Sexual Assault and Sexual Harassment in the Military

Findings from the RAND Military Workplace Study

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RAND CORPORATION

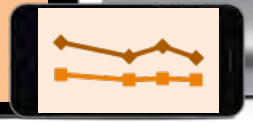
National Defense Research Institute, May 2015

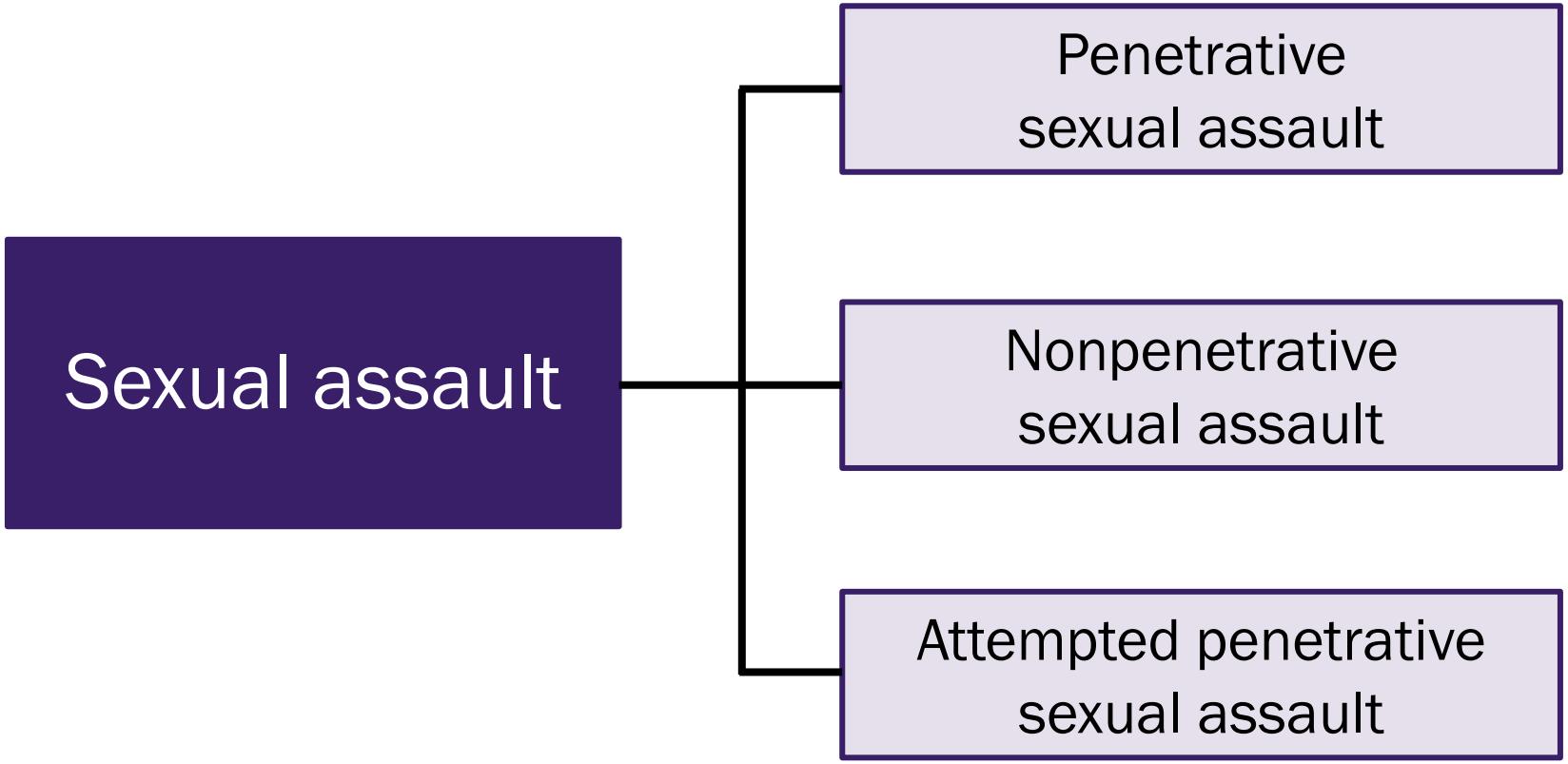
RAND Military Workplace Survey

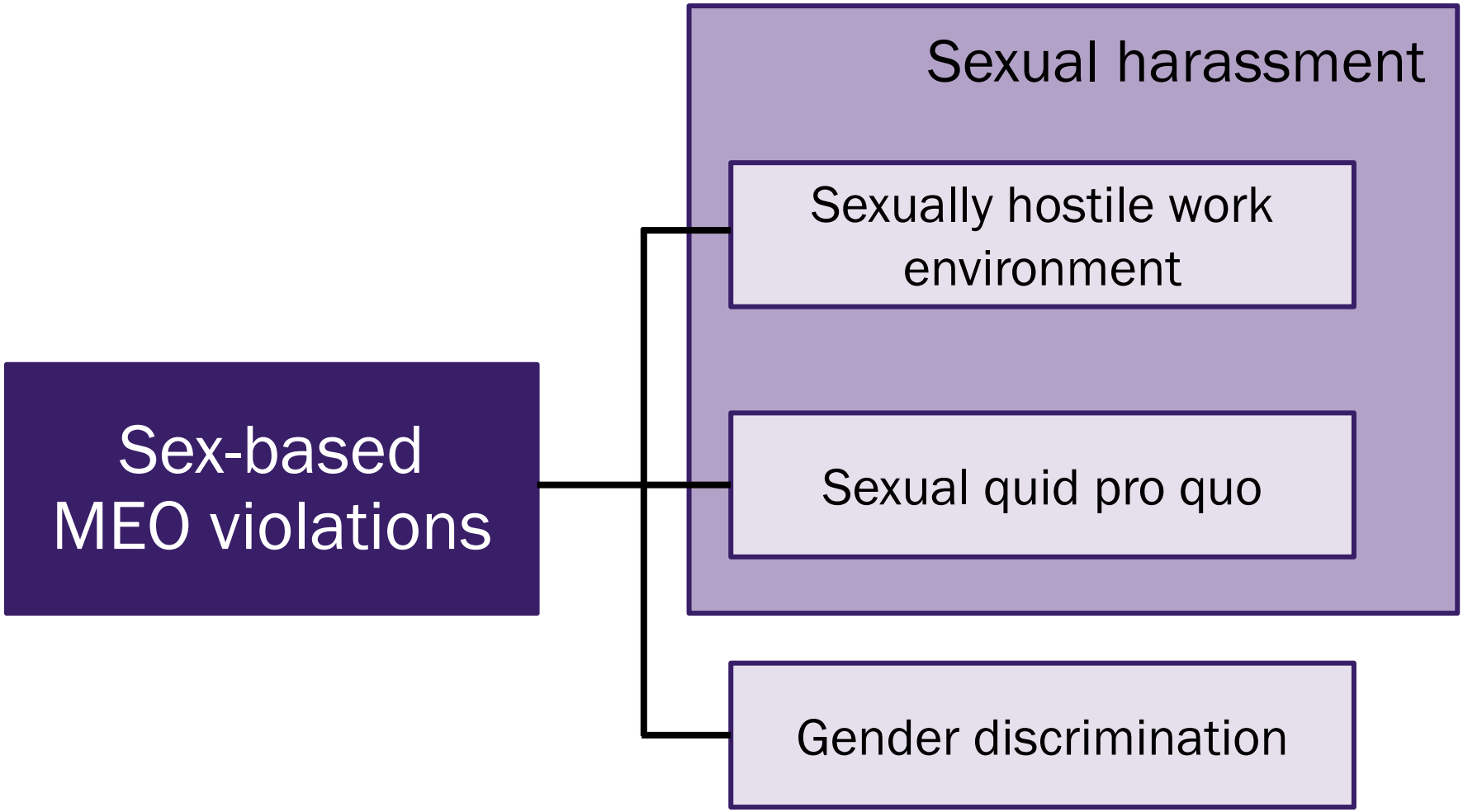
New for 2014

DoD Workplace and Gender Relations Survey

2006
2010
2012




Sexual assault
Penetrative sexual assault
Nonpenetrative sexual assault
Attempted penetrative sexual assault

