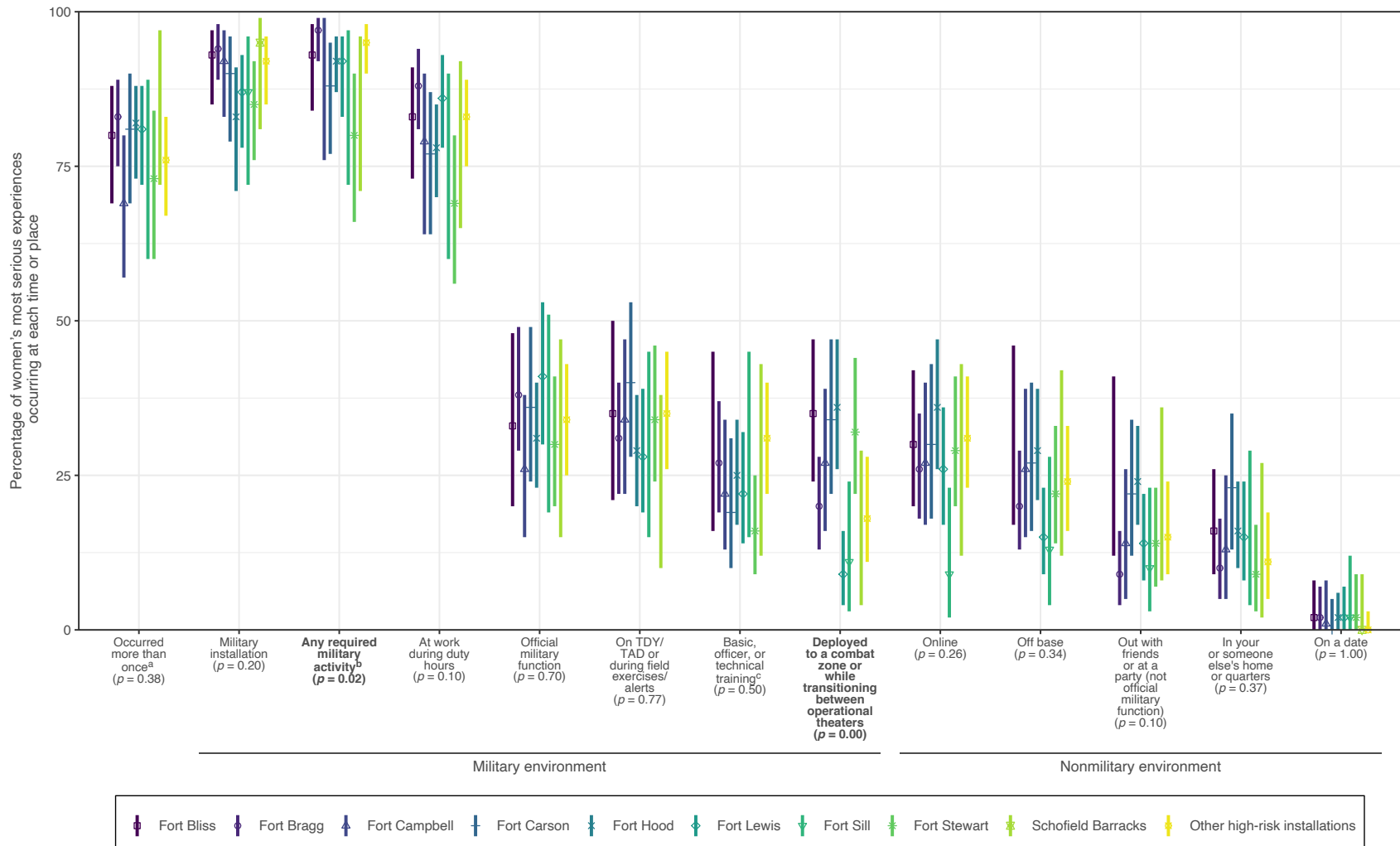
We found some evidence that there are statistically significant differences across installations in the percentages of women indicating that at least one of the perpetrators in their most serious experiences of sexual harassment or gender discrimination was an officer ($p = 0.00$). The differences appear to be driven by Fort Stewart, where only 13 percent (95-percent CI: 7 percent–22 percent) of women indicated that at least one perpetrator was an officer, compared with the average across high-risk installations (26 percent; 95-percent CI: 24 percent–30 percent).

We found no other evidence that differences exist across high-risk installations in the number, gender, pay grade, or rank (relative to the respondent) of perpetrators of women’s most serious experiences of sexual harassment or gender discrimination. Although there is some variation in the estimated percentages of women indicating different perpetrator characteristics at each high-risk installation, there are no cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. We conclude that the characteristics of perpetrators of women’s most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations, perhaps with the exception of the probability that officers commit sexual harassment or gender discrimination.

Time and Place in Which Events Occurred

The 2018 WGRA provides information about the time and place of respondents’ most serious experiences of sexual harassment or gender discrimination, including whether the experience occurred more than once and the location(s) and timing of the experiences. Figure 3.6 shows the times and places of the most serious experiences of sexual harassment and gender discrimination experienced by women at high-risk installations, at the installation level, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents’ privacy. P -values from an omnibus Rao-Scott test for differences across all high-risk installations are reported in parentheses next to the label for each time and place; labels are bolded for times and places for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.6.

Figure 3.6. Time and Place of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and a set of small foreign installations. Estimates are weighted for the survey sampling design and nonresponse. Responses in this figure are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instruct respondents to select all that apply. Shares, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this line aggregates all responses other than "It happened one time."

^b This category aggregates the percentages of respondents reporting the following responses: "at work during duty hours;" "during an official military function;" "while deployed to a combat zone;" "while transitioning between operating theaters;" "during basic, officer, or technical training;" and "while on TDY/TAD or during field exercises or alerts."

^c This category aggregates the following response options: "while you were in recruit training or basic training;" "while you were in any other type of military combat training;" "while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;" and "while you were completing MOS school, technical training, advanced individual training, or professional military education."

We found two cases for which there is evidence that statistically significant differences might exist across high-risk installations. The first is that there appears to be a difference across high-risk installations in the percentage of women's most serious experiences of sexual harassment or gender discrimination that occurred during any required military activity ($p = 0.02$). The difference appears to be driven by Fort Stewart, where 80 percent (95-percent CI: 66 percent–90 percent) of women indicated being sexually harassed during any required military activity, as compared with the average across high-risk installations of 91 percent (95-percent CI: 88 percent–93 percent). The second difference across high-risk installations is in the percentage of women indicating that their most serious experiences of sexual harassment or gender discrimination occurred during deployment ($p < 0.0001$), which we believe is driven by differences across high-risk installations in the probability that soldiers assigned to those installations will deploy to a combat zone.

We found no other evidence that differences exist across high-risk installations in the time and place of women's most serious experiences of sexual harassment and gender discrimination. Although there is some variation in the estimated percentages of women experiencing each behavior at each high-risk installation, there are no cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference.

We conclude that the time and place of women's most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations, with potential differences in the number of experiences occurring during required military activities and during deployment.

Summary

Our findings about the circumstances surrounding women's most serious experiences of sexual harassment and gender discrimination across the entire active-component Army are consistent with those of Morral, Gore, and Schell, 2015. Women's most serious experiences often include gender discrimination, behaviors that might be linked to attempts to initiate a romantic or sexual relationship, and persistent or offensive jokes and discussions of sex in the workplace. More than half of the women in our analytic sample indicated that their most serious sexual harassment or gender discrimination experiences included being mistreated, insulted, or ignored because of their gender or being told either that women should not have their job or that men are better at their job. After gender discrimination, the most common experiences among women are repeated attempts to establish an unwanted romantic or sexual relationship, repeated sexual jokes, repeated talk about sex in the workplace, and repeated sexual comments about the respondent's appearance or body. These behaviors typically co-occur: Women often experience *multiple* forms of sexual harassment or gender discrimination during the same event. The typical perpetrator is a male enlisted member of the military (or multiple male enlisted members of the military). Perpetrators are most often military peers of the respondent or members of the

respondent's chain of command, and less frequently are higher-ranked but outside the respondent's chain of command or lower-ranked. The majority of events occur more than once, and the vast majority occur at military installations and during required military activities (especially while at work during duty hours).

There are small differences between high-risk installations and non-high-risk installations in the sexual harassment and gender discrimination experiences of women, but there are few differences across high-risk installations. At high-risk installations, women are more likely to experience gender discrimination, the perpetrators are more likely to be members of the military, and perpetrators are more likely to be either in the respondent's chain of command or lower-ranked, but these differences likely are too small to be of practical importance. Women at high-risk installations also are more likely to experience sexual harassment or gender discrimination while deployed or on TDY/TAD, which we believe is because of differences in the probability that high-risk versus non-high-risk installations happen to deploy soldiers or assign soldiers to TDY/TAD rather than because of differences in the probability of sexual harassment or gender discrimination conditional on deployment or TDY/TAD assignment. Differences across high-risk installations in the percentages of women who indicated that the alleged perpetrators were officers and that their most serious events occurred during a required military activity appear to be driven by Fort Stewart. Differences across high-risk installations in the percentages of women who indicated that their most serious events occurred while deployed likely are driven by differences in the probability of deployment across installations.

From these analyses, we conclude that, with a few important exceptions, women's experiences of sexual harassment and gender discrimination look broadly the same across the active-component Army. The difference between high-risk and non-high-risk installations and the differences across high-risk installations are, in most cases, attributable to prevalence rather than circumstance.

4. Men's Experiences of Sexual Harassment and Gender Discrimination in the Army

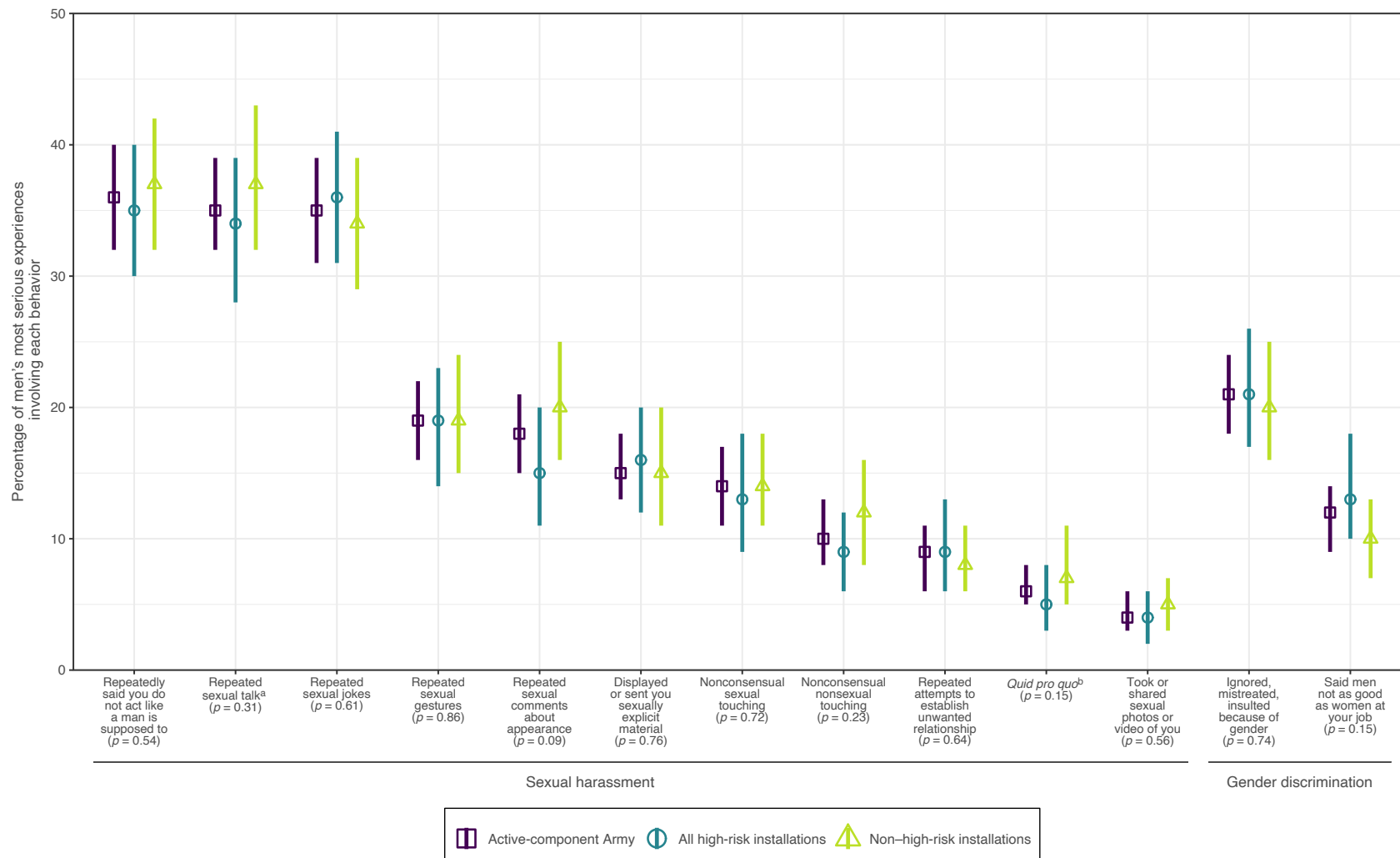
In this chapter, we describe men's experiences of sexual harassment and gender discrimination in the active-component Army. We examine the types of sexual harassment and gender discrimination behaviors that are most common, the most common characteristics of alleged perpetrators, and where and when sexual harassment and gender discrimination most often occur. We first describe these items for the entire active component and compare the set of 12 high-risk installations for men with all non-high-risk Army installations. We then provide a detailed description of sexual harassment and gender discrimination for men at high-risk installations. All results are based on questions regarding respondents' (self-determined) most serious experience of sexual harassment or gender discrimination over the year prior to survey administration, and they therefore reflect a subset of more-serious events rather than all incidents of sexual harassment or gender discrimination experienced by men in the active-component Army.

Event Profiles and Differences Between High- and Non-High-Risk Installations

Types of Sexual Harassment and Gender Discrimination Behaviors

The 2018 WGRA provides information about the types of behavior that occurred during respondents' most serious experiences of sexual harassment or gender discrimination. Figure 4.1 presents the percentages of men in the entire active-component Army and at high-risk and non-high-risk installations who experienced each sexual harassment and gender discrimination behavior during their most serious experience of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between high-risk and non-high-risk installations are reported in parentheses next to the label for each behavior. Corresponding tabular results are reported in Appendix Table B.7.

