

**Office of Diversity Management and Equal Opportunity (DEOMI) Response to Questions:  
Defense Advisory Committee on Women in the Services (DACOWITS)  
Request for Information (RFI) for June 8, 2018**

**Q1.** Does the gender discrimination and sexual harassment prevalence include bystander intervention trends and/or information?

**Response:** The 2016 WGRA had bystander intervention questions for sexual assault, but not for gender discrimination or sexual harassment. However, in 2018, the Office of People Analytics (OPA) will be adding more robust bystander intervention questions to assess specific behaviors members may have witnessed, many of which fall into harassment. Questions will also ask if the respondents intervened, and if so, how they intervened for each behavior they witnessed.

**Q2.** Gender discrimination and sexual harassment statistics and trends slide show a decrease for men. For example for sexual harassment, what is the reason for the decrease for DoD Men and the Army, showing lower than 2014 data compared to 2016? Similarly what is the reason for lower data in 2014 compared in 2016 for sex discrimination?

**Response:** OPA has not conducted additional analyses to understand increases or decreases in prevalence rates at the Service level and generally defers to the Services to examine any differences in their policies/interventions that could explain the changes.

**Q3.** What is the reason for the low data trends for Air Force men on gender discrimination and sexual harassment?

**Response:** The Air Force typically has the lowest prevalence rates on all WGR surveys. This has generally been understood to reflect workforce composition, mission, culture, and climate differences between the Air Force and the other Services.

**Q4.** Also, another question regarding the prevalence data was to provide an explanation for the reason the AF data on gender discrimination (women) increased from 6.7 to 9.2%, if we have an explanation.

**Response:** OPA has not conducted additional analyses to understand increases or decreases in prevalence rates at the Service level and generally defers to the Services to examine any differences in their policies/interventions that could explain the changes.