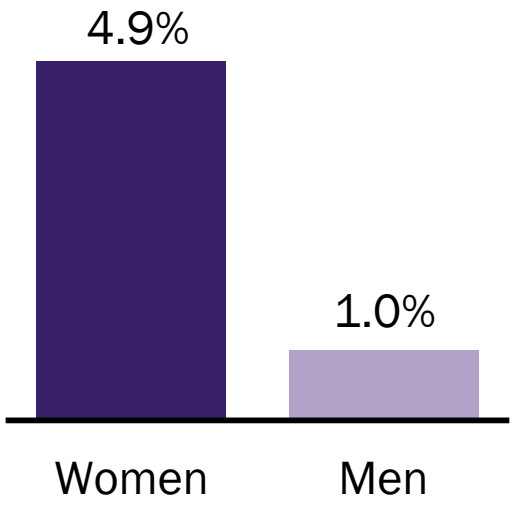

Sex-based MEO violations
Sexual harassment
Sexually hostile work environment
Sexual quid pro quo
Gender discrimination

“Unwanted sexual contact”

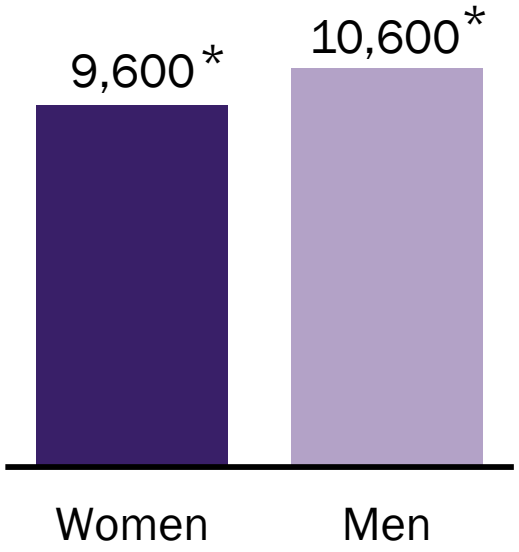
560,000
personnel
invited to participate
100%
of women
25%
of men
170,000
respondents

An estimated 20,300 active-component members were sexually assaulted in the past year

Women have almost five times men's risk of sexual assault

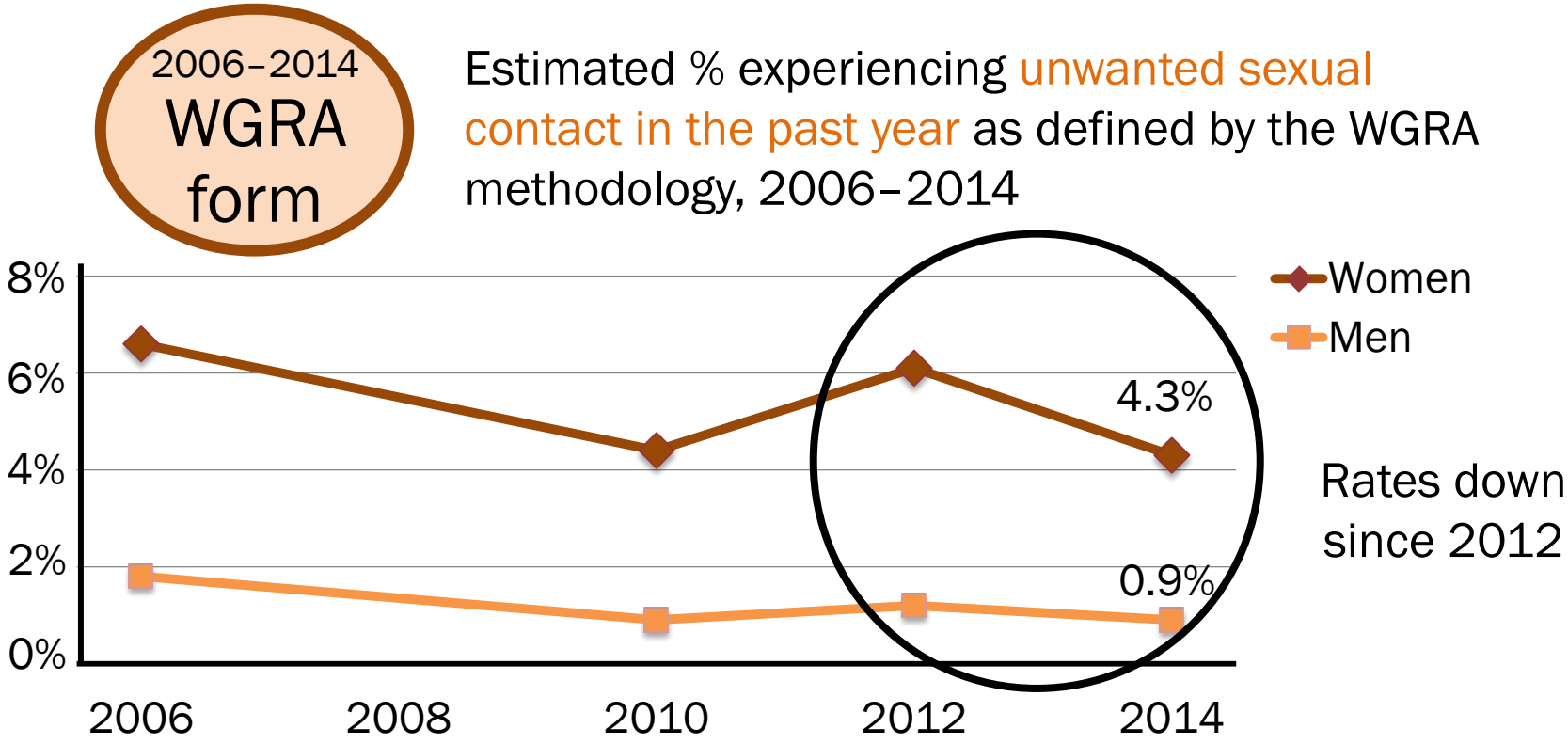


More men experienced sexual assaults (there are six times more men than women in the military)

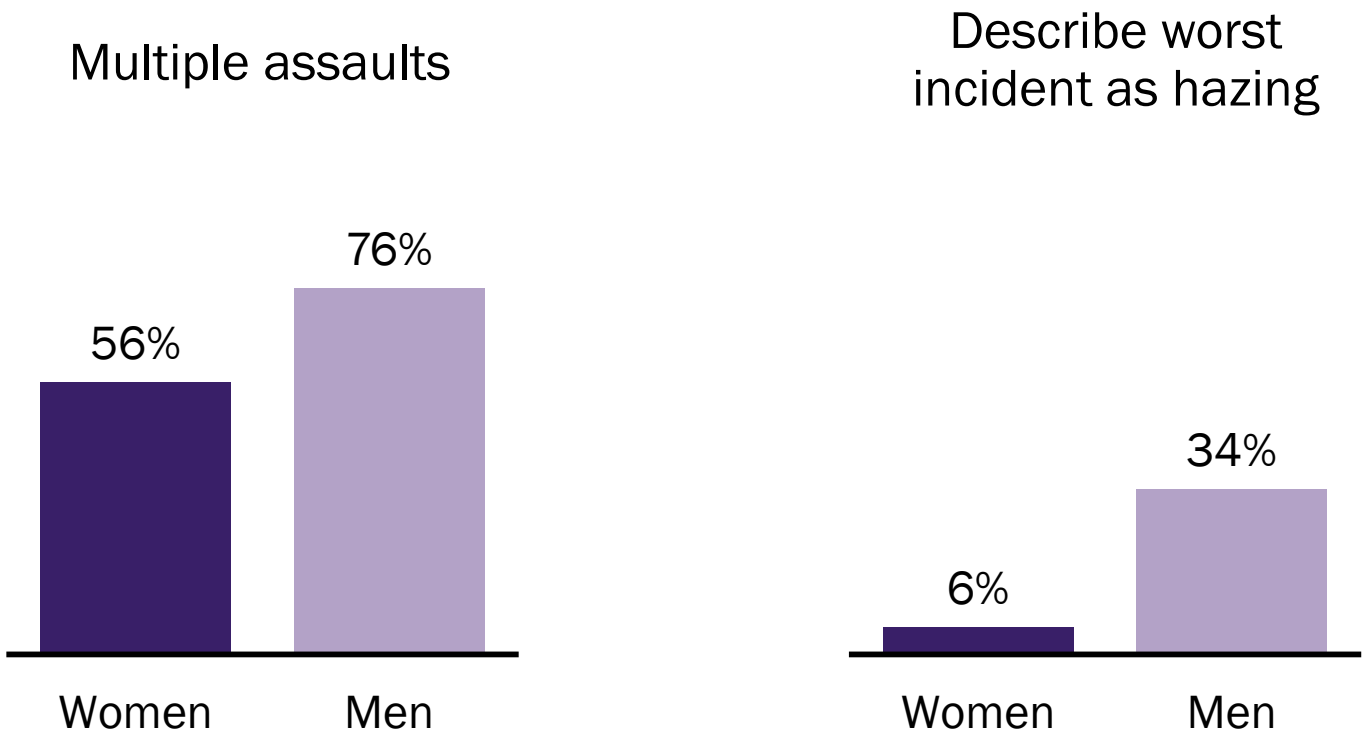


* Numbers do not sum to 20.3K due to rounding

An estimated 18,900 active-component personnel experienced unwanted sexual contact in 2014