Figure 4.1. Behaviors Experienced During Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 in Chapter 2 lists the set of 12 high-risk installations for men. Estimates are weighted for the survey sampling design and nonresponse.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

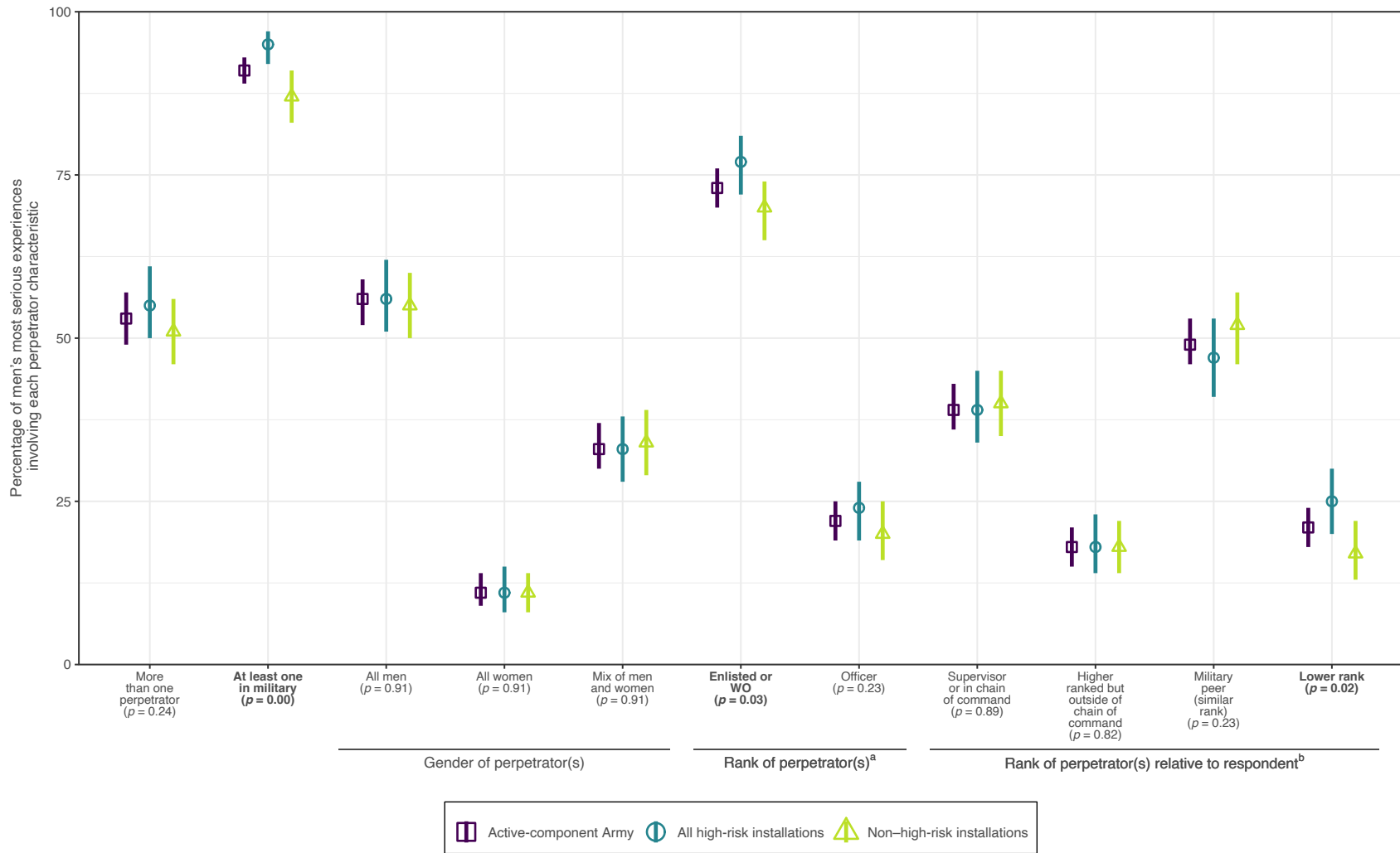
^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Male soldiers' most serious experiences of sexual harassment and gender discrimination most often include insults related to their masculinity, sexual orientation, or gender expression, and persistent or offensive sexual jokes and discussion. The most common behavior male soldiers experienced was being told that they did not act like a man (36 percent), closely followed by repeated sexual jokes (35 percent) and repeated sexual talk (including being repeatedly told about others' sexual activities and repeatedly asked questions about the respondent's sex life or sexual interests; 35 percent). Less common were other sexual harassment behaviors, including repeated sexual gestures (19 percent); repeated sexual comments about the respondent's appearance (18 percent); displaying or sending the respondent sexually explicit material, such as photos or videos (15 percent); nonconsensual touching in a sexual manner (14 percent); nonconsensual touching in a manner that was not sexual but that made the respondent feel uncomfortable, angry, or upset (10 percent); *quid pro quo* (6 percent); and taking or sharing sexually explicit photos or videos of the respondent (4 percent). Gender discrimination was less common than the most common sexual harassment behaviors: Twenty-one percent of men indicated being ignored, mistreated, or insulted because of their gender, and 12 percent indicated being told that women were better than men at their job. Men experienced 2.3 types of behaviors on average. We did not find evidence that the behaviors that occurred during men's most serious experiences of sexual harassment or gender discrimination, or the number of behaviors experienced, statistically significantly differed between high-risk and non-high-risk installations.

Characteristics of Perpetrators

The 2018 WGRA provides information about the number, gender, pay grade, and rank (relative to the respondent) of perpetrators of respondents' most serious experiences of sexual harassment or gender discrimination. Figure 4.2 presents the percentages of men in the entire active-component Army and at high-risk and non-high-risk installations who indicated each characteristic of the perpetrator(s) of their most serious experience of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott *p*-values for differences between high-risk and non-high-risk installations are reported in parentheses next to the label for each perpetrator characteristic; labels are bolded for characteristics for which the *p*-value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.8.

Figure 4.2. Characteristics of Perpetrators of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of 12 high-risk installations for men. Estimates are weighted for the survey sampling design and nonresponse.

^a Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from figure.

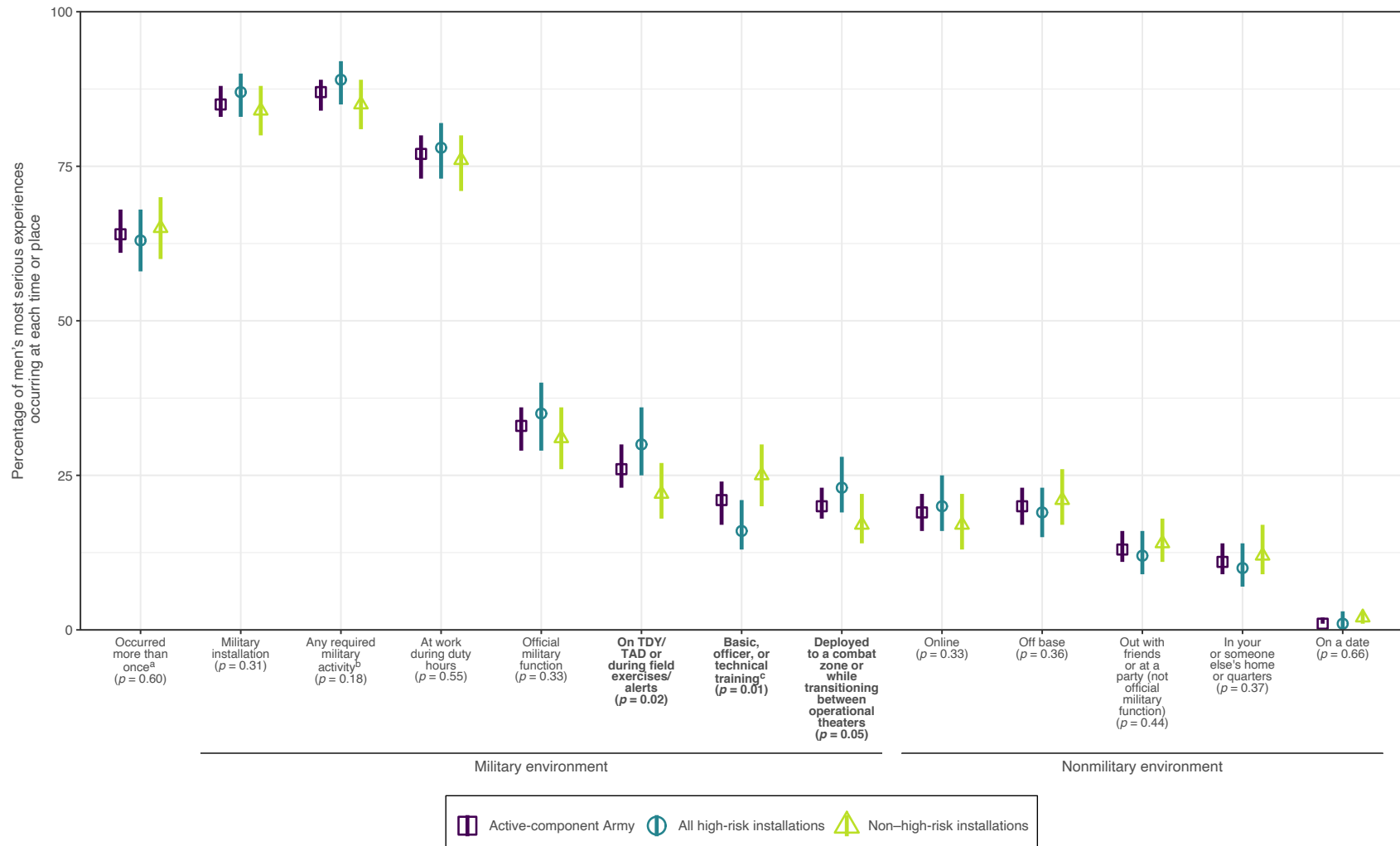
Sexual harassment and gender discrimination of male soldiers is most often committed by male enlisted members of the military—usually peers of the respondent or, slightly less often, individuals of higher rank. Slightly more than half of men (53 percent) indicated multiple perpetrators of their most serious experience of sexual harassment or gender discrimination. The majority (56 percent) indicated all male perpetrators, with a sizeable minority having a mix of male and female perpetrators (33 percent); a small number (11 percent) indicated all female perpetrators. Almost all men (91 percent) indicated that at least one perpetrator was in the military. Most men indicated that at least one perpetrator was enlisted (73 percent), but a sizeable minority indicated that at least one perpetrator was an officer (22 percent). Roughly half of men (49 percent) indicated that at least one perpetrator was a military peer, 40 percent indicated that at least one perpetrator was their direct supervisor or a member of their chain of command, 18 percent indicated that at least one perpetrator was higher-ranked but outside their chain of command, and 21 percent indicated that at least one perpetrator was lower-ranked.

There are three cases in which a statistically significantly larger percentage of men indicated a particular perpetrator characteristic at high-risk installations than at non-high-risk installations. First, although a large majority (91 percent) of sexual harassment and gender discrimination events at both high-risk and non-high-risk installations involve at least one member of the military, the percentage is higher at high-risk installations than at non-high-risk installations (95 percent versus 87 percent, $p = 0.001$). Second, larger percentages of men at high-risk installations indicated that at least one of the perpetrators was enlisted (77 percent versus 70 percent, $p = 0.03$). Finally, larger percentages of men at high-risk installations indicated that at least one of the (alleged) perpetrators was ranked lower than they were (25 percent versus 17 percent, $p = 0.02$). However, although these differences are statistically significant, they might be of limited practical importance for Army policymakers. We found no evidence of other differences in the characteristics of perpetrators in men's most serious experiences of sexual harassment or gender discrimination.

Time and Place in Which Events Occurred

The 2018 WGRA provides information about the time and place of respondents' most serious experiences of sexual harassment or gender discrimination, including whether the experience occurred more than once and the location(s) and timing of the experiences. Figure 4.3 presents the percentages of men in the entire active-component Army and at high-risk and non-high-risk installations who indicated each time and place in which their most serious experiences of sexual harassment or gender discrimination occurred, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between high-risk and non-high-risk installations are reported in parentheses next to the label for each time and place; labels are bolded for times and places for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.9.

Figure 4.3. Time and Place of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of 12 high-risk installations for men. Estimates are weighted for the survey sampling design and nonresponse. Responses in this figure are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instruct respondents to select all that apply. Shares therefore will not sum to 100 percent.

^a Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^b This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^c This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Sexual harassment and gender discrimination of male soldiers tends to be a more-than-one-time event that occurs in military environments, especially during required military activities. The majority (64 percent) of men's most serious experiences of sexual harassment or gender discrimination occurred more than once. It is more common for these events to occur in a military environment than in a nonmilitary environment. Most (85 percent) occurred at a military installation, and 87 percent occurred during a required military activity. Seventy-seven percent of events that occurred during a required military activity occurred at work during duty hours; 33 percent during an official military function; 26 percent while on TDY/TAD or during field exercises or alerts; 21 percent during basic, officer, or technical training; and 20 percent while deployed to a combat zone or while transitioning between operational theaters.¹⁵ Smaller shares of incidents took place in a nonmilitary environment: Twenty percent occurred off base, 19 percent occurred online, 13 percent occurred while out with friends or at a party that was not an official military function, 11 percent occurred in the respondent's or someone else's home or quarters, and 1 percent occurred while on a date.

Our findings are similar between high-risk and non-high-risk installations: As we noted earlier, the sexual harassment and gender discrimination of Army men tends to be a more-than-one-time event that occurs during required military activities, especially while at work during duty hours. However, statistically significantly larger percentages of men at high-risk installations indicated that their most serious experiences of sexual harassment or gender discrimination occurred while on TDY/TAD or during field exercises or alerts (30 percent versus 22 percent, $p = 0.02$) or while deployed to a combat zone or while transitioning between operational theaters (23 percent versus 17 percent, $p = 0.05$). We believe that these differences can be attributed to the difference in the probability of deployment and TDY/TAD assignments between high-risk and non-high-risk installations rather than to differences in the probability of sexual harassment or gender discrimination *conditional* on deployment or assignment to TDY/TAD. That is, high-risk installations happen to be more likely to deploy soldiers than non-high-risk installations, independent of their high-risk status. In contrast, men at high-risk installations were less likely than men at non-high-risk installations to indicate that their most serious sexual harassment or gender discrimination experiences occurred during basic, officer, or technical training (16 percent versus 25 percent, $p = 0.010$). We believe that this difference is attributable to the fact that the bases at which basic, officer, and technical training occur happen to be disproportionately in the non-high-risk group for men. We found no other evidence of differences between high-risk and non-high-risk installations in the time or place in which men's most serious experiences of sexual harassment or gender discrimination occurred.

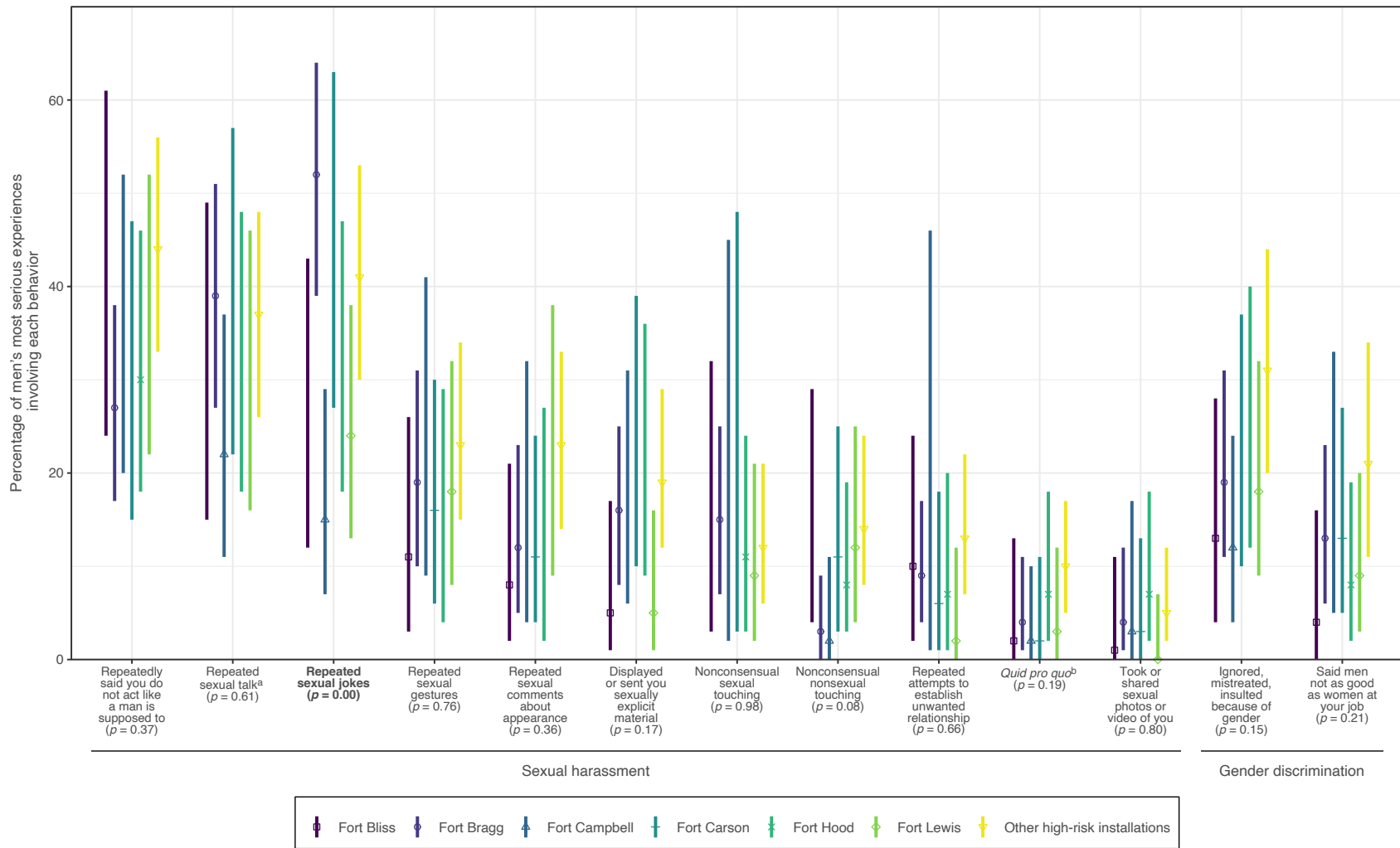
¹⁵ Respondents to this survey question selected all options that applied. Percentages will not sum to 100 percent.