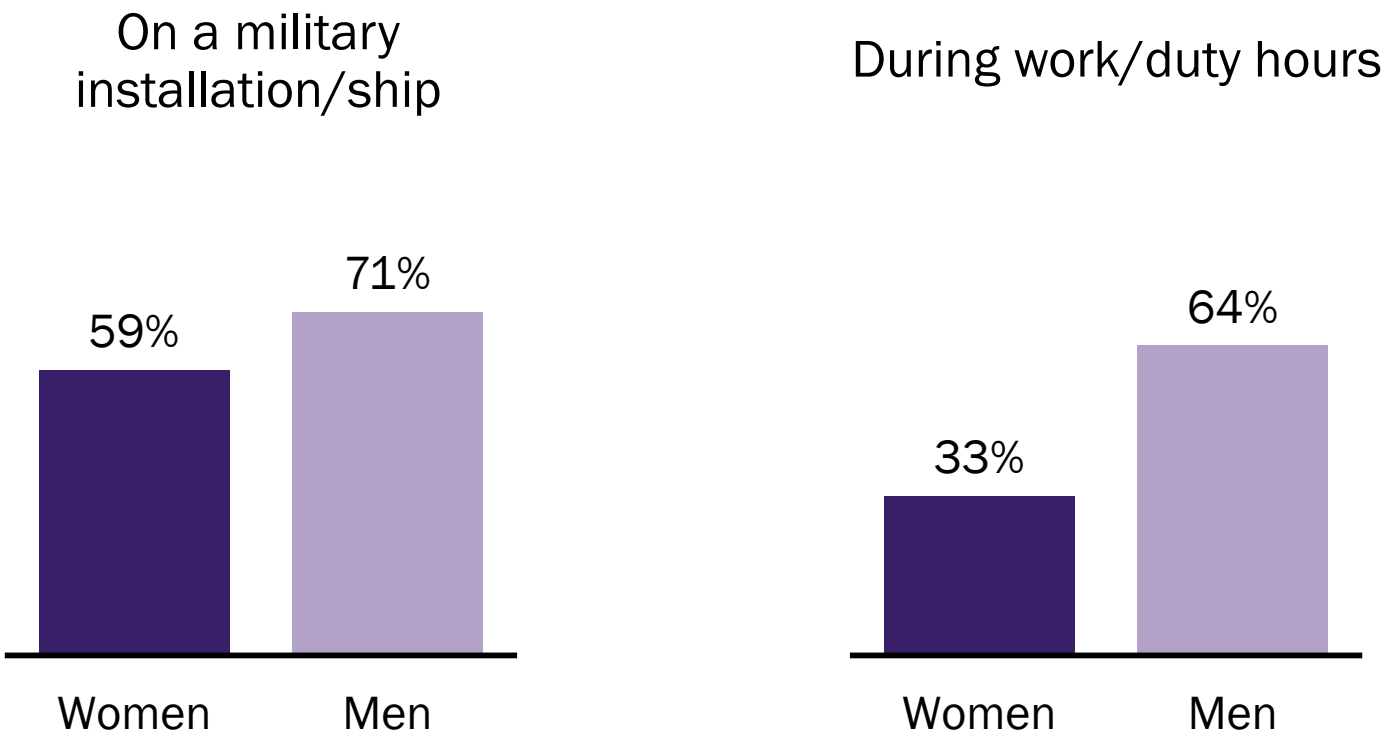


Men are more likely to experience multiple sexual assaults and describe incidents as hazing



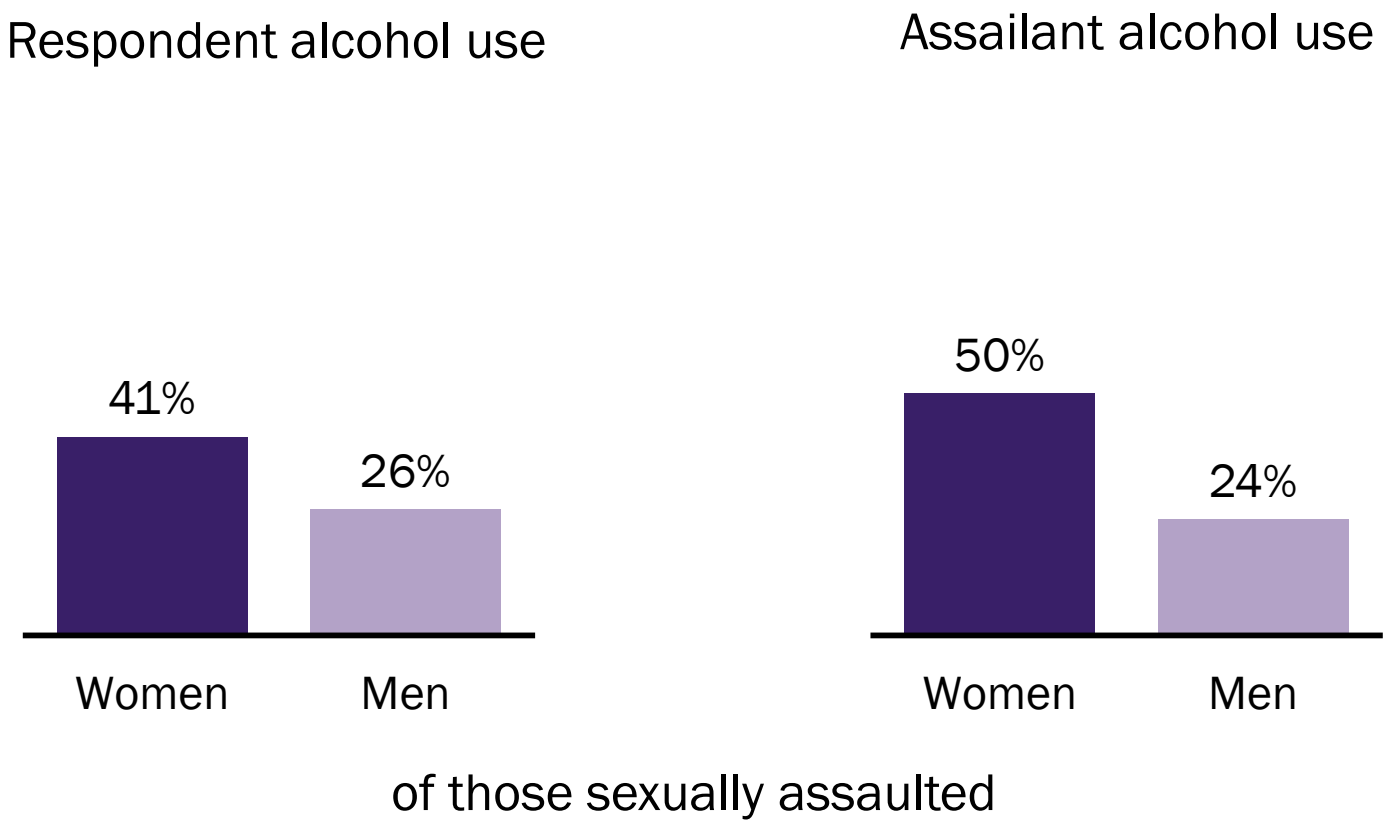
of those sexually assaulted

Men are more likely to be sexually assaulted on the job

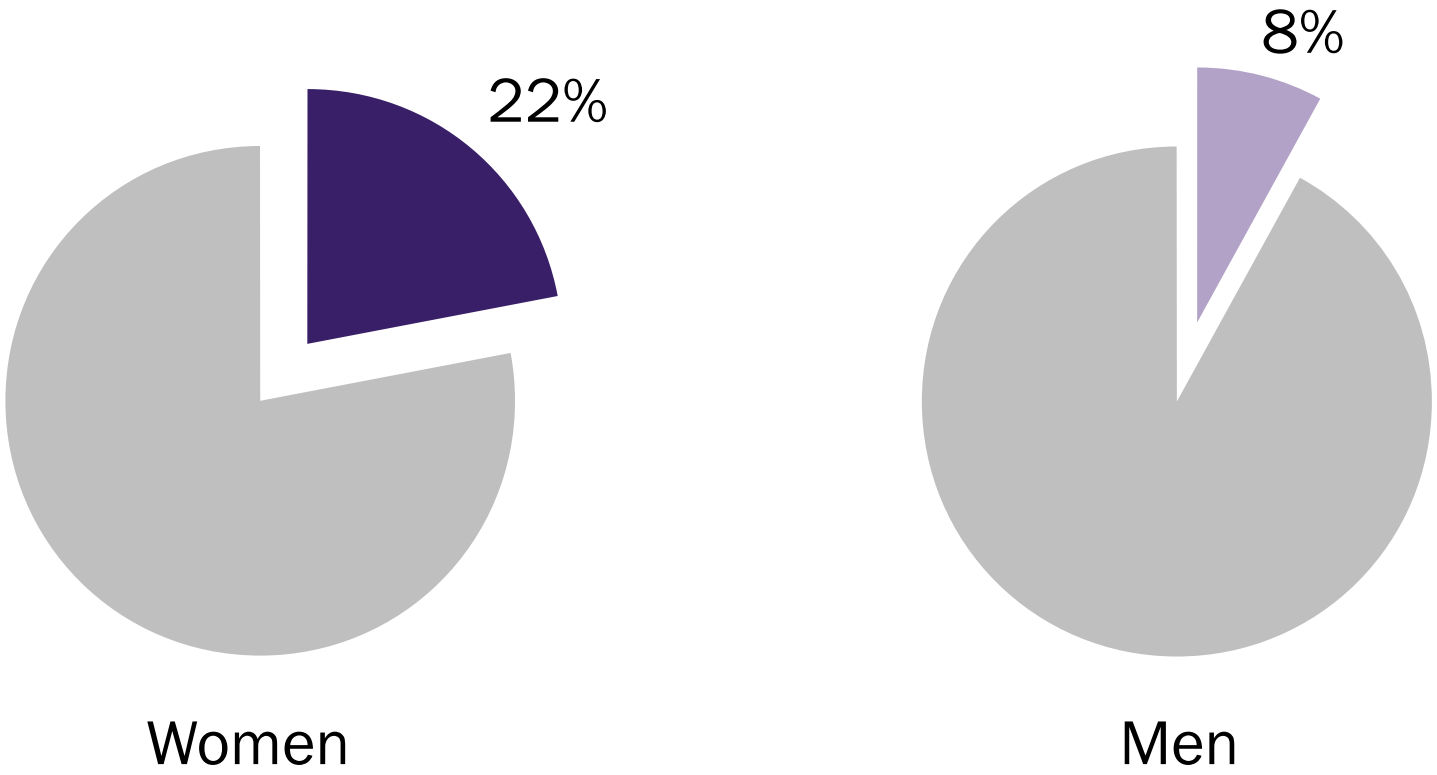


of those sexually assaulted

Women are more likely to experience sexual assaults involving alcohol



Men who are assaulted are less likely to file an official report

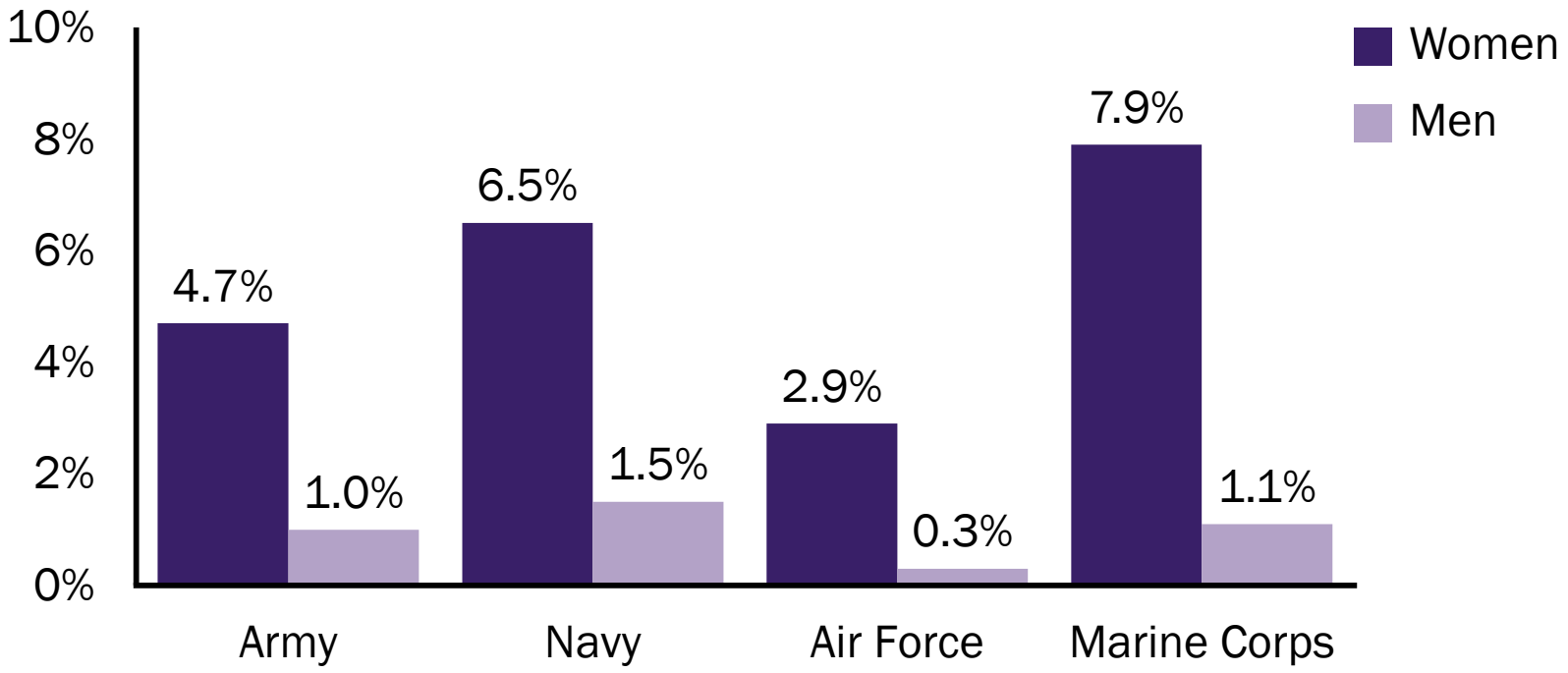


of those sexually assaulted

There are important gender differences in sexual assault patterns

- Relative to women, men who are assaulted are MORE likely to…
  - experience multiple incidents in the past year
  - be assaulted by multiple offenders, at work or during duty hours
  - describe event as hazing or intended to abuse or humiliate them
  - experience physical injuries or threats of physical injury during a penetrative sexual assault
- Relative to women, men who are assaulted are LESS likely to…
  - experience a sexual assault involving alcohol use
  - tell anyone about the event or file a report