Differences Across High-Risk Installations

Types of Sexual Harassment and Gender Discrimination Behaviors

The 2018 WGRA provides information about the types of behavior that occurred during respondents' most serious experiences of sexual harassment or gender discrimination. Figure 4.4 describes the types of behaviors that occurred during the most serious experience of sexual harassment and gender discrimination experienced by men at high-risk installations, along with 95-percent CIs, which represent the level of uncertainty in the estimates, at the installation level. Installations with at least 30 male respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents' privacy. *P*-values from an omnibus Rao-Scott test for differences across all high-risk installations are reported in parentheses next to the label for each behavior; labels are bolded for behaviors where the *p*-value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.10.

Figure 4.4. Behaviors Experienced During Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and a set of small foreign installations.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

We found evidence of statistically significant differences across high-risk installations in the percentage of men indicating that they experienced repeated sexual jokes that were either persistent or offensive during their most serious experiences of sexual harassment or gender discrimination ($p = 0.001$). This means that at least one high-risk installation has a higher- or lower-than-expected proportion of men's most serious sexual harassment or gender discrimination experiences that included repeated sexual jokes. There is significant variation across high-risk installations in the percentage of men who experienced repeated sexual jokes: Compared with the average across high-risk installations (36 percent; 95-percent CI: 31 percent–41 percent), Fort Campbell has a relatively low percentage (15 percent; 95-percent CI: 7 percent–29 percent), and Fort Bragg has a high percentage (52 percent; 95-percent CI: 39 percent–64 percent). However, there is substantial uncertainty in these estimates, with three high-risk installations having too much uncertainty to report the estimated percentage, making this result difficult to interpret. We also found a statistically significant difference across high-risk installations in the number of behaviors experienced. Although men experienced more than one behavior, on average, at each high-risk installation, the number ranges from a low of 1.8 (at Fort Bliss) to a high of 2.9 (at the group of small high-risk installations). However, we do not believe that these differences are of practical importance for policymakers.

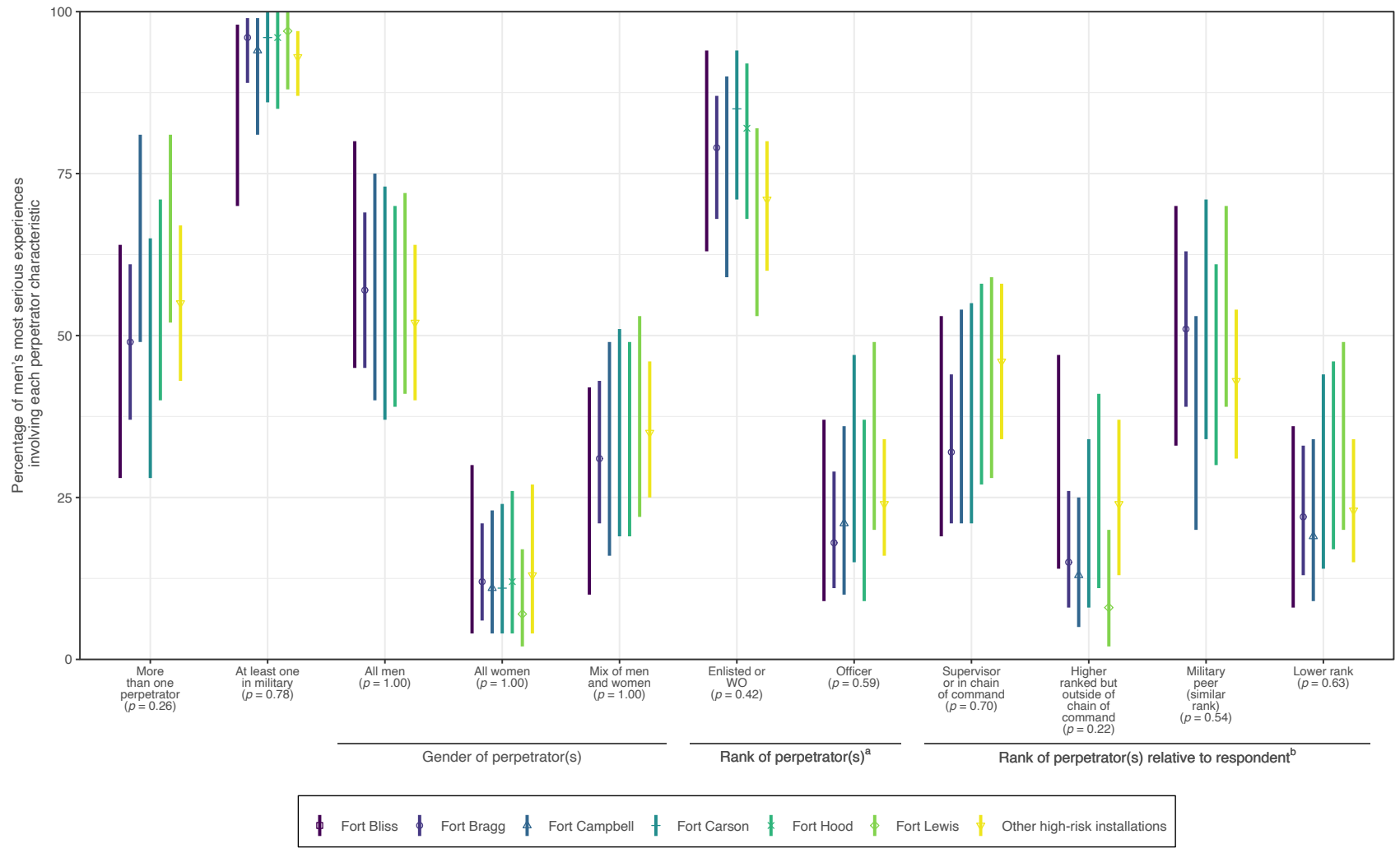
We found no other evidence that differences exist across high-risk installations in the types of behavior that men experienced during their most serious experiences of sexual harassment and gender discrimination. Although there is some variation in the estimated percentages of men experiencing each behavior other than repeated sexual jokes at each high-risk installation, there are no other cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. We conclude that the types of sexual harassment and gender discrimination behaviors that occurred during men's most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations, except for some variation in repeated sexual jokes, which have the potential to create a hostile work environment.

Characteristics of Perpetrators

The 2018 WGRA provides information about the number, gender, pay grade, and rank (relative to the respondent) of perpetrators of respondents' most serious experiences of sexual harassment or gender discrimination. Figure 4.5 shows the characteristics of perpetrators of the most serious experiences of sexual harassment and gender discrimination experienced by men at high-risk installations at the installation level, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Installations with at least 30 male respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents' privacy. P -values from an omnibus Rao-Scott test for differences across all high-

risk installations are reported in parentheses next to the label for each characteristic. Corresponding tabular results are reported in Appendix Table B.11.

Figure 4.5. Characteristics of Perpetrators of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and a set of small foreign installations.

^a Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

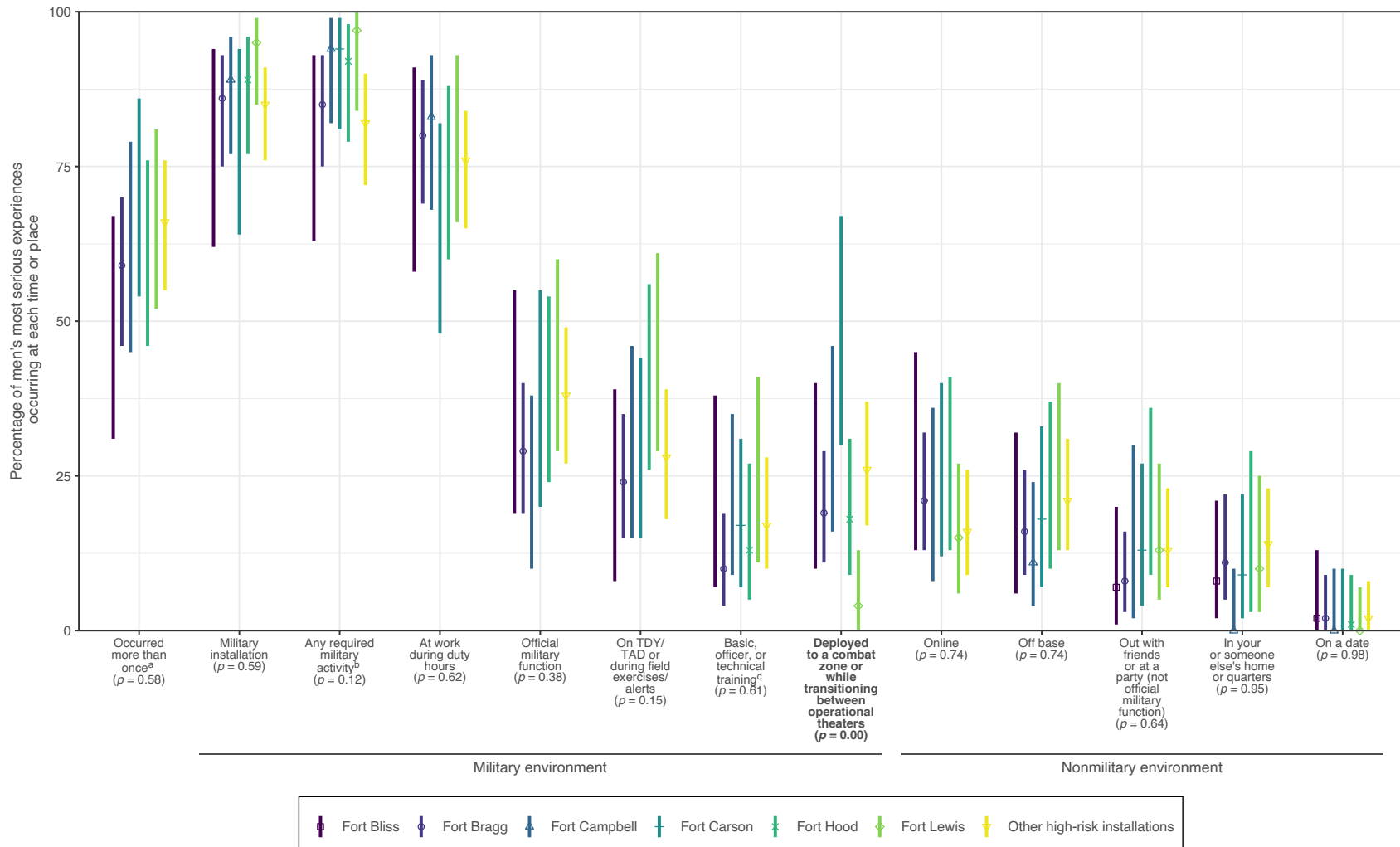
^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this figure.

We found no evidence that statistically significant differences exist across high-risk installations in the number, gender, pay grade, or rank (relative to the respondent) of perpetrators of men’s most serious experiences of sexual harassment or gender discrimination. Although there is some variation in the estimated percentages of men indicating each perpetrator characteristic at each high-risk installation, there are no cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. We conclude that the characteristics of perpetrators of men’s most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations.

Time and Place in Which Events Occurred

The 2018 WGRA provides information about the time and place of respondents’ most serious experiences of sexual harassment or gender discrimination, including whether the experience occurred more than once or whether it was a one-time event and the location(s) and timing of the experiences. Figure 4.6 shows the times and places of the most serious experiences of sexual harassment and gender discrimination experienced by men at high-risk installations, at the installation level, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Installations with at least 30 male respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together to protect respondents’ privacy. P -values from an omnibus Rao-Scott test for differences across all high-risk installations are reported in parentheses next to the label for each time and place; labels are bolded for times and places for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.12.

Figure 4.6. Time and Place of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Estimates are weighted for the survey sampling design and nonresponse. The *other high-risk* category comprises Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and a set of small foreign installations. Estimates are weighted for the survey sampling design and nonresponse. Responses in this figure are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instruct respondents to select all that apply. Shares, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this line aggregates all responses other than "It happened one time."

^b This category aggregates the percentages of respondents reporting the following responses: "at work during duty hours;" "during an official military function;" "while deployed to a combat zone;" "while transitioning between operating theaters;" "during basic, officer, or technical training;" and "while on TDY/TAD or during field exercises or alerts."

^c This category aggregates the following response options: "while you were in recruit training or basic training;" "while you were in any other type of military combat training;" "while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;" and "while you were completing MOS school, technical training, advanced individual training, or professional military education."

We found evidence of statistically significant differences across high-risk installations in the percentage of men indicating that their most serious experiences of sexual harassment or gender discrimination occurred while deployed to a combat zone or while transitioning between operational theaters ($p < 0.0001$). We believe that this is driven by differences across high-risk installations in the probability that soldiers assigned to those installations will deploy to a combat zone rather than by differences in the probability of being sexually harassed being conditional on deployment.

We found no other evidence that differences exist across high-risk installations in the time and place of men's most serious experiences of sexual harassment and gender discrimination. Although there is some variation in the estimated percentages of men experiencing each behavior at each high-risk installation, there are no cases in which the Rao-Scott p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. We conclude that the times and places of men's most serious experiences of sexual harassment or gender discrimination are broadly consistent across high-risk installations, with potential differences in the percentage of experiences occurring during deployment.

Summary

Our findings about the circumstances surrounding men's most serious experiences of sexual harassment and gender discrimination across the entire active-component Army are consistent with those of Morral, Gore, and Schell, 2015. Men's most serious experiences of sexual harassment and gender discrimination often include insults related to their masculinity, sexual orientation, or gender expression; and they also include widespread jokes and discussions of sex in the workplace, which either are severely offensive or persist after the respondent has asked the perpetrator to stop. These behaviors typically co-occur: Men often experience *multiple* forms of sexual harassment or gender discrimination during the same event. The typical perpetrator is a male enlisted member of the military (or multiple male enlisted members of the military). However, given the most common behaviors that men experience, the perpetrators are not likely to attempt to initiate a sexual or romantic relationship with other men. Instead, they are men who discuss and joke about sex in a way that makes their peers uncomfortable, angry, or upset. It is most common for the offenders to be military peers of the respondent, followed by members of the respondent's chain of command, lower-ranked personnel, and higher-ranked personnel outside the chain of command. The majority of events occur more than once, and the vast majority occur at military installations and during required military activities (especially while at work during duty hours).