% of active-component personnel indicating a sexual assault in the past year



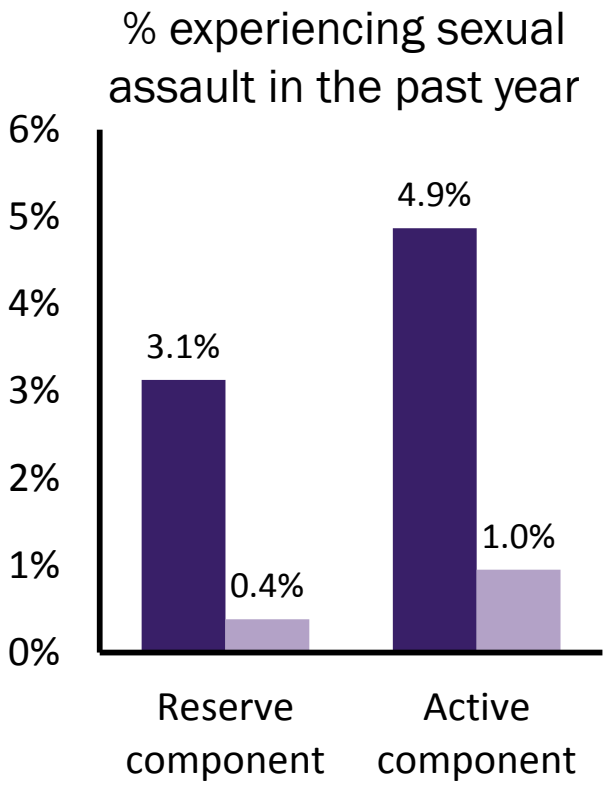
Demographics

Military experience

Military environment

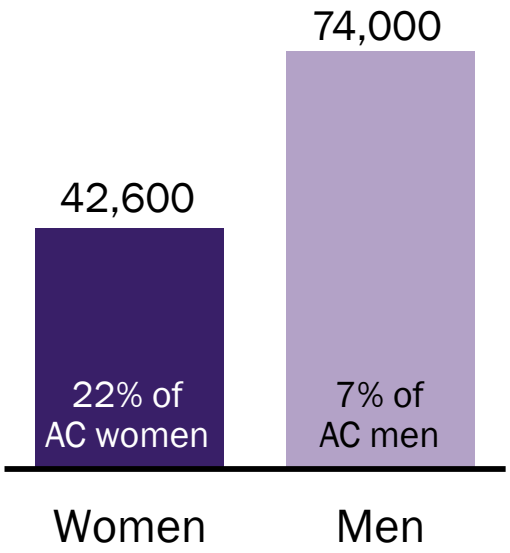
Reserve component (RC) has significantly lower rates of past year sexual assault than active component (AC)

- Demographic and service factors do not explain lower RC risk
  - AC women have 1.4 times the risk of RC women
  - AC men have 3.2 times the risk of RC men
- Among part-time RC members who experienced a sexual assault, 85% indicated the assault was by a service member or occurred in a military setting

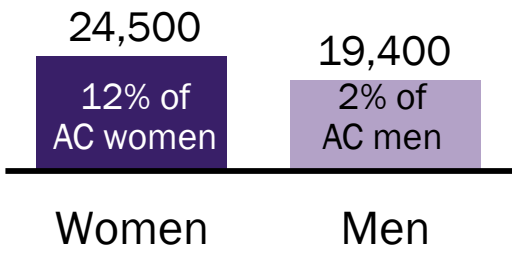


An estimated 116,600 members were sexually harassed, and 43,900 experienced gender discrimination in the past year

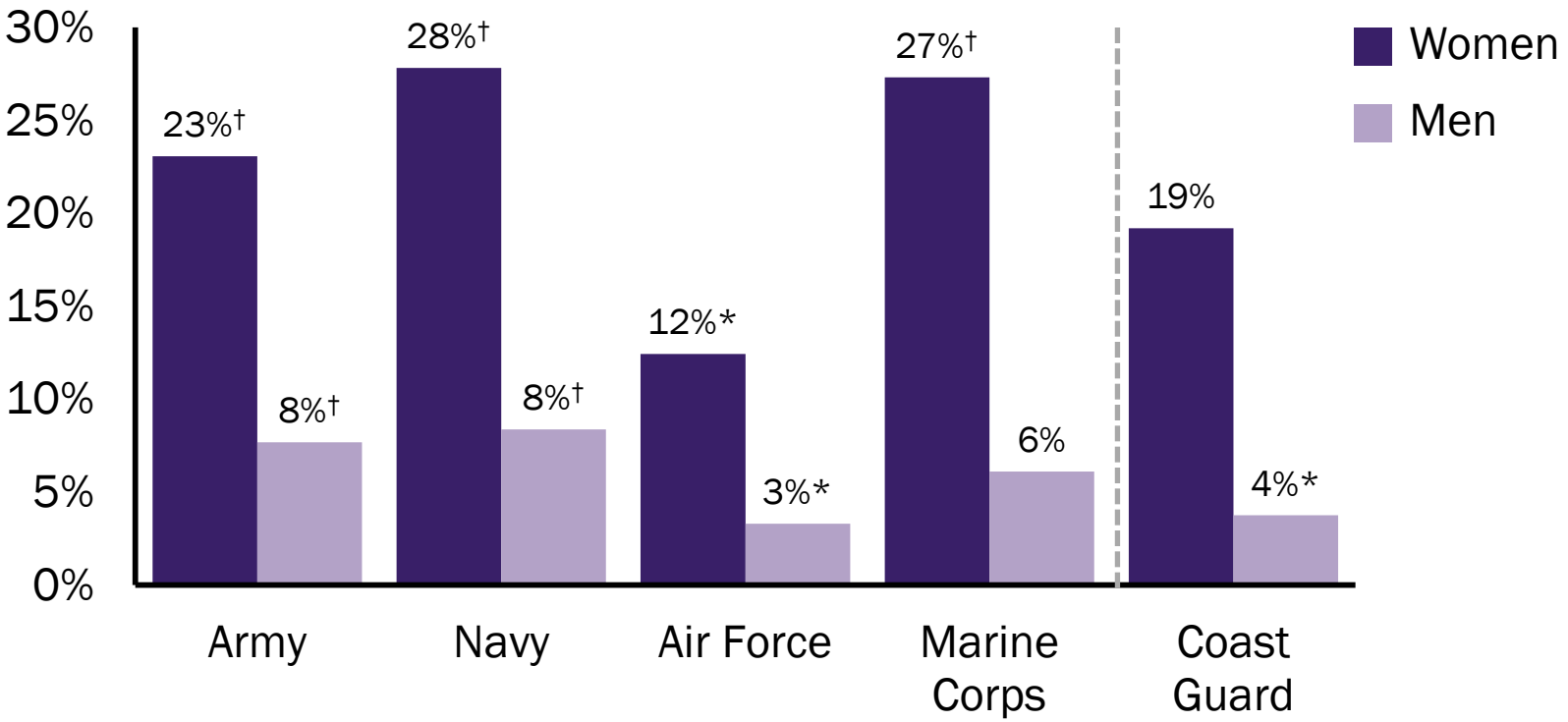
Members experiencing sexual harassment



Members experiencing gender discrimination

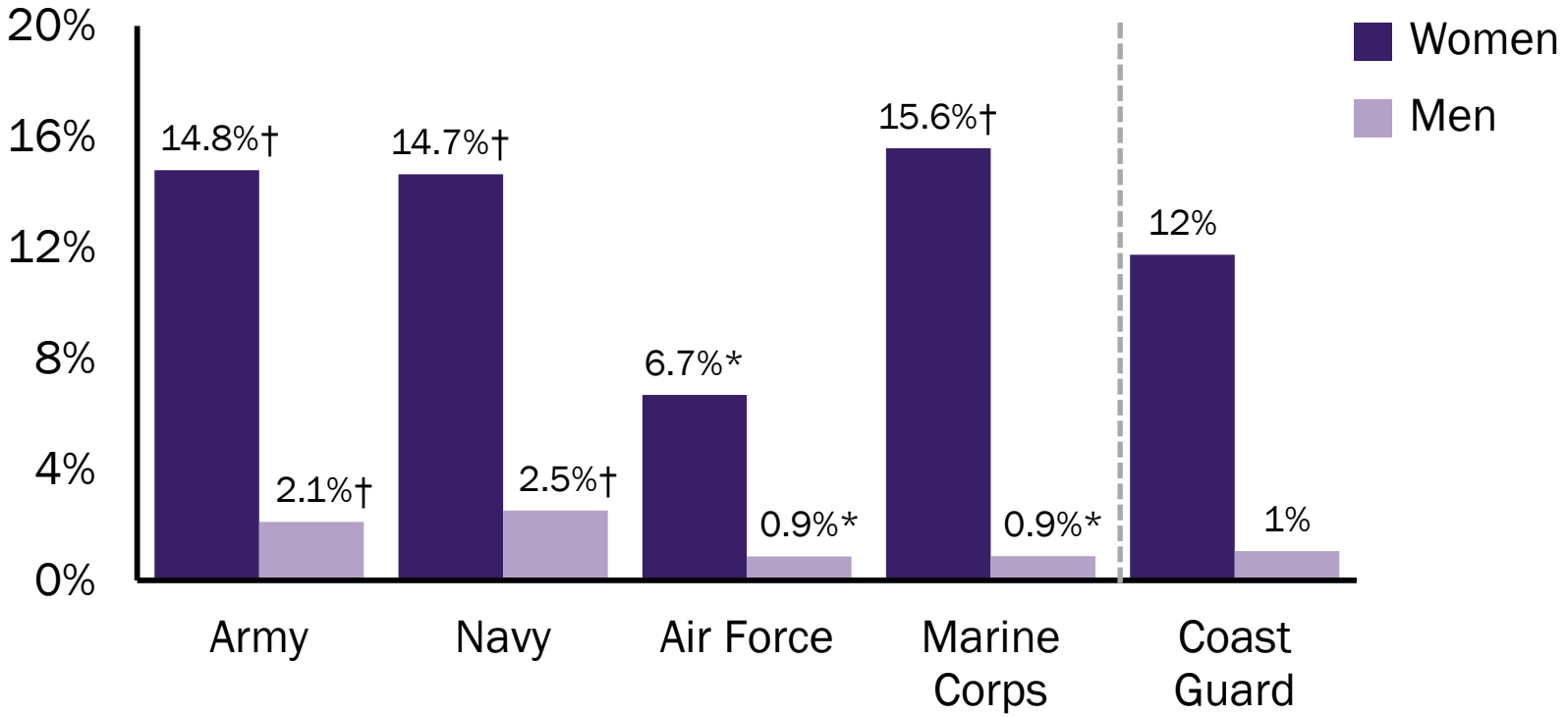


Rates of past year sexual harassment varied by branch of service . . .



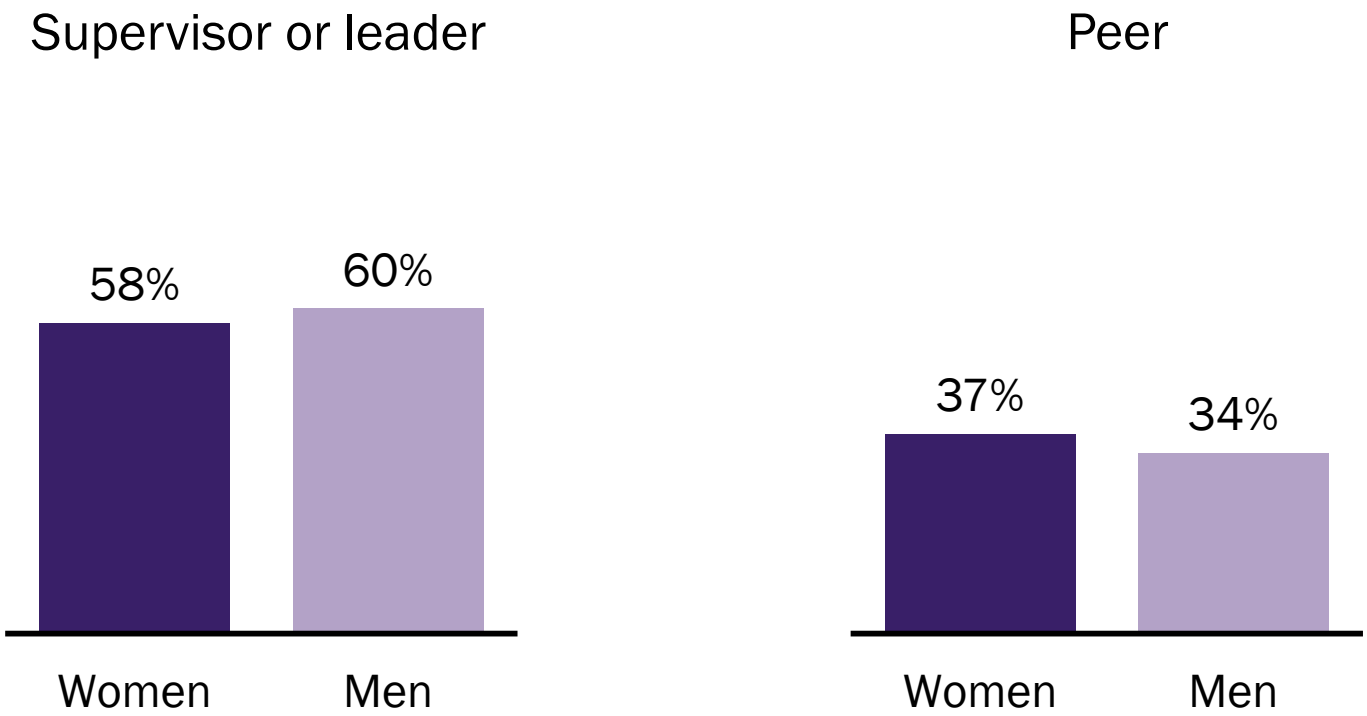
Symbols indicate service average is statistically significantly lower (*) or higher (†) than the average of other DOD services for the same gender. USCG is compared to all DoD services.

. . . as did rates of gender discrimination



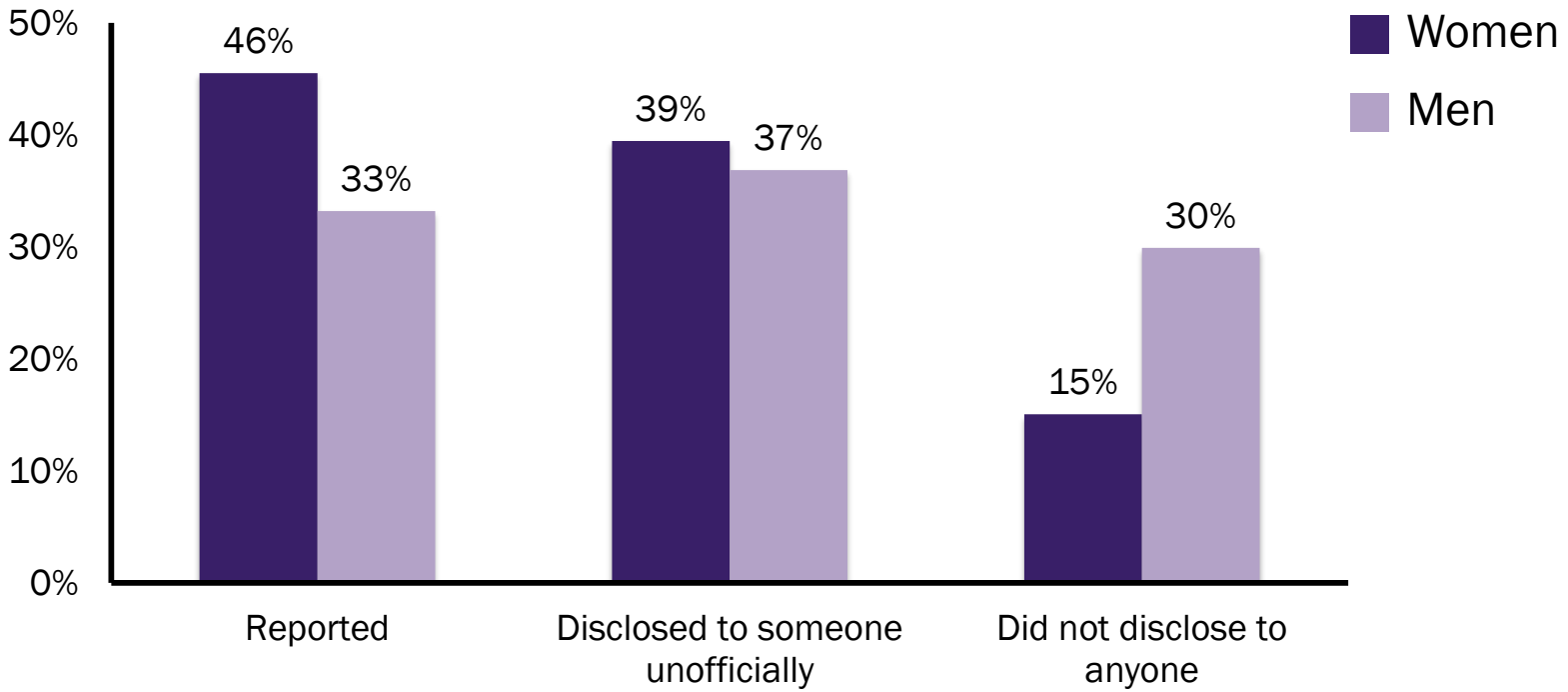
Symbols indicate service average is statistically significantly lower (*) or higher (†) than the average of other DOD services for the same gender. USCG is compared to all DoD services.