There are some small but statistically significant differences in the sexual harassment and gender discrimination experiences of men between high-risk installations and non-high-risk installations, but there are very few differences across high-risk installations. There appear to be some differences across high-risk installations in the probability that men encountered repeated

sexual jokes that are either persistent or severely offensive, but the high degree of uncertainty in the estimates makes them difficult to interpret. Men at high-risk installations are more likely than men at non-high-risk installations to be sexually harassed by members of the military, especially enlisted members. However, the differences are too small to be of practical importance. Differences between high-risk and non-high-risk installations in the percentages of men who indicated that their most serious sexual harassment or gender discrimination experiences occurred while on TDY/TAD or while deployed likely reflect the fact that personnel at high-risk installations happen to be more likely to be deployed or to go on TDY/TAD. Similarly, differences between high-risk and non-high-risk installations in the probability that men are sexually harassed during basic, officer, or technical training likely reflect the fact that most of the installations where training occurs happen to be disproportionately classified as non-high risk. We believe that differences across high-risk installations in the probability that men indicated that their most serious experiences of sexual harassment or gender discrimination occurred during deployment also reflect differences in the probability of deployment across installations. From these analyses, we conclude that, with a few important exceptions, men's experiences of sexual harassment and gender discrimination do not differ by installation risk level or across high-risk installations.

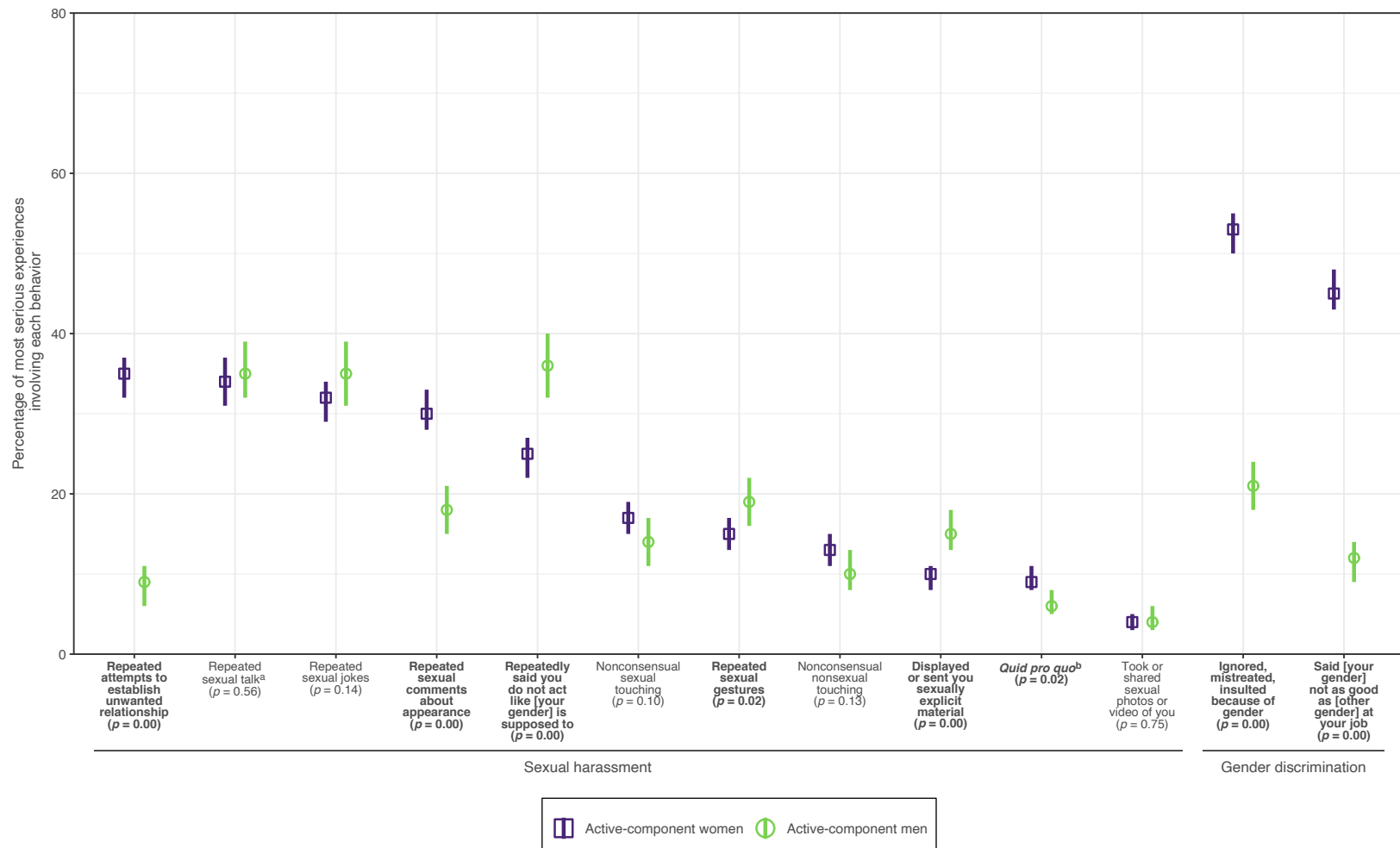
5. Comparing Women’s and Men’s Experiences with Sexual Harassment and Gender Discrimination

In this chapter, we compare women’s and men’s experiences of sexual harassment and gender discrimination in the active-component Army. We examine gender differences in the most common types of sexual harassment and gender discrimination behaviors, the most common characteristics of alleged perpetrators, and where and when sexual harassment and gender discrimination most often occur.

Types of Sexual Harassment and Gender Discrimination Behaviors

The 2018 WGRA provides information about the types of behavior that occurred during respondents’ most serious experiences of sexual harassment or gender discrimination. Figure 5.1 presents the percentages of women and men in the entire active-component Army who experienced each sexual harassment and gender discrimination behavior during their most serious experiences of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between men and women are reported in parentheses next to the label for each behavior; labels are bolded for behaviors for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.13.

Figure 5.1. Gender Differences in Types of Behaviors Experienced During the Most Serious Sexual Harassment or Gender Discrimination Experiences



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: Estimates are weighted for the survey sampling design and nonresponse.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

There are large statistically significant differences between the types of behaviors that men and women experienced during their most serious experiences of sexual harassment or gender discrimination. Women were much more likely than men to experience gender discrimination: Fifty-three percent of women, compared with 21 percent of men ($p < 0.0001$), experienced being ignored, mistreated, or insulted because of their gender, and 45 percent of women, compared with 12 percent of men ($p < 0.0001$), experienced comments that women should not have their job or that men are better than women at their job. Women also tended to experience much more overtly sexual behavior, suggesting that people with whom they work are trying to start a romantic or sexual relationship, including repeated attempts to establish an unwanted relationship (35 percent versus 9 percent, $p < 0.0001$), repeated sexual comments about the respondent's appearance or body (30 percent versus 18 percent, $p < 0.0001$), and *quid pro quo* (9 percent versus 6 percent, $p = 0.016$). Men, on the other hand, were more likely than women to experience insults related to their masculinity, sexual orientation, or gender expression (25 percent versus 36 percent, $p < 0.0001$) and repeated sexual gestures or body movements (15 percent versus 19 percent, $p = 0.023$). Men also were more likely to have someone else display or send them sexually explicit material, such as photos or video (10 percent versus 15 percent, $p = 0.0004$). Women also experienced more behaviors as part of their worst experiences of sexual harassment and gender discrimination than men (3.2 versus 2.3 behaviors, $p < 0.0001$).

Men and women were equally likely to experience pervasive sexualized behavior, such as repeated sexual talk in the workplace, that is either persistent or severe (including hearing someone else talk about their own sexual activities and being repeatedly asked about their own sexual activities and preferences, $p = 0.565$); and repeated sexual jokes that are either persistent or severe ($p = 0.139$). Men and women were equally likely to experience some of the more-severe behaviors, such as being touched in a sexual manner without their consent ($p = 0.102$); being touched in a manner that was not sexual but that made them uncomfortable, angry, or upset ($p = 0.131$); and having others take or share sexually suggestive photos or video of them ($p = 0.753$).

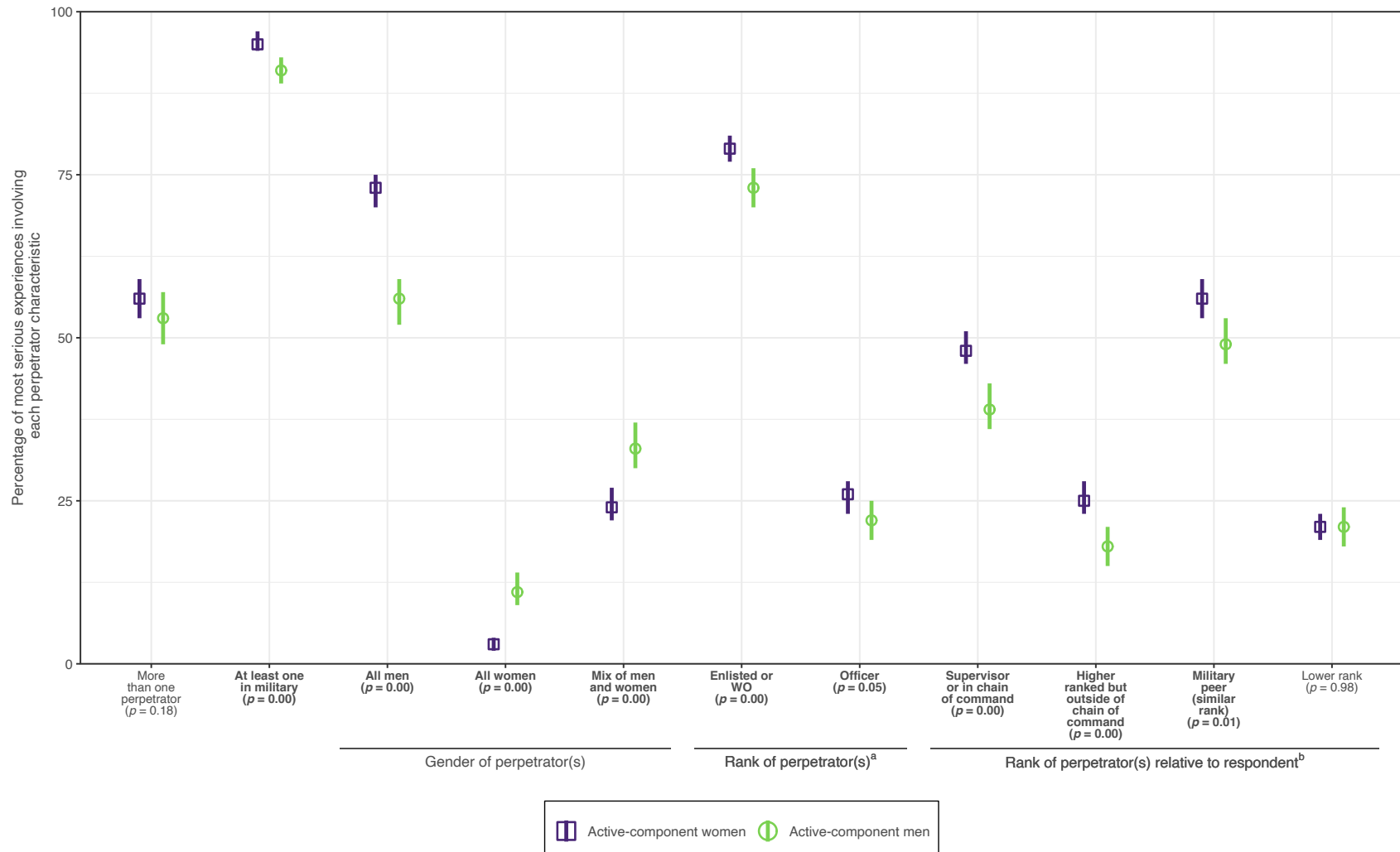
The results are similar when we compare men and women at high-risk installations; details are provided in Appendix Table B.13.

Characteristics of Perpetrators

The 2018 WGRA provides information about the number, gender, pay grade, and rank (relative to the respondent) of perpetrators of respondents' most serious experiences of sexual harassment or gender discrimination. Figure 5.2 shows the percentages of women and men in the entire active-component Army who indicated each characteristic of the perpetrator(s) of their most serious experience of sexual harassment or gender discrimination, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between men and women are reported in parentheses next to the label for each behavior; labels

are bolded for behaviors for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.14.

Figure 5.2. Gender Differences in Characteristics of Perpetrators in the Most Serious Sexual Harassment or Gender Discrimination Experiences



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this figure.

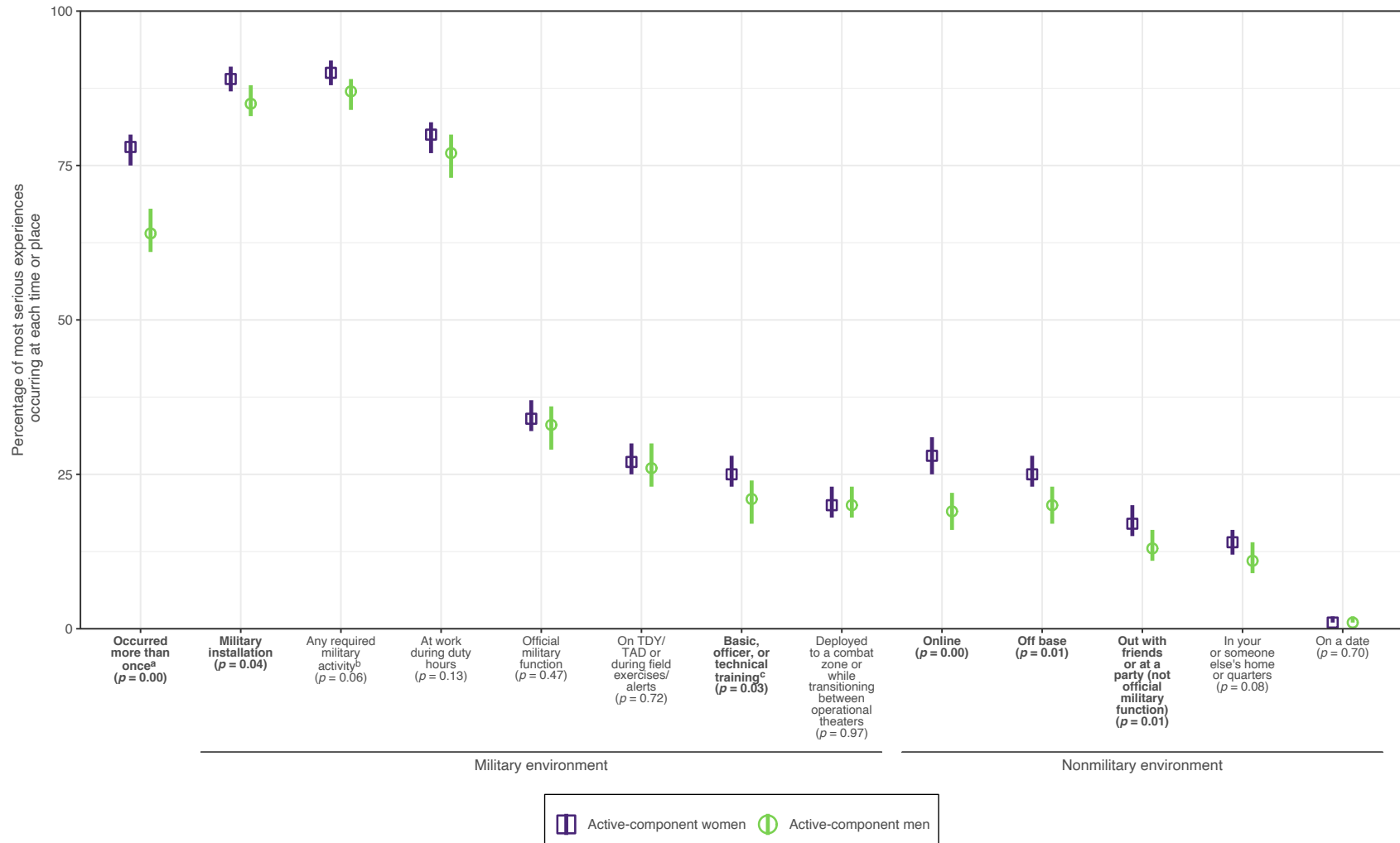
Men and women were equally likely to indicate that there was more than one perpetrator in their most serious experience of sexual harassment or gender discrimination ($p = 0.185$). Although the vast majority of perpetrators of sexual harassment and gender discrimination in the Army are men, men are more than three times as likely as women (11 percent versus 3 percent) to indicate that all of the (alleged) perpetrators in their most serious experiences of sexual harassment or gender discrimination were women. Men also are more likely to have the perpetrators be a mix of men and women (33 percent versus 24 percent; for all differences, $p < 0.0001$). Women were more likely than men to indicate that the perpetrators were members of the military (95 percent versus 91 percent, $p = 0.0001$). Women were more likely to indicate that at least one of the alleged perpetrators was enlisted (79 percent versus 73 percent, $p = 0.004$) and that at least one of the alleged perpetrators was an officer (26 percent versus 22 percent, $p = 0.049$). We do not believe that the difference in the share of perpetrators who are in the military, are enlisted, or are officers is large enough to be of practical importance. Women also are more likely than men to indicate that at least one of the alleged perpetrators was their supervisor or otherwise in their chain of command (48 percent versus 39 percent, $p = 0.0002$), was ranked higher but was outside their chain of command (25 percent versus 18 percent, $p = 0.001$), or was a military peer of about the same rank (56 percent versus 49 percent, $p = 0.005$). The differences in sexual harassment and gender discrimination perpetrated by military peers and individuals who are ranked higher but are outside the respondent's chain of command likely are not large enough to be of practical significance.