In most cases of harassment or discrimination, the offender is a supervisor or peer



of those experiencing sexual harassment or gender discrimination

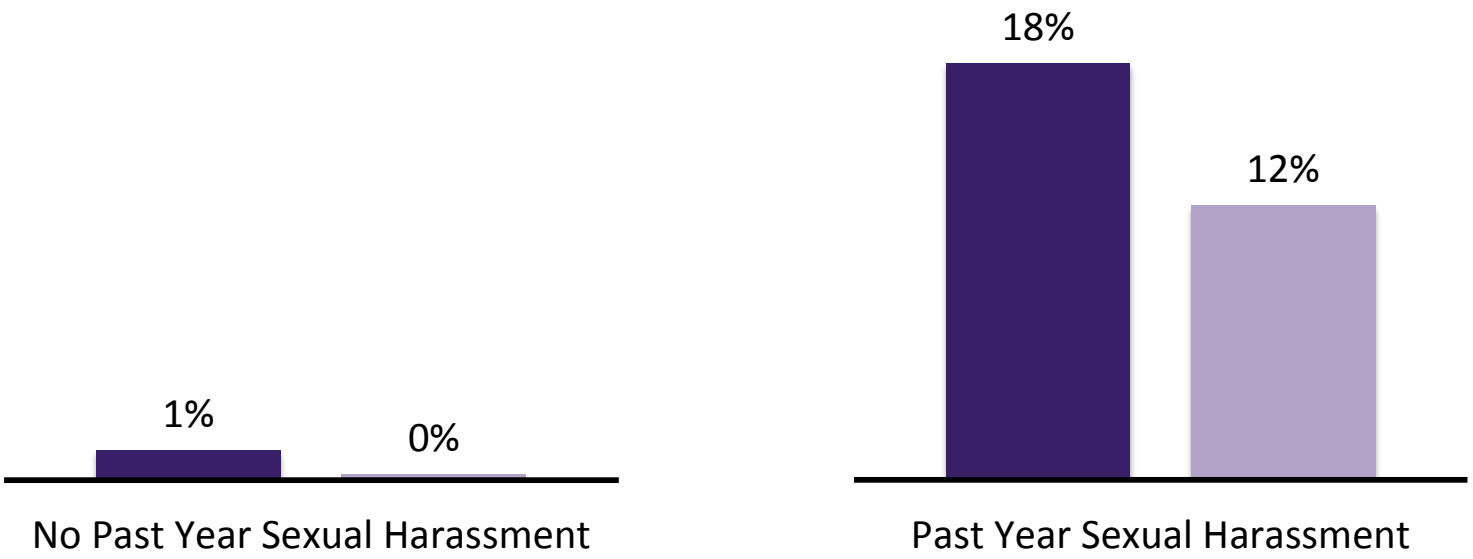
Women are more likely to report harassment or discrimination



of those experiencing sexual harassment or gender discrimination

Risk of past year sexual assault closely correlated with past year sexual harassment

Proportion of men and women who experience a past year sexual assault



52%

of active-component women who officially reported a sexual assault perceived experiencing professional or social retaliation

Recommendations for policy and research

- Expand training and prevention efforts to better identify sexual assaults that occur as part of hazing or other demeaning behavior
- Investigate methods to improve reporting among men, recognizing that many sexual assaults may not be perceived as “sexual”
- Investigate where and when sexual assaults are occurring and against whom to better target training and prevention resources
- Assess the effect of sexual assault, sexual harassment and gender discrimination on retention and career outcomes to better describe their scope and consequences

Additional Information: www.rand.org

Media Requests: media@rand.org

RAND CORPORATION

DoD Sexual Assault Prevention and Response Office (SAPRO) Update

Dr. Nathan Galbreath, Senior Executive Advisor,
DoD SAPRO

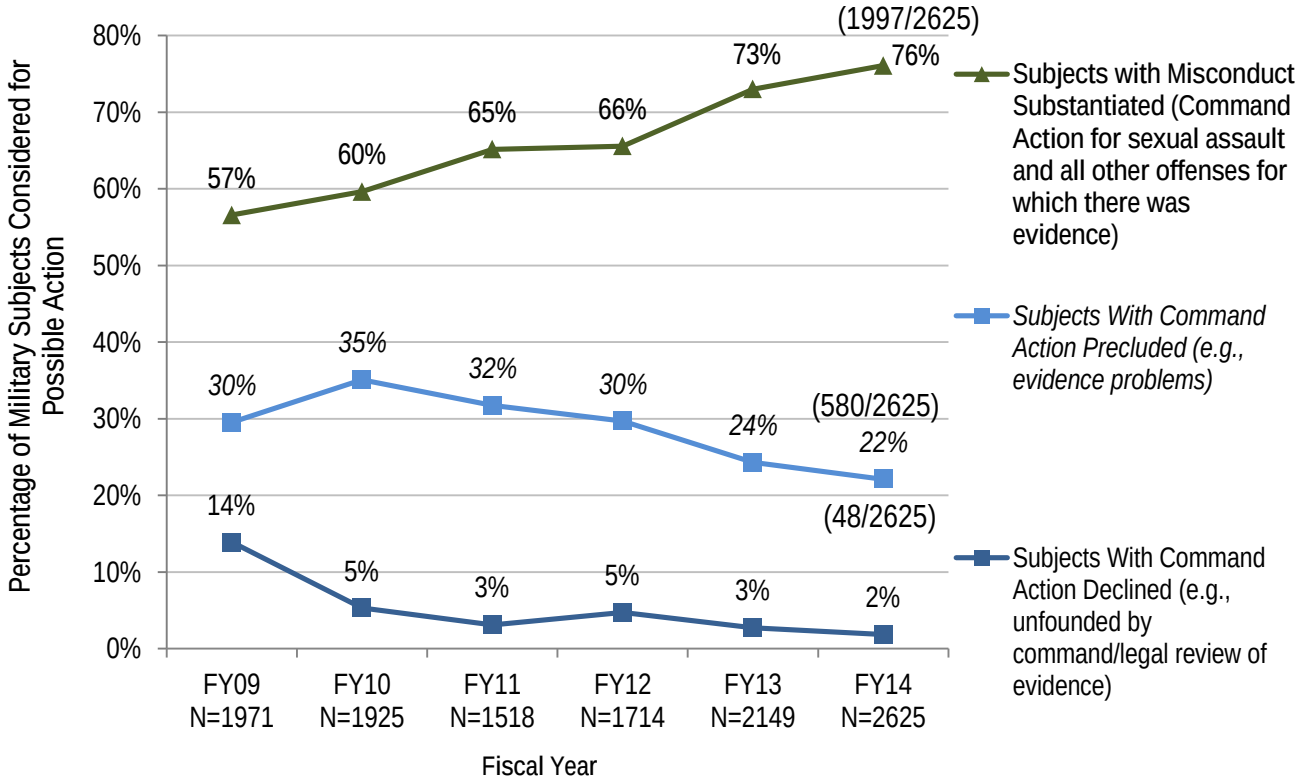
The FY14 Annual Report on Sexual Assault in the Military Illustrates Continued Progress

- Improved understanding of the problem of sexual assault through enhanced survey measures
- Forward movement on implementing 100+ NDAA provisions, 50 (now 54) Secretary of Defense initiatives and 132 RSP recommendations, fundamentally changing the DoD response system since FY12
- Record numbers of reports and accountability actions taken, documented with the fully-operational Defense Sexual Assault Incident Database (DSAID)

DoD authorities had sufficient evidence to take disciplinary action on 3 out of 4 military suspects in FY14