The results are similar when we compare men and women at high-risk installations; details are provided in Appendix Table B.14.

Time and Place in Which Events Occurred

The 2018 WGRA provides information about the time and place of respondents' most serious experiences of sexual harassment or gender discrimination, including whether the experience occurred more than once and the location(s) and timing of the experiences. Figure 5.3 shows the percentages of women and men in the entire active-component Army who indicated each time and place in which their most serious experiences of sexual harassment or gender discrimination occurred, along with 95-percent CIs, which represent the level of uncertainty in the estimates. Rao-Scott p -values for differences between men and women are reported in parentheses next to the label for each time and place; labels are bolded for times and places for which the p -value is less than or equal to 0.05, which is our criterion for a statistically significant difference. Corresponding tabular results are reported in Appendix Table B.15.

Figure 5.3. Gender Differences in Time and Place of the Most Serious Sexual Harassment or Gender Discrimination Experiences



SOURCE: Authors' calculations using data from the 2018 WGRA.

NOTES: Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse. Responses in this figure are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instruct respondents to select all that apply. Shares, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^b This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^c This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Although the majority of men and women indicated that their most serious experiences of sexual harassment or gender discrimination were more-than-one-time events, women were more likely to indicate that their most serious sexual harassment or gender discrimination experiences occurred more than once (78 percent versus 64 percent, $p < 0.0001$). Because women's experiences of sexual harassment and gender discrimination tended to be slightly more persistent, it is not surprising that women also tended to indicate that the experiences occurred across a larger number of locations. Women were statistically significantly more likely than men to indicate that their most serious experiences of sexual harassment or gender discrimination occurred at a military installation (89 percent versus 85 percent, $p = 0.035$); during basic, officer, or technical training (25 percent versus 21 percent, $p = 0.029$); online (28 percent versus 19 percent, $p < 0.0001$); off base (25 percent versus 20 percent, $p = 0.009$); and while out with friends or at a party (17 percent versus 13 percent, $p = 0.012$). Although the other differences are not statistically significant, larger shares of women indicated that their most serious experiences of sexual harassment or gender discrimination occurred at almost every category of time and place, which suggests that they selected a larger number of options in the "choose all that apply" time and place questions on the WGRA. This suggests that sexual harassment and gender discrimination are more pervasive for women than for men, and that women tend to experience them across workplace settings.

The results are similar when we compare men and women at high-risk installations; details are provided in Appendix Table B.15.

Summary

Consistent with Morral, Gore, and Schell, 2015, men's and women's experiences of sexual harassment and gender discrimination in the Army are very different. Women are much more likely to experience gender discrimination, repeated attempts to establish an unwanted romantic or sexual relationship, and sexual comments about their appearance, whereas men are more likely to be told that they do not act like a man is supposed to act. Women also experienced more types of behaviors than men did during the worst incidents. The most common types of behaviors that men and women experienced could point to a cultural issue in the Army that encourages sexual harassment: a lack of respect for women and for feminine behavior. For men, this manifests in the fact that the most common behavior that they experience is being told that they do not act like a man is supposed to act, whereas for women, this manifests in a high prevalence of gender discrimination.

Women were more likely than men to indicate that the perpetrator in their most serious experiences of sexual harassment or gender discrimination was a military member, especially their direct supervisor or a member of their chain of command. Women's experiences also were more likely than men's to be persistent and to cut across all times and places. What women's and

men's experiences have in common is that they frequently take place at work during the workday and involve exposure to offensive or persistent discussions of and jokes about sex.

6. Conclusion

The prevention of sexual harassment could have important downstream benefits for the Army. RAND research has found that the level of ambient sexual harassment at an installation to which a soldier is assigned—that is, sexual harassment of individuals other than the respondent—is a strong predictor of that soldier’s sexual assault risk (Schell, Cefalu, et al., 2021). Other RAND research points to the possibility that there is a single common set of risk factors for sexual harassment and sexual assault, including preservice sexual assault, being younger, and being unmarried (Schell, Morral, et al., 2021). Those results raise the possibility that sexual harassment and sexual assault share a common root cause and suggest that sexual harassment and sexual assault should be treated as a set of interlocking behaviors. However, aside from its association with sexual assault, workplace sexual harassment has a variety of well-known psychological consequences for members of the military (see, e.g., Murdoch et al., 2010), and sexual harassment is associated with early separation from the military (Morral et al., 2021). A recent RAND Arroyo Center report identified a set of U.S. Army installations where soldiers face a high risk of sexual harassment and sexual assault (Matthews et al., 2021). Recent DoD initiatives focusing on those high-risk military installations (and those of the other services) highlight the need to understand what soldiers’ experiences of sexual harassment look like and how those experiences differ at high-risk installations.

This report provides an exploratory, descriptive analysis of the circumstances surrounding soldiers’ experiences of sexual harassment and gender discrimination. We used the 2018 WGRA to create a profile of Army women’s and men’s most serious experiences of sexual harassment and gender discrimination in the year prior to the survey administration, including information about the types of behaviors experienced, characteristics of perpetrators, and the time(s) and place(s) in which the experience occurred. Our exploratory, descriptive analysis examines the percentages of men and women in the active-component Army who experienced different types of sexual harassment and gender discrimination behaviors, the characteristics of (alleged) perpetrators, and times and places in which sexual harassment and gender discrimination occurred. We also described how women’s and men’s most serious experiences of sexual harassment or gender discrimination differed between high-risk and non-high-risk installations and across high-risk installations.

We found that both women’s and men’s most serious experiences of sexual harassment and gender discrimination in the Army are almost always committed by male members of the military, most often by enlisted soldiers, at military installations and during military activities (especially while at work during duty hours) rather than during soldiers’ free time. Persistent and offensive sexual jokes and upsetting discussions about sex are among the most common behaviors experienced by both men and women. In addition, women commonly experience

gender discrimination, repeated attempts to establish an unwanted romantic or sexual relationship, and sexual comments about their appearance or body. Men also commonly experience insults related to their masculinity, sexual orientation, or gender expression. These behaviors typically co-occur: Both men and women often experience *multiple* forms of sexual harassment or gender discrimination during the same experience.

Policy Implications

Approaches to the prevention of sexual harassment and gender discrimination should be informed by this description of women's and men's most serious experiences of sexual harassment across the entire active-component Army. **In particular, sexual harassment and gender discrimination prevention training materials should emphasize the most common behaviors (gender discrimination; persistent and offensive discussions and jokes about sex in the workplace; repeated attempts to establish an unwanted romantic or sexual relationship; and insults related to men's masculinity, sexual orientation, or gender expression) and scenarios outlined in the profile this report provides.**

Prior work by RAND researchers has identified several differences between installations where soldiers do and do not face a high risk of sexual harassment. However, we found few differences between high-risk and non-high-risk installations in the descriptions of the most serious experiences of sexual harassment or gender discrimination. The most common types of sexual harassment and gender discrimination behaviors experienced, characteristics of perpetrators, and times and places in which sexual harassment and gender discrimination occurred are broadly consistent between high-risk and non-high-risk installations, and across high-risk installations, with some exceptions. We did find that sexual harassment and gender discrimination at high-risk installations was more likely to be perpetrated by members of the military, especially among the enlisted ranks. Additionally, women at high-risk installations were more likely than women at non-high-risk installations to indicate that the perpetrator was either in their chain of command or ranked lower. Where differences exist, they often are too small to be of substantive importance. For instance, although both men and women at high-risk installations are more likely to be sexually harassed by a military member, the difference is effectively one of *all* perpetrators being members of the military versus *almost* all perpetrators being members of the military. Other differences, such as a higher probability of encountering sexual harassment or gender discrimination during deployment at high-risk installations, can be traced to differences between installations that we classify as high-risk and non-high-risk that might or might not be causally related to the prevalence of sexual harassment and gender discrimination, such as the probability that personnel stationed at those installations will deploy. We found very few differences among the high-risk installations for either women or men. To summarize, the difference in the sexual harassment and gender discrimination experiences across

installations is primarily a matter of *prevalence*, but with broadly similar harassment types, perpetrator characteristics, and times and places.

The lack of clear differences across installations in the circumstances surrounding women’s and men’s most serious experiences of sexual harassment suggests that there is no need to tailor the content of training material for each individual installation. Nonetheless, high-risk installations differ from each other and from non–high-risk installations in ways *other* than the circumstances surrounding soldiers’ experiences of sexual harassment. Our results do not imply that other facets of the prevention approach should be treated as one-size-fits-all approaches. Other RAND Arroyo Center work provides information about how other facets of the approach to the prevention of sexual harassment and gender discrimination could be tailored to high-risk installations (Matthews et al., 2021).

Limitations

Our analytic sample is limited to individuals who responded to the 2018 WGRA who experienced sexual harassment. As described in greater detail in Chapter 2, sexual harassment and gender discrimination are defined in the 2018 WGRA according to respondents’ answers to a series of questions about their experiences with coworkers. Responses can be subjective, especially for follow-up questions, such as those asking whether a reasonable member of the military would have been offended by the behavior. Therefore, there are likely individuals who are coded in the data as having experienced sexual harassment over the year prior to the survey administration whose allegations would not have been classified as a violation of MEO policy by an official investigation. Likewise, an official investigation of the experiences of some individuals who are coded as not having experienced sexual harassment over the year prior to the survey administration could have classified those experiences as an MEO violation. However, the WGRA data have the benefit of providing information about sexual harassment and gender discrimination experiences for all personnel who respond to the survey rather than just the group who choose to make an official report.

Furthermore, our profiles of sexual harassment and gender discrimination are based on a series of questions in the 2018 WGRA that ask respondents about their most serious experiences of sexual harassment or gender discrimination over the year prior to the survey administration. Our results therefore are not a profile of *all* sexual harassment and gender discrimination experienced by Army personnel but instead a profile of a subset of experiences that are more serious.

Appendix A. Technical Details About the Construction of Sexual Harassment and Gender Discrimination Profiles

Logical Imputations

When asked about the most serious MEO violation they encountered, respondents were presented only with the options that they had reported experiencing when indicating that they had experienced any sexual harassment or gender discrimination at work. Therefore, the raw data include several logical skips for individuals who experienced sexual harassment or gender discrimination but not particular behaviors. We imputed “No” responses for individuals who were not presented with a particular behavior when describing which behaviors they experienced during their most serious sexual harassment or gender discrimination experiences.

Additionally, respondents who self-reported experiencing only one sexual harassment or gender discrimination behavior in the past year were not presented with the question about which behavior occurred during their most serious experience. For these individuals, we assumed that the single behavior that they had previously indicated also occurred during their most serious experience of sexual harassment or gender discrimination.

Finally, a few individuals who indicated experiencing sexual harassment at some point over the prior year did not self-report experiencing *any* specific behavior when asked about their most serious experience of sexual harassment or gender discrimination, which is likely an error. Our analyses treated these individuals’ most serious experiences as including all of the harassing behaviors that they indicated having experienced in the prior year.

Confidence Intervals

The 95-percent CIs for all percentages presented in the sexual harassment and gender discrimination profiles were calculated using the Clopper-Pearson method. Confidence intervals for counts are computed using the standard normal approximation. Variance estimation is done with the Taylor series linearization method, except in cases with a zero numerator. In those cases, confidence intervals were computed using the Hanley and Lippman-Hand, 1983, method with the sample size defined using the Kish, 1965, estimate for effective sample size.

Hypothesis Testing

The analysis presented in this report is an exploratory descriptive analysis that is meant to shed light on potential differences in the sexual harassment and gender discrimination experiences between high- and non-high-risk installations, across high-risk installations, and between genders for the active-component Army. The sexual harassment and gender

discrimination profiles should not be interpreted as the results of formal hypothesis testing using a causal analysis or random assignment. Instead, the p -values produced by tests provide an indication of the ways in which the experience of sexual harassment and gender discrimination varies with installation risk level. Because of the nature of the analysis we performed, we also do not correct for multiple tests. However, this explanation provides context for the exploratory analysis we did perform.

Tests for statistically significant differences between high- and non-high-risk installations, and between different high-risk installations, were conducted using a Rao-Scott chi-squared test. The Rao-Scott chi-squared test tests whether any cell of a categorical table has a higher- or lower-than-expected share of respondents. For instance, when testing whether women were more likely to indicate that repeated sexual jokes were part of their most serious sexual harassment or gender discrimination experiences if they were stationed at a high-risk installation than if they were stationed at one of the other Army installations, we produced a table of responses to the question of whether repeated sexual jokes were part of the self-reported most serious experience, a sample of which we show in Table A.1. The Rao-Scott test compares the observed weighted percentage of responses in each cell of the table with the percentage reporting each answer in the entire active-component Army, which is the value that would be expected if women were equally likely to experience repeated sexual jokes during their self-reported most serious experience of sexual harassment or gender discrimination at high-risk and non-high-risk installations. When computing confidence intervals, we dropped installations for which the estimated percentage is equal to zero from the numerator of the Clopper-Pearson exact confidence interval calculation, following the methodology of Hanley and Lippman-Hand, 1983.

Table A.1. Sample Categorical Table

Response to “Repeated Sexual Jokes” by Women	High-Risk Army Installations (%)	Non-High-Risk Army Installations (%)	Total Active-Component Army (“Expected”) (%)
Yes	34	29	32
No	66	71	68

We interpreted a p -value that is less than or equal to 0.05 as a statistically significant difference between the group of high-risk installations and the group of non-high-risk installations, or across high-risk installations. In cases in which we tested differences between two groups, a statistically significant difference means that we found sufficient evidence to note that a particular facet of the circumstances surrounding sexual harassment and gender discrimination was different at high-risk installations from that at non-high-risk installations, or that a particular circumstance of sexual harassment or gender discrimination differed by gender. In the case in which we tested for differences across high-risk installations, a statistically significant difference means that the estimate we reported at (at least) one high-risk installation

differs from the “expected” percentage by an amount that is large enough that it is unlikely to have resulted from natural variation. A p -value greater than 0.05, on the other hand, suggests that differences between our estimates for a given installation and the “expected” value are small enough that they could arise from natural variation.

It is important to keep in mind that a failure to reject the null hypothesis does not mean that no differences exist, but that there is not enough evidence to verify the existence of differences. In cases in which we tested differences between two groups, a failure to reject the null hypothesis means that we have *not* found sufficient evidence to conclude that a particular facet of the circumstances surrounding sexual harassment and gender discrimination is different at high-risk installations from that at non-high-risk installations, or that a particular circumstance of sexual harassment or gender discrimination differs by gender. In the case in which we test for differences across high-risk installations, a failure to reject the null hypothesis means that we do not have sufficient evidence to conclude that any high-risk installation differs from the others in a particular facet of the circumstances surrounding sexual harassment and gender discrimination.

It is also important to keep in mind that a statistically significant difference and a substantive difference between groups are not the same. When sample sizes are sufficiently large or variation is sufficiently low, estimates might be precise enough to find even very small statistically significant differences, but the difference between the two estimates might not be of practical importance for policymaking. We note cases where this occurs in Chapters 3, 4, and 5.

Appendix B. Tabular Results for Chapters 3 Through 5

This chapter provides the corresponding tabular results to the figures presented in Chapters 3, 4, and 5.

Women's Experiences

High-Risk Versus Non-High-Risk Installations

Table B.1 describes the shares of women who experienced each sexual harassment and gender discrimination behavior during the most serious situation they reported experiencing within the prior year. The first column describes the events across the entire population of female active-duty soldiers, excluding the Pentagon and military academies. The second and third columns describe events at high-risk installations for women and in all non-high-risk installations, respectively. The fourth column reports the p -value of the difference between high-risk and non-high-risk installations. Rows with a p -value that is less than or equal to 0.05 indicate a statistically significant difference in the percentage of women at high-risk versus non-high-risk installations who experienced a particular behavior during their most serious self-reported sexual harassment or gender discrimination event of the year prior to the survey date.

Table B.1. Behaviors Experienced During Women’s Most Serious Sexual Harassment Experiences, Overall and by Installation Risk Level

Sexual Harassment Behaviors	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
Ignored, mistreated, insulted because of gender	53 (50–55)	55 (52–59)	48 (44–53)	0.017
Said women were not as good as men at your job	45 (43–48)	47 (43–51)	43 (39–47)	0.127
Attempts to establish unwanted relationship	35 (32–37)	34 (31–38)	35 (31–40)	0.688
Repeated sexual talk ^a	34 (31–37)	35 (31–38)	33 (29–37)	0.618
Repeated sexual jokes	32 (29–34)	34 (30–37)	29 (25–33)	0.051
Repeated sexual comments about appearance	30 (28–33)	31 (28–34)	29 (25–33)	0.381
Repeatedly said that you do not act like a woman is supposed to	25 (22–27)	25 (22–28)	24 (21–28)	0.784
Nonconsensual sexual touching	17 (15–19)	17 (14–20)	16 (13–19)	0.633
Repeated sexual gestures	15 (13–17)	15 (12–18)	14 (11–18)	0.756
Nonconsensual nonsexual touching	13 (11–15)	13 (11–16)	12 (9–15)	0.353
Displayed or sent sexually explicit material	10 (8–11)	10 (8–13)	9 (7–12)	0.354
<i>Quid pro quo</i> ^b	9 (8–11)	9 (7–11)	10 (8–13)	0.340
Took or shared sexual photos or video of you	4 (3–5)	4 (3–5)	4 (3–7)	0.576
Sample size (unweighted)	1,582	961	621	
Sample size (weighted)	15,334	9,275	6,059	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Table B.2 describes the persons involved (i.e., alleged perpetrators) in Army women’s most serious experiences of sexual harassment and gender discrimination. The first column describes the events across all female soldiers in the active component other than those assigned to the Pentagon or the military academies for the majority of the year prior to the survey. The second and third columns describe events at high-risk installations for women and at non-high-risk installations, respectively. The fourth column reports the *p*-value for the difference between high-risk and non-high-risk installations. Rows with a *p*-value that is less than or equal to 0.05

indicate a difference in the percentage of women at high-risk versus non-high-risk installations who indicated a particular characteristic of the persons involved in incidents of sexual harassment or gender discrimination.

Table B.2. Characteristics of Perpetrators of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level

Perpetrator Characteristics	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
More than one person involved	56 (53–59)	58 (54–62)	54 (49–58)	0.132
Gender of person(s) involved				
All men	73 (70–75)	72 (69–75)	74 (70–78)	0.753 ^a
All women	24 (22–27)	3 (2–5)	3 (2–4)	
Mix of men and women	3 (2–4)	25 (22–28)	23 (20–27)	
At least one in military	95 (94–97)	97 (96–98)	93 (90–95)	0.001
Rank ^b				
Enlisted or WO	79 (77–81)	80 (77–83)	77 (73–80)	0.112
Officer	26 (23–28)	26 (24–30)	25 (21–28)	0.405
Rank relative to respondent ^c				
Supervisor or in chain of command	48 (46–51)	51 (47–54)	45 (41–49)	0.041
Higher-ranked but outside chain of command	25 (23–28)	26 (23–29)	24 (20–28)	0.361
Military peer (similar rank)	56 (53–59)	56 (52–59)	57 (53–61)	0.620
Lower-rank	21 (19–23)	23 (21–27)	17 (14–21)	0.005
Sample size (unweighted)	1,582	961	621	
Sample size (weighted)	15,334	9,275	6,059	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a This is the *p*-value of all three of the gender characteristics (all men, all women, and mix of men and women) together.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^c Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this table.

Table B.3 describes the time and place of self-reported most serious incidents of sexual harassment and gender discrimination experienced by women in the active component. The first column describes the events across the entire active component. The second and third columns describe events at high-risk installations for women and at all non-high-risk Army installations, respectively, and the fourth column reports the *p*-value for the difference between high-risk and

non-high-risk installations. Rows with *p*-values that are less than 0.05 indicate a difference in the percentage of women at high-risk versus non-high-risk installations who indicated a particular time or place in which incidents of sexual harassment or gender discrimination occurred.

Table B.3. Time and Place of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level

Time and Place of Experience	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
Occurred more than once ^a	78 (75–80)	79 (76–82)	77 (73–80)	0.415
Occurred at a military installation	89 (87–91)	89 (87–92)	88 (85–90)	0.398
Occurred during any required military activity ^b	90 (88–92)	91 (88–93)	88 (85–91)	0.096
At work during duty hours	80 (77–82)	81 (78–83)	78 (74–81)	0.223
Official military function	34 (32–37)	34 (30–37)	36 (31–40)	0.461
On TDY/TAD or during field exercises or alerts	27 (25–30)	32 (28–35)	20 (16–23)	< 0.0001
Basic, officer, or technical training ^c	25 (23–28)	24 (21–28)	26 (22–30)	0.506
Deployed to a combat zone or transitioning between operational theaters	20 (18–23)	24 (21–28)	15 (12–18)	< 0.0001
Nonmilitary environment				
Online	28 (25–31)	29 (25–32)	27 (23–31)	0.570
Off-base	25 (23–28)	23 (20–27)	29 (25–33)	0.042
While out with friends or at a party	17 (15–20)	16 (14–19)	19 (16–23)	0.279
My or someone else’s home or quarters	14 (12–16)	13 (11–16)	16 (12–19)	0.277
On a date	1 (1–2)	1 (1–2)	1 (0–2)	0.778
Sample size (unweighted)	1,582	961	621	
Sample size (weighted)	15,334	9,275	6,059	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse. Responses in this table are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instructed respondents to select all that apply. Percentages, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^b This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^c This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Differences Across High-Risk Installations

Table B.4 describes the types of sexual harassment and gender discrimination events that occurred at high-risk installations. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents' privacy.

Table B.5 describes the characteristics of alleged perpetrators of incidents of sexual harassment and gender discrimination occurring at each high-risk installation. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents' privacy.

Table B.6 describes the time and place at which women's self-reported most serious incidents of sexual harassment and gender discrimination occurred at each high-risk installation. Installations with at least 30 female respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents' privacy. The final column reports the results of our omnibus Rao-Scott chi-squared test.

Table B.4. Behaviors Experienced During Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Sexual Harassment or Gender Discrimination Behaviors	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High-Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
Ignored, mistreated, insulted because of gender	62 (49–73)	57 (47–67)	54 (40–67)	52 (39–65)	53 (43–64)	62 (50–73)	N/A (37–70)	50 (38–62)	N/A (39–74)	52 (43–62)	0.867
Said women were not as good as men at your job	56 (44–68)	47 (37–57)	44 (31–57)	43 (31–57)	52 (42–62)	55 (44–67)	N/A (34–68)	43 (32–55)	N/A (24–60)	38 (29–48)	0.268
Attempts to establish unwanted relationship	48 (35–61)	28 (19–39)	37 (25–51)	43 (31–57)	38 (28–49)	28 (19–38)	N/A (11–40)	29 (19–40)	N/A (21–55)	33 (25–43)	0.116
Repeated sexual talk ^b	34 (24–47)	40 (30–51)	31 (20–44)	36 (24–50)	36 (27–46)	32 (22–43)	N/A (13–43)	29 (19–40)	N/A (33–68)	34 (25–44)	0.477
Repeated sexual jokes	31 (21–42)	38 (28–48)	33 (21–46)	26 (15–39)	32 (23–41)	41 (30–54)	N/A (12–41)	39 (28–50)	N/A (27–62)	30 (21–39)	0.375
Repeated sexual comments about appearance	35 (24–47)	31 (22–40)	28 (18–41)	27 (17–40)	34 (25–45)	26 (17–37)	N/A (11–40)	34 (24–45)	N/A (24–58)	30 (22–40)	0.790
Repeatedly said that you do not act like a woman is supposed to	22 (14–33)	34 (25–45)	24 (14–37)	24 (14–36)	24 (17–33)	24 (16–35)	N/A (8–37)	23 (14–33)	N/A (17–51)	21 (14–30)	0.595
Nonconsensual sexual touching	19 (11–29)	16 (9–24)	19 (9–32)	20 (11–33)	20 (13–28)	12 (6–20)	N/A (6–35)	14 (8–24)	N/A (9–38)	17 (10–26)	0.911
Repeated sexual gestures	18 (10–28)	15 (9–24)	14 (6–26)	9 (3–18)	21 (13–30)	14 (8–23)	6 (1–19)	15 (8–25)	N/A (4–30)	15 (8–25)	0.597
Nonconsensual nonsexual touching	13 (6–22)	9 (5–16)	17 (7–32)	11 (5–21)	14 (8–23)	13 (7–21)	12 (4–27)	19 (10–33)	N/A (1–26)	14 (8–21)	0.782
Displayed or sent sexually explicit material	17 (10–28)	8 (4–14)	12 (5–21)	3 (0–11)	13 (7–21)	11 (5–19)	0 (0–8)	12 (6–21)	N/A (4–31)	10 (5–17)	0.384
<i>Quid pro quo</i> ^c	12 (6–21)	8 (4–14)	6 (2–14)	12 (5–22)	10 (5–17)	5 (2–11)	7 (1–19)	9 (4–17)	4 (0–18)	10 (5–19)	0.791

Sexual Harassment or Gender Discrimination Behaviors	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High-Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
Took or shared sexual photos or video of you	7 (2–15)	3 (1–7)	2 (0–9)	2 (0–9)	7 (3–13)	6 (2–14)	0 (0–8)	2 (0–8)	0 (0–9)	4 (1–10)	0.432
Sample size (unweighted)	105	151	79	66	153	121	40	88	36	122	
Sample size (weighted)	853	1,210	760	759	1,278	1,081	459	1,103	423	1,359	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse. N/A = not applicable.

^a Includes Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and the set of small foreign installations.

^b This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^c This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Table B.5. Characteristics of Perpetrators in Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Perpetrator Characteristics	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High- Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
More than one offender	52 (40–65)	60 (51–70)	49 (36–62)	65 (52–77)	61 (50–71)	59 (46–70)	N/A (42–76)	53 (41–64)	N/A (40–75)	60 (50–69)	0.750
Gender											
All men	82 (73–90)	75 (66–83)	80 (68–89)	75 (62–85)	69 (59–78)	69 (56–80)	N/A (61–89)	64 (52–74)	N/A (51–85)	69 (59–77)	0.534 ^b
All women	2 (0–9)	3 (1–9)	6 (1–15)	5 (1–13)	2 (0–7)	3 (1–8)	0 (0–8)	4 (1–11)	3 (0–18)	3 (1–7)	
Mix of men and women	16 (9–24)	22 (15–30)	15 (7–26)	21 (11–33)	29 (20–38)	28 (18–41)	N/A (11–39)	32 (22–43)	N/A (12–45)	29 (20–39)	
At least one in military	99 (93–100)	97 (94–99)	99 (92–100)	97 (89–100)	96 (89–99)	99 (96–100)	97 (84–100)	94 (86–98)	98 (86–100)	96 (91–99)	0.588
Rank ^c											
Enlisted or WO	81 (71–88)	80 (72–86)	82 (70–91)	75 (62–86)	74 (65–81)	84 (76–90)	N/A (58–87)	84 (74–91)	N/A (69–95)	83 (75–89)	0.501
Officer	23 (15–32)	37 (29–47)	21 (12–32)	31 (20–43)	32 (23–41)	18 (12–27)	N/A (19–51)	13 (7–22)	N/A (14–45)	30 (22–39)	0.002
Rank relative to respondent ^d											
Supervisor or in chain of command	48 (35–61)	58 (49–67)	43 (30–56)	50 (37–63)	53 (42–63)	50 (39–62)	N/A (35–69)	45 (33–57)	N/A (36–71)	52 (42–62)	0.838
Higher-ranked but outside chain of command	21 (13–31)	28 (20–37)	31 (20–44)	36 (24–50)	28 (20–37)	24 (15–36)	N/A (12–42)	24 (15–34)	N/A (14–46)	21 (14–31)	0.662
Military peer (similar rank)	59 (47–71)	57 (48–67)	53 (40–66)	60 (47–72)	50 (40–61)	52 (40–63)	N/A (48–80)	54 (42–66)	N/A (44–79)	55 (45–64)	0.857
Lower rank	19 (12–28)	27 (19–36)	25 (15–37)	24 (13–37)	19 (12–26)	27 (18–37)	16 (6–31)	25 (17–36)	N/A (12–43)	25 (17–34)	0.793
Sample size (unweighted)	105	151	79	66	153	121	40	88	36	122	

Perpetrator Characteristics	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High- Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
Sample size (weighted)	853	1,210	760	759	1,278	1,081	459	1,103	423	1,359	

NOTE: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for men. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a Includes Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and the set of small foreign installations.

^b This is the *p*-value of all three of the gender characteristics (all men, all women, and mix of men and women) together.