Military Subject Outcomes

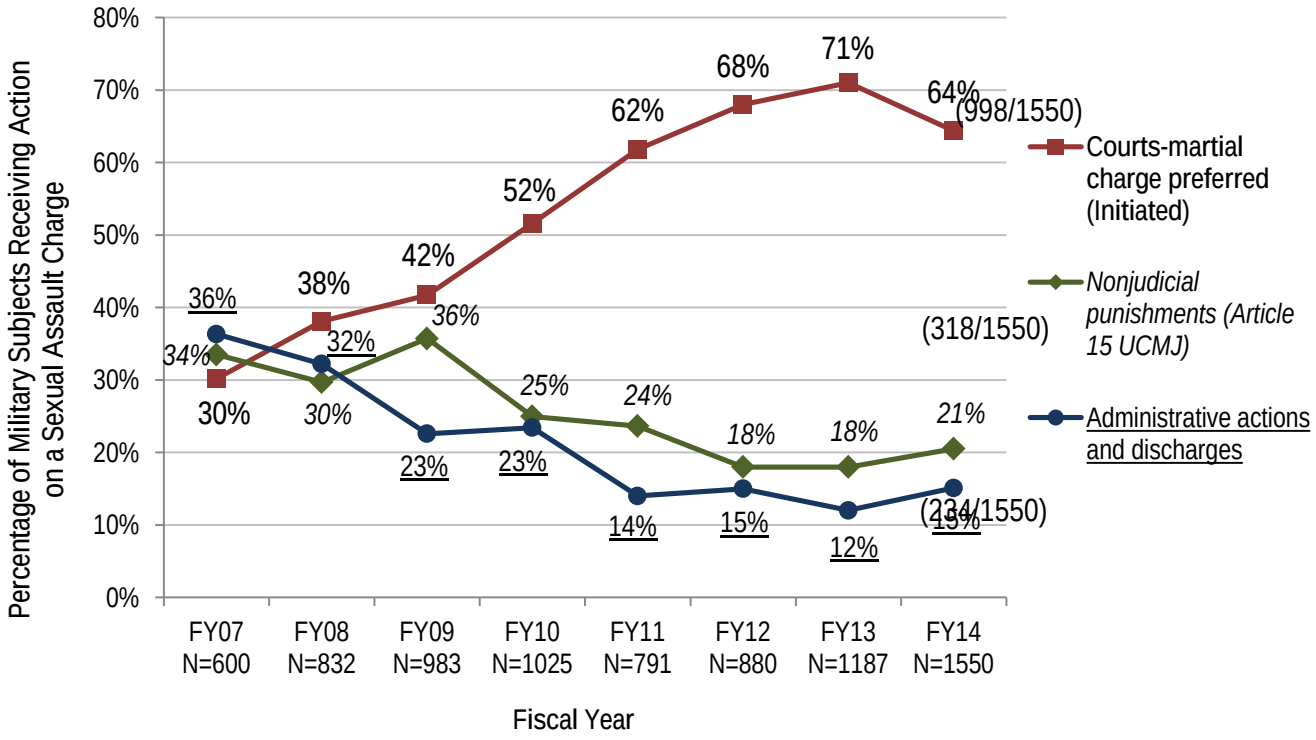
Source: DSAID and Prior Annual Reports



- In FY14, DoD authorities considered 2,625 subjects for possible action; over three-quarters received some form of disciplinary action for a sexual assault charge or for any other offense for which there was evidence
- The other quarter of military subjects could not be disciplined because the evidence did not support action (22%) or DoD authorities determined the allegations were unfounded (2%)

Command Action in Sexual Assault Offenses

Source: DSAID and Prior Annual Reports



- When the subject is under the legal authority of DoD and there is sufficient evidence to take action, commanders address the vast majority of sexual assault allegations using the court-martial process

Since FY12, there have been a record number of victims choosing to report a sexual assault to DoD Authorities – More reporting means more victims accessing the care and support they need

Victims' Experiences with Reporting

SURVIVOR EXPERIENCE SURVEY: SATISFACTION WITH REPORTING EXPERIENCE

73% of survivors said that they would recommend others report a sexual assault

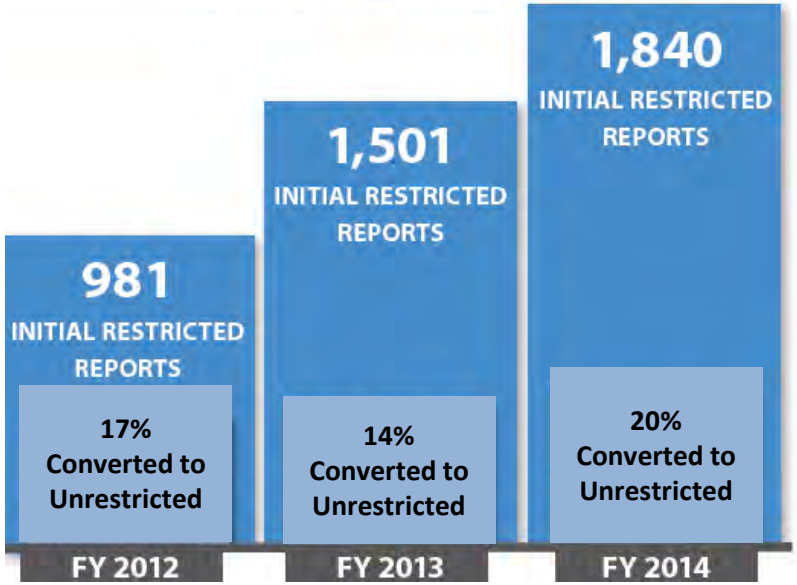
73% of survivors were satisfied with the unit commander/director's response to the sexual assault

Percentage of survivors satisfied with services provided by:

SVC/VLC:	SARC:	SAPR VA:
90%	89%	84%

Medical Services:	Mental Health Services:
75%	79%

CONVERSION RATE



RAND MILITARY WORKPLACE STUDY

32% of women who filed a report of sexual assault perceived **professional retaliation**

53% of women who filed a report of sexual assault perceived **social retaliation**

SecDef Initiatives Directed to Address Retaliation to Date

- Enhance First Line Supervisor Skills and Knowledge (Dec 2014)
- Engage Command to Prevent Retaliation (Dec 2014)
- Bolster Service-wide Efforts Aimed at Reducing Retaliation Associated with Reporting of Sexual Assault (Feb 2015)
- Improve Organizational Culture to Address Sexual Harassment, Sexual Assault, and Reporting-Related Retaliation (May 2015)
- Develop a Department Strategy to Prevent Retaliation Associated with Reporting Crimes and other Misconduct (May 2015)

SecDef Initiatives Directed as a Result of FY14 Annual Report Findings

- Evaluate Gender-Focused Treatment Capabilities and Provider Training
- Employ a Common Prevalence Survey and Feedback Strategy
- Improve Organizational Culture to Address Sexual Harassment, Sexual Assault, and Reporting-Related Retaliation
- Develop a Department Strategy to Prevent Retaliation Associated with Reporting Crimes and Other Misconduct

Further Action Required for Continued Progress

- Prevention practices in a climate of dignity and respect must be expanded to address sexual harassment as well as retaliation associated with reporting
- Victim wellbeing must be regularly assessed and addressed by leadership
- Post-assault treatment must address the unique needs of men and women
- A common survey strategy that respects survey burden and fatigue must be adopted

Contact SAPRO:

sapro@wso.whs.mil

Learn More:

www.sapr.mil

Get Help:

877-995-5247

www.safehelpline.org

Back-Up

FY14 Annual Report Disciplinary Action Summary

Source: DSAID

5,645 Subjects Receiving or Awaiting Disposition in FY14
-1,997 Subject Disposition yet to be Determined (rolled to future FYs)

3,648 Subject Dispositions Reported in FY14
- 528 Subjects–Allegations Unfounded by Legal Review after Criminal Investigation (Army)

3,120 Potential Perpetrators
- 495 Civilian, Foreign, Unknown, Deceased or Deserter Subjects, or Civilian/Foreign authority exercised jurisdiction over Service member Subjects

2,625 Subjects Considered for Possible Action by DoD Commanders

Action Taken: 76% (1997/2625)

- 998 Court-Martial Charge Preferred
- 318 Nonjudicial Punishments
- 234 Adverse Administrative Actions or Discharges
- 447 Action on Non-Sexual Assault Offenses

- *628 Subjects - Command Action Not Possible or Declined*
  - *371 Subjects - Insufficient evidence of a crime to prosecute or unfounded*
  - *248 Subjects - Victims declined to participate in justice system*
  - *9 Subjects - Statute of limitations exceeded for crime alleged*