^c Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^d Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this table.

Table B.6. Time and Place of Women’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Time and Place of Experience	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High-Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
Occurred more than once ^b	80 (69–88)	83 (75–89)	69 (57–80)	81 (69–90)	82 (73–88)	81 (72–88)	N/A (60–89)	73 (60–84)	N/A (72–97)	76 (67–83)	0.381
Occurred at a military installation	93 (85–97)	94 (89–98)	92 (83–97)	90 (79–96)	83 (71–91)	87 (78–93)	87 (72–96)	85 (76–92)	95 (81–99)	92 (85–96)	0.204
Occurred during any required military activity ^c	93 (84–98)	97 (92–99)	N/A (76–99)	88 (77–95)	92 (87–96)	92 (83–96)	N/A (72–97)	80 (66–90)	N/A (71–96)	95 (90–98)	0.016
At work during duty hours	83 (73–91)	88 (81–94)	79 (64–90)	77 (64–87)	78 (70–85)	86 (78–93)	N/A (60–90)	69 (56–80)	N/A (65–92)	83 (75–89)	0.099
Official military function	33 (20–48)	38 (29–49)	26 (15–38)	36 (24–49)	31 (23–40)	41 (30–53)	N/A (19–51)	30 (20–41)	N/A (15–47)	34 (25–43)	0.700
On TDY/TAD or during field exercises or alerts	35 (21–50)	31 (22–40)	34 (22–47)	40 (28–53)	29 (20–38)	28 (19–39)	N/A (15–45)	34 (24–46)	N/A (10–38)	35 (26–45)	0.774
Basic, officer, or technical training ^d	N/A (16–45)	27 (19–37)	22 (13–34)	19 (10–31)	25 (17–34)	22 (14–32)	N/A (15–45)	16 (9–25)	N/A (12–43)	31 (22–40)	0.500
Deployed to a combat zone or transitioning between operational theaters	35 (24–47)	20 (13–28)	27 (16–39)	34 (22–47)	36 (26–47)	9 (4–16)	11 (3–24)	32 (22–44)	N/A (4–29)	18 (11–28)	< 0.0001
Nonmilitary environment											
Online	30 (20–42)	26 (18–35)	27 (17–40)	30 (18–43)	36 (26–47)	26 (17–36)	9 (2–23)	29 (20–41)	N/A (12–43)	31 (23–41)	0.260
Off base	N/A (17–46)	20 (13–29)	26 (15–39)	27 (16–40)	29 (21–39)	15 (9–23)	13 (4–28)	22 (14–33)	N/A (12–42)	24 (16–33)	0.338
While out with friends or at a party	N/A (12–41)	9 (4–16)	14 (5–26)	22 (12–34)	24 (17–33)	14 (8–22)	10 (3–23)	14 (7–23)	N/A (8–36)	15 (9–24)	0.100
My or someone else’s home or quarters	16 (9–26)	10 (5–18)	13 (5–25)	23 (13–35)	16 (10–24)	15 (8–24)	N/A (4–29)	9 (3–17)	N/A (2–27)	11 (5–19)	0.371

Time and Place of Experience	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Fort Sill % (95% CI)	Fort Stewart % (95% CI)	Schofield Barracks % (95% CI)	Other High-Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
On a date	2 (0–8)	2 (0–7)	1 (0–8)	0 (0–5)	2 (0–6)	2 (0–7)	2 (0–12)	2 (0–9)	0 (0–9)	0 (0–3)	0.999
Sample size (unweighted)	105	151	79	66	153	121	40	88	36	122	
Sample size (weighted)	853	1,210	760	759	1,278	1,081	459	1,103	423	1,359	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses.

Estimates are weighted for the survey sampling design and nonresponse. Responses in this table are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instructed respondents to select all that apply. Percentages, therefore, will not sum to 100 percent.

^a Includes Fort Drum, Fort Huachuca, Fort Irwin, Fort Polk, Fort Riley, and the set of small foreign installations.

^b Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^c This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^d This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Men's Experiences

High-Risk Versus Non-High-Risk Installations

Table B.7 describes the shares of men who experienced each sexual harassment and gender discrimination behavior during the most serious sexual harassment or gender discrimination experiences they had within the prior year. The first column describes the events across the entire active component. The second and third columns describe events at high-risk installations for men and at non-high-risk Army installations, respectively, and the fourth column reports the p -values for the differences between high-risk and non-high-risk installations. Rows with p -values that are less than 0.05 indicate a difference in the share of men at high-risk versus non-high-risk installations who experienced a particular behavior during their most serious sexual harassment or gender discrimination event of the year prior to the survey date.

Table B.7. Behaviors Experienced During Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level

Sexual Harassment Behaviors	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
Ignored, mistreated, insulted because of gender	21 (18–24)	21 (17–26)	20 (16–25)	0.743
Said men were not as good as women at your job	12 (9–14)	13 (10–18)	10 (7–13)	0.155
Attempts to establish unwanted relationship	9 (6–11)	9 (6–13)	8 (6–11)	0.640
Repeated sexual talk ^a	35 (32–39)	34 (28–39)	37 (32–43)	0.312
Repeated sexual jokes	35 (31–39)	36 (31–41)	34 (29–39)	0.610
Repeated sexual comments about appearance	18 (15–21)	15 (11–20)	20 (16–25)	0.092
Repeatedly said that you do not act like a man is supposed to	36 (32–40)	35 (30–40)	37 (32–42)	0.540
Nonconsensual sexual touching	14 (11–17)	13 (9–18)	14 (11–18)	0.718
Repeated sexual gestures	19 (16–22)	19 (14–23)	19 (15–24)	0.858
Nonconsensual nonsexual touching	10 (8–13)	9 (6–12)	12 (8–16)	0.228
Displayed or sent sexually explicit material	15 (13–18)	16 (12–20)	15 (11–20)	0.763
<i>Quid pro quo</i> ^b	6 (5–8)	5 (3–8)	7 (5–11)	0.149
Took or shared sexual photos or video of you	4 (3–6)	4 (2–6)	5 (3–7)	0.557
Sample size (unweighted)	900	426	474	
Sample size (weighted)	21,070	10,611	10,459	

NOTES: Table 2.1 lists the set of high-risk installations for men. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^b This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Table B.8 describes the people involved (i.e., perpetrators) in incidents of sexual harassment and gender discrimination experienced by men in the Army. The first column describes the events across the entire active component. The second and third columns describe events at high-risk installations for men and at non-high-risk Army installations, respectively, and the fourth column reports *p*-values for the differences between high-risk and non-high-risk installations. Rows with *p*-values that are less than 0.05 indicate differences in the share of men at high-risk versus non-high-risk installations who indicated a particular characteristic of the people involved in incidents of sexual harassment or gender discrimination.

Table B.8. Characteristics of Perpetrators of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level

Perpetrator Characteristics	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
More than one person involved	53 (49–57)	55 (50–61)	51 (46–56)	0.241
Gender of person(s) involved				
All men	56 (52–59)	56 (51–62)	55 (50–60)	0.909 ^a
All women	11 (9–14)	11 (8–15)	11 (8–14)	
Mix of men and women	33 (30–37)	33 (28–38)	34 (29–39)	
At least one in military	91 (89–93)	95 (92–97)	87 (83–91)	0.001
Rank ^b				
Enlisted or WO	73 (70–76)	77 (72–81)	70 (65–74)	0.028
Officer	22 (19–25)	24 (19–28)	20 (16–25)	0.234
Rank relative to respondent ^c				
Supervisor or in chain of command	39 (36–43)	39 (34–45)	40 (35–45)	0.891
Higher-ranked but outside chain of command	18 (15–21)	18 (14–23)	18 (14–22)	0.818
Military peer (similar rank)	49 (46–53)	47 (41–53)	52 (46–57)	0.228
Lower rank	21 (18–24)	25 (20–30)	17 (13–22)	0.016
Sample size (unweighted)	900	426	474	
Sample size (weighted)	21,070	10,611	10,459	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a This is the *p*-value of all three of the gender characteristics (all men, all women, and mix of men and women) together.

^b Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^c Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this table.

Table B.9 describes the time and place of the most serious experiences of sexual harassment and gender discrimination experienced by men in the Army. The first column describes the events across the entire active component. The second and third columns describe events at high-risk installations for men and at non-high-risk Army installations, respectively, and the fourth column reports the *p*-values for the difference between high-risk and non-high-risk installations. Rows with *p*-values that are less than 0.05 indicate a difference in the share of men at high-risk versus non-high-risk installations who indicated a particular time or place in which incidents of sexual harassment or gender discrimination occurred.

Table B.9. Time and Place of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences, Overall and by Installation Risk Level

Time and Place of Experience	Total Active-Component Army % (95% CI)	High-Risk Army Installations % (95% CI)	Non-High-Risk Army Installations % (95% CI)	P-Value of Difference Between High-Risk and Non-High-Risk Installations
Occurred more than once ^a	64 (61–68)	63 (58–68)	65 (60–70)	0.599
Occurred at a military installation	85 (83–88)	87 (83–90)	84 (80–88)	0.309
Occurred during any required military activity ^b	87 (84–89)	89 (85–92)	85 (81–89)	0.180
At work during duty hours	77 (73–80)	78 (73–82)	76 (71–80)	0.552
Official military function	33 (29–36)	35 (29–40)	31 (26–36)	0.329
On TDY/TAD or during field exercises/alerts	26 (23–30)	30 (25–36)	22 (18–27)	0.023
Basic, officer, or technical training ^c	21 (17–24)	16 (13–21)	25 (20–30)	0.010
Deployed to a combat zone or transitioning between operational theaters	20 (18–23)	23 (19–28)	17 (14–22)	0.046
Nonmilitary environment				
Online	19 (16–22)	20 (16–25)	17 (13–22)	0.327
Off base	20 (17–23)	19 (15–23)	21 (17–26)	0.361
While out with friends or at a party	13 (11–16)	12 (9–16)	14 (11–18)	0.442
My or someone else’s home or quarters	11 (9–14)	10 (7–14)	12 (9–17)	0.369
On a date	1 (1–2)	1 (0–3)	2 (1–3)	0.657
Sample size (unweighted)	900	426	474	
Sample size (weighted)	21,070	10,611	10,459	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for men. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse. Responses in this table are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instructed respondents to select all that apply. Percentages, therefore, will not sum to 100 percent.

^a Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^b This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^c This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Differences Across High-Risk Installations

Table B.10 describes the types of sexual harassment and gender discrimination events occurring at high-risk installations. Installations with at least 30 male respondents with nonzero

weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents' privacy.

Table B.10. Behaviors Experienced During Men's Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Sexual Harassment or Gender Discrimination Behaviors	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Other High- Risk^a % (95% CI)	P-Value for Any Difference Across High- Risk Installations
Ignored, mistreated, insulted because of gender	13 (4–28)	19 (11–31)	12 (4–24)	N/A (10–37)	N/A (12–40)	18 (9–32)	31 (20–44)	0.154
Said men are not as good as women at your job	4 (0–16)	13 (6–23)	N/A (5–33)	13 (5–27)	8 (2–19)	9 (3–20)	21 (11–34)	0.207
Attempts to establish unwanted relationship	10 (2–24)	9 (4–17)	N/A (1–46)	6 (1–18)	7 (1–20)	2 (0–12)	13 (7–22)	0.661
Repeated sexual talk ^b	N/A (15–49)	39 (27–51)	22 (11–37)	N/A (22–57)	N/A (18–48)	N/A (16–46)	37 (26–48)	0.607
Repeated sexual jokes	N/A (12–43)	52 (39–64)	15 (7–29)	N/A (27–63)	N/A (18–47)	24 (13–38)	41 (30–53)	0.001
Repeated sexual comments about appearance	8 (2–21)	12 (5–23)	N/A (4–32)	11 (4–24)	N/A (2–27)	N/A (9–38)	23 (14–33)	0.357
Repeatedly said that you do not act like a man is supposed to	N/A (24–61)	27 (17–38)	N/A (20–52)	N/A (15–47)	30 (18–46)	N/A (22–52)	44 (33–56)	0.366
Nonconsensual sexual touching	N/A (3–32)	15 (7–25)	N/A (2–45)	N/A (3–48)	11 (3–24)	9 (2–21)	12 (6–21)	0.976
Repeated sexual gestures	11 (3–26)	19 (10–31)	N/A (9–41)	16 (6–30)	N/A (4–29)	18 (8–32)	23 (15–34)	0.763
Nonconsensual nonsexual touching	N/A (4–29)	3 (0–9)	2 (0–11)	11 (3–25)	8 (3–19)	12 (4–25)	14 (8–24)	0.083
Displayed or sent sexually explicit material	5 (1–17)	16 (8–25)	N/A (6–31)	N/A (10–39)	N/A (9–36)	5 (1–16)	19 (12–29)	0.168
<i>Quid pro quo</i> ^c	2 (0–13)	4 (1–11)	2 (0–10)	2 (0–11)	7 (2–18)	3 (0–12)	10 (5–17)	0.188
Took or shared sexual photos or video of you	1 (0–11)	4 (1–12)	3 (0–17)	3 (0–13)	7 (2–18)	0 (0–7)	5 (2–12)	0.804
Sample size (unweighted)	38	85	49	47	53	52	102	
Sample size (weighted)	806	2,177	1,311	1,203	1,375	1,304	2,434	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for men. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a Includes Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and the set of small foreign installations.

^b This response is aggregated from responses to two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^c This response is aggregated from responses to two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Table B.11 describes the characteristics of alleged perpetrators of incidents of sexual harassment and gender discrimination occurring at each high-risk installation. Installations with at least 30 male respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents’ privacy.

Table B.11. Characteristics of Perpetrators of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Perpetrator Characteristics	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Other High- Risk^a % (95% CI)	P-Value for Any Difference Across High-Risk Installations
More than one person involved	N/A (28–64)	49 (37–61)	N/A (49–81)	N/A (28–65)	N/A (40–71)	N/A (52–81)	55 (43–67)	0.255
Gender of person(s) involved								
All men	N/A (45–80)	57 (45–69)	N/A (40–75)	N/A (37–73)	N/A (39–70)	N/A (41–72)	52 (40–64)	0.998 ^b
All women	N/A (4–30)	12 (6–21)	11 (4–23)	11 (4–24)	12 (4–26)	7 (2–17)	13 (4–27)	
Mix of men and women	N/A (10–42)	31 (21–43)	N/A (16–49)	N/A (19–51)	N/A (19–49)	N/A (22–53)	35 (25–46)	
At least one in military	N/A (70–98)	96 (89–99)	94 (81–99)	96 (86–100)	96 (85–100)	97 (88–100)	93 (87–97)	0.779
Rank ^c								
Enlisted or WO	N/A (63–94)	79 (68–87)	N/A (59–90)	85 (71–94)	82 (68–92)	N/A (53–82)	71 (60–80)	0.421
Officer	N/A (9–37)	18 (11–29)	21 (10–36)	N/A (15–47)	N/A (9–37)	N/A (20–49)	24 (16–34)	0.586
Rank relative to respondent ^d								
Supervisor or in chain of command	N/A (19–53)	32 (21–44)	N/A (21–54)	N/A (21–55)	N/A (27–58)	N/A (28–59)	46 (34–58)	0.696
Higher-ranked but outside chain of command	N/A (14–47)	15 (8–26)	13 (5–25)	N/A (8–34)	N/A (11–41)	8 (2–20)	24 (13–37)	0.223
Military peer (similar rank)	N/A (33–70)	51 (39–63)	N/A (20–53)	N/A (34–71)	N/A (30–61)	N/A (39–70)	43 (31–54)	0.536
Lower rank	N/A (8–36)	22 (13–33)	19 (9–34)	N/A (14–44)	N/A (17–46)	N/A (20–49)	23 (15–34)	0.629
Sample size (unweighted)	38	85	49	47	53	52	102	
Sample size (weighted)	806	2,177	1,311	1,203	1,375	1,304	2,434	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for men. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a Includes Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and the set of small foreign installations.

^b This is the *p*-value of all three of the gender characteristics (all men, all women, and mix of men and women) together.

^c Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^d Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this table.

Table B.12 describes the time and place in which men’s self-reported most serious incidents of sexual harassment and gender discrimination occurred at each high-risk installation. Installations with at least 30 male respondents with nonzero weights and who experienced sexual harassment in the year prior to the 2018 WGRA are reported individually; installations with fewer respondents are grouped together in the second-to-last column to protect respondents’ privacy. The final column reports the results of our omnibus Rao-Scott chi-squared test.

Table B.12. Time and Place of Men’s Most Serious Sexual Harassment or Gender Discrimination Experiences at Each High-Risk Installation

Time and Place of Experience	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Other High- Risk ^a % (95% CI)	<i>P</i> -Value for Any Difference Across High-Risk Installations % (95% CI)
Occurred more than once ^b	N/A (31–67)	59 (46–70)	N/A (45–79)	N/A (54–86)	N/A (46–76)	N/A (52–81)	66 (55–76)	0.582
At military installation	N/A (62–94)	86 (75–93)	89 (77–96)	N/A (64–94)	89 (77–96)	95 (85–99)	85 (76–91)	0.590
During required military activity ^c	N/A (63–93)	85 (75–93)	94 (82–99)	94 (81–99)	92 (79–98)	97 (84–100)	82 (72–90)	0.115
At work during duty hours	N/A (58–91)	80 (69–89)	83 (68–93)	N/A (48–82)	N/A (60–88)	N/A (66–93)	76 (65–84)	0.622
Official military function	N/A (19–55)	29 (19–40)	N/A (10–38)	N/A (20–55)	N/A (24–54)	N/A (29–60)	38 (27–49)	0.377
Deployed to combat zone or transitioning between operational theaters	N/A (8–39)	24 (15–35)	N/A (15–46)	N/A (15–44)	N/A (26–56)	N/A (29–61)	28 (18–39)	0.148
Basic, officer, or technical training ^d	N/A (7–38)	10 (4–19)	N/A (9–35)	17 (7–31)	13 (5–27)	N/A (11–41)	17 (10–28)	0.606
On TDY or during field exercises or alerts	N/A (10–40)	19 (11–29)	N/A (16–46)	N/A (30–67)	18 (9–31)	4 (0–13)	26 (17–37)	0.000
Nonmilitary activity								
Online	N/A (13–45)	21 (13–32)	N/A (8–36)	N/A (12–40)	N/A (13–41)	15 (6–27)	16 (9–26)	0.745
Off base	N/A (6–32)	16 (9–26)	11 (4–24)	18 (7–33)	N/A (10–37)	N/A (13–40)	21 (13–31)	0.742

Time and Place of Experience								P-Value for Any Difference Across High-Risk Installations % (95% CI)
	Fort Bliss % (95% CI)	Fort Bragg % (95% CI)	Fort Campbell % (95% CI)	Fort Carson % (95% CI)	Fort Hood % (95% CI)	Fort Lewis % (95% CI)	Other High-Risk ^a % (95% CI)	
Out with friends or at a party	7 (1–20)	8 (3–16)	N/A (2–30)	13 (4–27)	N/A (9–36)	13 (5–27)	13 (7–23)	0.636
Someone’s home or quarters	8 (2–21)	11 (5–22)	0 (0–10)	9 (2–22)	N/A (3–29)	10 (3–25)	14 (7–23)	0.952
On a date	2 (0–13)	2 (0–9)	0 (0–10)	0 (0–10)	1 (0–9)	0 (0–7)	2 (0–8)	0.975
Sample size (unweighted)	38	85	49	47	53	52	102	
Sample size (weighted)	806	2,177	1,311	1,203	1,375	1,304	2,434	

NOTES: *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. Table 2.1 lists the set of high-risk installations for women. Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse. Responses in this table are based on three survey measures regarding where and when the sexual harassment or gender discrimination event occurred, two of which instructed respondents to select all that apply. Percentages, therefore, will not sum to 100 percent.

^a Includes Fort Drum, Fort Jonathan Wainwright, Fort Myer, Fort Polk, Fort Riley, and the set of small foreign installations.

^b Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^c This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^d This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

Comparing Women’s and Men’s Experiences

Table B.13 describes gender differences in the most common sexual harassment and gender discrimination behaviors experienced across the entire Army. The first column describes the experiences of active-component women (reproduced from the first column of Table B.1). The second column describes the experiences of active-component men (reproduced from the first column of Table B.7). The third column provides the *p*-values from a Rao-Scott chi-squared test for differences between men and women.

Table B.13. Gender Differences in Types of Behaviors Experienced During the Most Serious Sexual Harassment or Gender Discrimination Experiences

Sexual Harassment or Gender Discrimination Behaviors	All Active Component Women % (95% CI)	All Active Component Men % (95% CI)	P-Value of Difference Between Men and Women	Women at High-Risk Installations^c % (95% CI)	Men at High-Risk Installations^a % (95% CI)	P-Value of Difference Between Men and Women at High-Risk Installations
Ignored, mistreated, insulted because of gender	53 (50–55)	21 (18–24)	< 0.0001	55 (52–59)	21 (17–26)	< 0.0001
Said women or men were not as good as men or women at your job	45 (43–48)	12 (9–14)	< 0.0001	47 (43–51)	13 (10–18)	< 0.0001
Attempts to establish unwanted relationship	35 (32–37)	9 (6–11)	< 0.0001	34 (31–38)	9 (6–13)	< 0.0001
Repeated sexual talk ^b	34 (31–37)	35 (32–39)	0.565	35 (31–38)	34 (28–39)	0.736
Repeated sexual jokes	32 (29–34)	35 (31–39)	0.139	34 (30–37)	36 (31–41)	0.493
Repeated sexual comments about appearance	30 (28–33)	18 (15–21)	< 0.0001	31 (28–34)	15 (11–20)	< 0.0001
Repeatedly said that you do not act like a woman or man is supposed to	25 (22–27)	36 (32–40)	< 0.0001	25 (22–28)	35 (30–40)	0.001
Nonconsensual sexual touching	17 (15–19)	14 (11–17)	0.102	17 (14–20)	13 (9–18)	0.164
Repeated sexual gestures	15 (13–17)	19 (16–22)	0.023	15 (12–18)	19 (14–23)	0.140
Nonconsensual nonsexual touching	13 (11–15)	10 (8–13)	0.131	13 (11–16)	9 (6–12)	0.026
Displayed or sent sexually explicit material	10 (8–11)	15 (13–18)	0.000	10 (8–13)	16 (12–20)	0.011
<i>Quid pro quo</i> ^c	9 (8–11)	6 (5–8)	0.016	9 (7–11)	5 (3–8)	0.022
Took or shared sexual photos or video of you	4 (3–5)	4 (3–6)	0.753	4 (3–5)	4 (2–6)	0.925
Sample size (unweighted)	1,582	900		961	426	
Sample size (weighted)	15,334	21,070		9,275	10,611	

NOTES: Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. High-risk installations are defined within gender, and the set differs for men and women. Table 2.1 lists the set of high-risk installations for women and for men.

^b This response was aggregated from two behavioral questions: “repeatedly told you about their sexual activities” and “repeatedly asked you questions about your sex life or sexual interests.”

^c This response was aggregated from two behavioral questions: “made you feel like you would get some workplace benefit in exchange for doing something sexual” and “made you feel like you would be punished or treated unfairly if you refused to do something sexual.”

Table B.14 describes gender differences in the perpetrator(s) of Army personnel’s most serious sexual harassment and gender discrimination experiences. The first column describes the experiences of active-component women (reproduced from the first column of Table B.2). The second column describes the experiences of active-component men (reproduced from the first column of Table B.8). The third column provides the *p*-values from a Rao-Scott chi-squared test for differences between men and women.

Table B.14. Gender Differences in Characteristics of Perpetrators in the Most Serious Sexual Harassment or Gender Discrimination Experiences

Perpetrator Characteristics	All Active Component Women % (95% CI)	All Active Component Men % (95% CI)	<i>P</i> -Value of Difference Between Men and Women	Women at High-Risk Installations ^a % (95% CI)	Men at High-Risk Installations ^a % (95% CI)	<i>P</i> -Value of Difference Between Men and Women at High-Risk Installations
More than one person involved	56 (53–59)	53 (49–57)	0.185	58 (54–62)	55 (50–61)	0.433
Gender of person(s) involved						
All men	73 (70–75)	56 (52–59)	< 0.0001 ^b	72 (69–75)	56 (51–62)	< 0.0001 ^b
All women	3 (2–4)	11 (9–14)		3 (2–5)	11 (8–15)	
Mix of men and women	24 (22–27)	33 (30–37)		25 (22–28)	33 (28–38)	
At least one in military	95 (94–97)	91 (89–93)	0.000	97 (96–98)	95 (92–97)	0.055
Rank ^c						
Enlisted or WO	79 (77–81)	73 (70–76)	0.004	80 (77–83)	77 (72–81)	0.001
Officer	26 (23–28)	22 (19–25)	0.049	26 (24–30)	24 (19–28)	0.008
Rank relative to respondent ^d						
Supervisor or in chain of command	48 (46–51)	39 (36–43)	0.000	51 (47–54)	39 (34–45)	0.013
Higher-ranked but outside chain of command	25 (23–28)	18 (15–21)	0.001	26 (23–29)	18 (14–23)	0.610
Military peer (similar rank)	56 (53–59)	49 (46–53)	0.005	56 (52–59)	47 (41–53)	0.188

Perpetrator Characteristics	All Active Component Women % (95% CI)	All Active Component Men % (95% CI)	P-Value of Difference Between Men and Women	Women at High-Risk Installations ^a % (95% CI)	Men at High-Risk Installations ^a % (95% CI)	P-Value of Difference Between Men and Women at High-Risk Installations
Lower rank	21 (19–23)	21 (18–24)	0.983	23 (21–27)	25 (20–30)	0.304
Sample size (unweighted)	1,582	900		961	426	
Sample size (weighted)	15,334	21,070		9,275	10,611	

NOTES: Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. High-risk installations are defined within gender, and the set differs for men and women. Table 2.1 lists the set of high-risk installations for women and for men.

^b This is the *p*-value of all three of the gender characteristics (all men, all women, and mix of men and women) together.

^c Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent.

^d Respondents were instructed to select all answers that apply, so responses will not sum to 100 percent. Civilians, contractors, and others are excluded from this table.

Table B.15 describes gender differences in the time and place of Army personnel’s most serious sexual harassment and gender discrimination experiences. The first column describes the experiences of active-component women (reproduced from the first column of Table B.3). The second column describes the experiences of active-component men (reproduced from the first column of Table B.9). The third column provides the *p*-values from a Rao-Scott chi-squared test for differences between men and women.

Table B.15. Gender Differences in Time and Place of the Most Serious Sexual Harassment or Gender Discrimination Experiences

Time and Place of Experience	All Active Component Women % (95% CI)	All Active Component Men % (95% CI)	P-Value of Difference Between Men and Women	Women at High-Risk Installations ^a % (95% CI)	Men at High-Risk Installations ^a % (95% CI)	P-Value of Difference Between Men and Women at High-Risk Installations
Occurred more than once ^b	78 (75–80)	64 (61–68)	< 0.0001	79 (76–82)	63 (58–68)	< 0.0001
Occurred at a military installation	89 (87–91)	85 (83–88)	0.035	89 (87–92)	87 (83–90)	0.224
Occurred during any required military activity ^c	90 (88–92)	87 (84–89)	0.058	91 (88–93)	89 (85–92)	0.238
At work during duty hours	80 (77–82)	77 (73–80)	0.133	81 (78–83)	78 (73–82)	0.249
Official military function	34 (32–37)	33 (29–36)	0.469	34 (30–37)	35 (29–40)	0.768

Time and Place of Experience	All Active Component Women % (95% CI)	All Active Component Men % (95% CI)	P-Value of Difference Between Men and Women	Women at High-Risk Installations^a % (95% CI)	Men at High-Risk Installations^a % (95% CI)	P-Value of Difference Between Men and Women at High-Risk Installations
On TDY/TAD or during field exercises/alerts	27 (25–30)	26 (23–30)	0.720	32 (28–35)	30 (25–36)	0.606
Basic, officer, or technical training ^d	25 (23–28)	21 (17–24)	0.029	24 (21–28)	16 (13–21)	0.004
Deployed to a combat zone or transitioning between operational theaters	20 (18–23)	20 (18–23)	0.970	24 (21–28)	23 (19–28)	0.728
Nonmilitary environment						
Online	28 (25–31)	19 (16–22)	< 0.0001	29 (25–32)	20 (16–25)	0.004
Off base	25 (23–28)	20 (17–23)	0.009	23 (20–27)	19 (15–23)	0.074
While out with friends or at a party	17 (15–20)	13 (11–16)	0.012	16 (14–19)	12 (9–16)	0.076
My or someone else's home or quarters	14 (12–16)	11 (9–14)	0.079	13 (11–16)	10 (7–14)	0.132
On a date	1 (1–2)	1 (1–2)	0.699	1 (1–2)	1 (0–3)	0.935
Sample size (unweighted)	1,582	900		961	426	
Sample size (weighted)	15,334	21,070		9,275	10,611	

NOTES: Clopper-Pearson exact 95-percent CIs are in parentheses. Estimates are weighted for the survey sampling design and nonresponse.

^a *High-risk installations* refers to installations with rates of sexual harassment that are higher than the rate across the entire active-component Army, excluding the Pentagon and military academies. High-risk installations are defined within gender, and the set differs for men and women. Table 2.1 lists the set of high-risk installations for women and for men.

^b Respondents were asked how long events continued; this aggregates all responses other than “It happened one time.”

^c This category aggregates the percentages of respondents reporting the following responses: “at work during duty hours;” “during an official military function;” “while deployed to a combat zone;” “while transitioning between operating theaters;” “during basic, officer, or technical training;” and “while on TDY/TAD or during field exercises or alerts.”

^d This category aggregates the following response options: “while you were in recruit training or basic training;” “while you were in any other type of military combat training;” “while you were in Officer Candidate or Training School or a Basic or Advanced Officer Course;” and “while you were completing MOS school, technical training, advanced individual training, or professional military education.”

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To better understand sexual harassment and gender discrimination in the Army, RAND Arroyo Center researchers created profiles of active-component soldiers' most serious sexual harassment and gender discrimination experiences. This report describes the most common types of behaviors that occur, characteristics of (alleged) perpetrators, most common times and places in which sexual harassment and gender discrimination occur, and differences between high-risk and non-high-risk installations.

Women's and men's experiences of sexual harassment and gender discrimination look broadly the same at high-risk installations compared with non-high-risk installations, and they do not appear to differ across high-risk installations. However, men's and women's experiences of sexual harassment and gender discrimination in the active-component Army are very different. Women are more likely than men to experience gender discrimination, repeated attempts to establish an unwanted romantic or sexual relationship, and sexual comments about their appearance, whereas men are more likely than women to be told that they do not act like a man is supposed to act. Soldiers often experience multiple forms of sexual harassment and gender discrimination; women experience more types of behaviors, on average, than men do. What women's and men's experiences have in common is that they frequently take place at work during the workday and involve exposure to offensive or persistent discussion of and jokes about sex.

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ISBN-10 1-9774-0741-2
ISBN-13 978-1-9774-0741-2

